



Aparna Construction And Estate Pvt. Ltd.

To,

MR.MADHAVI SAMEER SHIVDAS

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 26/06/2023, 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. CTC - 3 LPA
4. 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.

Thanking you,
Yours truly,
For Aparna Constructions & Estates Pvt. Ltd.,


C. Rakesh Reddy
Director



Aparna Construction And Estate Pvt. Ltd.

To,

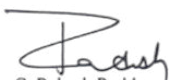
MR.MARATHE UJWAL RAVINDRA

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Thanking you,
Yours truly,
For Aparna Constructions & Estates Pvt. Ltd.,


C. Rakesh Reddy
Director



Aparna Construction And Estate Pvt. Ltd.

To,

MS.PARAD MANSI SUNIL

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 26/06/2023, under the terms and conditions

1. Designation: you will be designated as graduate engineer trainee and placed at our project
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Thanking you,
Yours truly,
For Aparna Constructions & Estates Pvt. Ltd.,


C. Rakesh Reddy
Director



Aparna Construction And Estate Pvt. Ltd.

To,

MR.MOHITE PRATIK PRATAP

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 26/06/2023, under the terms and conditions

1. Designation: you will be designated as graduate engineer trainee and placed at our project
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Thanking you,
Yours truly,
For Aparna Constructions & Estates Pvt. Ltd.,


C. Rakesh Reddy
Director

Date: 29 December, 2022

Dear

Mr.AHMAD NAGESH KHURSHID

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Total sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

A detailed appointment letter will be used to you on the date of your joining You will he under training and probation period for 18 months from the date of joining

The letter of intent, is valid subject to you completing your academic courses with maximum 70% aggregate and above as specified at time of your selection and meeting pre informed eligibility criteria in all courses.completed by you

We would greatly appreciate your confirmation of acceptance latest by 14 Jan, 2023 COB You are required to confirm your acceptance of the letter within the stipulated date the letter of Intent will stand invalid.

We are looking forward to building a rewarding and successful career with us

For Apps Associates (1) Private Limited

Yours faithfully,
For BDS Projects India Pvt. Ltd.


D. K. Kulkarni
CEO



SBS PROJECTS INDIA PVT. LTD.

Correspondence Address: Navine House, Currimbhoy Road, Ballard Estate, Mumbai 400 601. T: +91 22 2271 6988 F: +91 22 2271 6979

Registered Address: AFL House Lok Bharati Complex, Marol Maroshi Road, Andhera (E), Mumbai 400 659

W: www.bdsindia.com E: info@bdsindia.com

AN ISO 9001 : 2008 Company

CIN No. U27316MH2007PTC166541

BDS

BUILDING DIAGNOSTICS & SOLUTIONS

Date: 29 December, 2022

Dear,

MR.DAWKAR TEJAS RAJESAHEB

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Total sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

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AN ISO 9001 : 2008 Company

CIN No. U27318MH2007PTC166941

Date: 29 December, 2022

Dear

MS.GOLIPKAR SHRUTI SANDIP

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Total sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

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AN ISO 9001:2008 Company

CIN No. U27316MH2007PTC166941

Date: 29 December, 2022

Dear

MS.JAWANJAL NIKITA NANDKUMAR

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Total sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

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GIN No: U27316MH2607PT6166541

Date: 29 December, 2022

Dear

MR.KAMBLE RUSHIKESH SARJERAO

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Total sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

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CIN No. U27316MH2607PTC166841

BDS

BUILDING DIAGNOSTICS & SOLUTIONS

Date: 29 December, 2022

Dear

MR.KHAN AHMAD ABU HAMZA

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Date: 29 December, 2022

Dear

MR.PATIL PRATEEK PRASHANT

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Tatal sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

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BUILDING DIAGNOSTICS & SOLUTIONS

Date: 29 December, 2022

Dear

MR.PRATHMESH VIJAY AHIRE

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Tatal sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

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GIN No. U27316MH2007PTC166941

Date: 29 December, 2022

Dear

MR.WAIDANDE MAYUR GAJANAN

With reference to your participation our Campus hiring program and sequent discussion that we had, we are pleased to announce that you are selected for the position of "Site Engineer" at our Office Your Total sent to the Company wut be Rs. 2,80,000/- per annum (Two Lakh Eighty Thousand rupees only)

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For BDS Projects India Pvt. Ltd.


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CEO



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AN ISO 9001 : 2008 Company

GIN No: U27316MH2607PT6166541



CITY SERVICES

Hearty congratulations to the following 12 students who have been selected by CITY SERVICES

Group Recruitment Drive held on 25/12/2022.

Sr No.	Name Of Students
1	MR.ALDAR KIRAN DILIP
2	MS.CHAULKAR VISHAKHA VIJAY
3	MR.DHERANGE SAIRAJ SANJAY
4	MS.KAMBLE APEKSHA ASHOK
5	MR.METKARI VIVEK ANIL
6	MR.THAKUR SUSHIL SUBHASH
7	MR.SHINDE OMKAR HARISHCHANDRA
8	MR.ZAGADE NIKHIL GURUNATH
9	MR.SAWANT TUSHAR MANOJ
10	MR.MHATRE VAISHNAVI PURUSHOTTAM
11	MR.PATHADE RAVINDRA BHAGWAN
12	MS.TEKADE GAURI SUBHASH

We take great pleasure in inviting you to join the family of CITY SERVICES

Your terms of employment would be as follows:

Designation: SUPERVISOR

Gross monthly salary: 2.4 P.A.

Date of joining: 15- 06 - 2023

In case you need any further information on your job profile, salary, or any policy, please contact

theUndersigned 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.



Head Office: 105 New Vegas Plaza Owale
Naka Ghodbunder Road Thane west 400615.
Cityservices1981@gmail.com | 022-35758506



K.H. ENTERPRISE

Job Confirmation Letter

Date:24/11/2022

Congratulations Dear,

MR.BHOIR SAURABH MAHADEO

This site is in reference to your job application and Interview process we had with you. After carefully dewing your academic credentials, we are glad to extend a Job offer to you for the position of "Junior Engineer" at K H Enterprises. As discussed, your office Joining date is June 26 2023 on Monday, please report in our office at 10:00 AM.

Your Confirmed Gross (CTC) Salary is Rs.204,000/- per year (One Lakh Twenty Thousand Rupees Only)

Your Corporate Campus Accommodation (Hostel) is completely Free. Our company will completely take care of your monthly accommodation and food/meals expenses.

Please make sure to bring photocopies of the following documentation on your joining date. **You are required to submit only photocopies, we do not need any originals.**

3 Sets of Photocopies of Aadhaar card



3. Sets of Photocopies of Permanent Account Number (PAN)

1 Passport size color photographs

Photocopies of University Degree Certificates (Graduation/Post Graduation)

Thanking You

For K.H. Enterprises


Authorized Signature




K.H. ENTERPRISE

Job Confirmation Letter

Date:24/11/2022

Congratulations Dear,

MR.ANSARI LIYAKAT SAGIR

This site is in reference to your job application and Interview process we had with you. After carefully reviewing your academic credentials, we are glad to extend a Job offer to you for the position of "Junior Engineer" at K H Enterprises. As discussed, your office Joining date is June 26 2023 on Monday, please report in our office at 10:00 AM.

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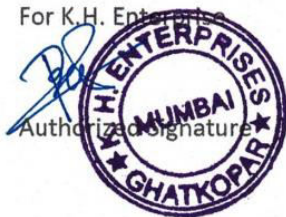
3. Sets of Photocopies of Permanent Account Number (PAN)

1 Passport size color photographs

Photocopies of University Degree Certificates (Graduation/Post Graduation)

Thanking You

For K.H. Enterprises





Date - 28/10/22

Hearty congratulations to the following 12 students who have been selected by
PENTACLE INFRASTRUCTURE

Group Recruitment Drive held on 25/12/2022.

Sr No.	Name Of Students
1	MR.HODEKAR ZIMAD ABDUL BASIT
2	MS.KHARATMOL POOJA MADHUKAR
3	MR.MAHAJAN KAPIL VIJAY
4	MR.PAWAR GAURAV RAMESH
5	MS.JADHAV SHILPA TULSHIRAM
6	MR.BERDE AVISHKAR RAMCHANDRA
7	MR.DAPSE TANMESH SANJAY
8	MR.NIKAM PRASHANT ARUN
9	MR.KUTHE SAURABH BHALCHANDRA
10	MR.SAYYED ADIL GHAYAS ALAM
11	MR.DHENE PRATHMESH SURESH
12	MR.SHAIKH MOHD SADIK

We are pleased to inform you that you have cleared all rounds of interview for the position of "Site Engineer" at PENTACLE INFRA. PVT LTD. You have been offered a Salary of Rs. 18,000 /-Per month. You are requested to report to the office on 21th March 2022 by 10.00 am for your joining formalities.

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

Proof of Identity (Passport/Voter Id card/ Driving License/PAN Card-any one of them)

Proof of Address

Passport size photographs

Academic Credentials

Wishing you a successful career with PENTACLE INFRA. PVT LTD

HR- Human resources/Director



For Pentacle Consultants (India) Pvt. Ltd.

Pentacle Consultants (India) Private Limited

CIN No.: U74140MH2006PTC165384

Corp. Off.: B/406, Pranik Chamber, Saki Vihar Road, Saki Naka, Andheri (E) Mumbai - 400072, India | 91 22 66952533 T | contact@pentacleconsultants.com
91 22 66952544 T | www.pentacleconsultants.com

Branch Off. : Unit-154, 1st floor, Kaliandas Udyog Bhavan premises Co. Op. Society, Near Century Bazar Croma showroom, Prabhadevi, Mumbai - 400025. Tel. : 91 9324348040



SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

Dear

AUTI DIPAK VITTHAL

We are pleased to offer you, the position of JUNIOR ENGINEER at SAI BALAJI CONSTRUCTION on the following terms and conditions

CTC: 2.16 PA

Date of Joining: 11-06-2023

Job Title: Junior engineer

Terms and Conditions:

Please sign the duly copy of the appointment letter signifying your acceptance. †

Please submit the copy of your certificates.

We welcome you to our company and look forward to a fruitful collaboration.

Yours sincerely,





SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

Dear

PAWAR SANKET SANJAYSA

We are pleased to offer you, the position of JUNIOR ENGINEER at SAI BALAJI CONSTRUCTION on the following terms and conditions

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SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

Dear

SAWANT ASHOK SHARAD

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SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

Dear

TRIMBAKKAR SHUBHAM SANTOSH

We are pleased to offer you, the position of JUNIOR ENGINEER at SAI BALAJI CONSTRUCTION on the following terms and conditions

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SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

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SHAIKH MOHAMMED AATIF SIRAJ AHMED

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SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

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SOLANKI ROHIT SUNIL

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JUWALE SIDDHESH SANTOSH

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SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

Dear

VAREKAR GANESH SHANKAR

We are pleased to offer you, the position of JUNIOR ENGINEER at SAI BALAJI CONSTRUCTION on the following terms and conditions

CTC: 2.16 PA

Date of Joining: 11-06-2023

Job Title: Junior engineer

Terms and Conditions:

Please sign the duly copy of the appointment letter signifying your acceptance. ✎

Please submit the copy of your certificates.

We welcome you to our company and look forward to a fruitful collaboration.

Yours sincerely,





SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

Dear

SAWANT PRANAV NARESH

We are pleased to offer you, the position of JUNIOR ENGINEER at SAI BALAJI CONSTRUCTION on the following terms and conditions

CTC: 2.16 PA

Date of Joining: 11-06-2023

Job Title: Junior engineer

Terms and Conditions:

Please sign the duly copy of the appointment letter signifying your acceptance. ✎

Please submit the copy of your certificates.

We welcome you to our company and look forward to a fruitful collaboration.

Yours sincerely,





SAI-BALAJI CONSTRUCTION

JOINING LETTER

DATE 27-03-2023

Dear

KAMBLE RUSHIKESH SARJERAO

We are pleased to offer you, the position of JUNIOR ENGINEER at SAI BALAJI CONSTRUCTION on the following terms and conditions

CTC: 2.16 PA

Date of Joining: 11-06-2023

Job Title: Junior engineer

Terms and Conditions:

Please sign the duly copy of the appointment letter signifying your acceptance. ✎

Please submit the copy of your certificates.

We welcome you to our company and look forward to a fruitful collaboration.

Yours sincerely,



Toyo Engineering India Private Limited



OFFER LETTER

DEAR DHULE ATISH DILIPRAO,

We take great pleasure in inviting you to join the family of **TOYO ENGINEERING**.

Your terms of employment would be as follows:

Designation: JUNIOR ENGINEER

Gross monthly salary: 2.5 P.A.

Date of joining: 15- 06 - 2023

In case you need any further information on your job profile, salary, or any policy, please contact theUndersigned 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

A handwritten signature in blue ink, consisting of a stylized 'P' followed by a horizontal line extending to the right.

Thanking You,

Authorized Signature

Toyo Engineering India Private Limited



OFFER LETTER

DEAR GAIKWAD RAMESH NARSING,

We take great pleasure in inviting you to join the family of **TOYO ENGINEERING**.

Your terms of employment would be as follows:

Designation: JUNIOR ENGINEER

Gross monthly salary: 2.5 P.A.

Date of joining: 15- 06 - 2023

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

A handwritten signature in blue ink, consisting of a stylized 'R' followed by a horizontal line extending to the right.

Thanking You,

Authorized Signature

Toyo Engineering India Private Limited



OFFER LETTER

DEAR DALVI PRATHAMESH PRAMOD,

We take great pleasure in inviting you to join the family of **TOYO ENGINEERING**.

Your terms of employment would be as follows:

Designation: JUNIOR ENGINEER

Gross monthly salary: 2.5 P.A.

Date of joining: 15- 06 - 2023

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

A handwritten signature in blue ink, consisting of a stylized 'P' followed by a horizontal line extending to the right.

Thanking You,

Authorized Signature



Date : 30/08/2022

Subject: Appointment Letter

Dear ALAM MO SADDAM HUSSAIN MO ELIYAS,

We are pleased to inform you that after careful consideration of your qualifications and experience, we are offering you the position of Site Engineer at VDIPL

Your compensation for this position will be INR 16,000 per month, subject to applicable deductions and taxes. This amount will be paid to you on a monthly basis. Your employment with VDIPL will be on a full-time basis. You will be expected to work .

Please review the attached Employee Handbook, which contains detailed information about our company policies and procedures. Your signature on this letter confirms your understanding and acceptance of the terms and conditions outlined herein, as well as your commitment to adhere to the company's policies and regulations.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 06/09/2023. If you have any questions or require further clarification, please do not hesitate to contact me.

We are excited about the prospect of you joining our team and look forward to your contributions to VDIPL.

Yours sincerely,

Mr. Rakesh Chavan
Head HR & Admin



Date : 30/08/2022

Subject: Appointment Letter

Dear ANSARI AZMAIN KAUSAR,

We are pleased to inform you that after careful consideration of your qualifications and experience, we are offering you the position of Site Engineer at VDIPL

Your compensation for this position will be INR 16,000 per month, subject to applicable deductions and taxes. This amount will be paid to you on a monthly basis. Your employment with VDIPL will be on a full-time basis. You will be expected to work .

Please review the attached Employee Handbook, which contains detailed information about our company policies and procedures. Your signature on this letter confirms your understanding and acceptance of the terms and conditions outlined herein, as well as your commitment to adhere to the company's policies and regulations.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 06/09/2023. If you have any questions or require further clarification, please do not hesitate to contact me.

We are excited about the prospect of you joining our team and look forward to your contributions to VDIPL.

Yours sincerely,

Mr. Rakesh Chavan
Head HR & Admin



Date : 30/08/2022

Subject: Appointment Letter

Dear DHARMADHIKARI VAIBHAV PRASHANT

We are pleased to inform you that after careful consideration of your qualifications and experience, we are offering you the position of Site Engineer at VDIPL

Your compensation for this position will be INR 16,000 per month, subject to applicable deductions and taxes. This amount will be paid to you on a monthly basis. Your employment with VDIPL will be on a full-time basis. You will be expected to work .

Please review the attached Employee Handbook, which contains detailed information about our company policies and procedures. Your signature on this letter confirms your understanding and acceptance of the terms and conditions outlined herein, as well as your commitment to adhere to the company's policies and regulations.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 06/09/2023. If you have any questions or require further clarification, please do not hesitate to contact me.

We are excited about the prospect of you joining our team and look forward to your contributions to VDIPL.

Yours sincerely,

Mr. Rakesh Chavan
Head HR & Admin



Date : 30/08/2022

Subject: Appointment Letter

Dear DAREKAR JAYESH RAVINDRA,

We are pleased to inform you that after careful consideration of your qualifications and experience, we are offering you the position of Site Engineer at VDIPL

Your compensation for this position will be INR 16,000 per month, subject to applicable deductions and taxes. This amount will be paid to you on a monthly basis. Your employment with VDIPL will be on a full-time basis. You will be expected to work .

Please review the attached Employee Handbook, which contains detailed information about our company policies and procedures. Your signature on this letter confirms your understanding and acceptance of the terms and conditions outlined herein, as well as your commitment to adhere to the company's policies and regulations.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 06/09/2023. If you have any questions or require further clarification, please do not hesitate to contact me.

We are excited about the prospect of you joining our team and look forward to your contributions to VDIPL.

Yours sincerely,

Mr. Rakesh Chavan
Head HR & Admin



Date : 30/08/2022

Subject: Appointment Letter

Dear DHOBLE NILESH PANDURANG

We are pleased to inform you that after careful consideration of your qualifications and experience, we are offering you the position of Site Engineer at VDIPL

Your compensation for this position will be INR 16,000 per month, subject to applicable deductions and taxes. This amount will be paid to you on a monthly basis. Your employment with VDIPL will be on a full-time basis. You will be expected to work .

Please review the attached Employee Handbook, which contains detailed information about our company policies and procedures. Your signature on this letter confirms your understanding and acceptance of the terms and conditions outlined herein, as well as your commitment to adhere to the company's policies and regulations.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 06/09/2023. If you have any questions or require further clarification, please do not hesitate to contact me.

We are excited about the prospect of you joining our team and look forward to your contributions to VDIPL.

Yours sincerely,

Mr. Rakesh Chavan
Head HR & Admin



Date : 30/08/2022

Subject: Appointment Letter

Dear GAIKWAD SAHIL SUNIL,

We are pleased to inform you that after careful consideration of your qualifications and experience, we are offering you the position of Site Engineer at VDIPL

Your compensation for this position will be INR 16,000 per month, subject to applicable deductions and taxes. This amount will be paid to you on a monthly basis. Your employment with VDIPL will be on a full-time basis. You will be expected to work .

Please review the attached Employee Handbook, which contains detailed information about our company policies and procedures. Your signature on this letter confirms your understanding and acceptance of the terms and conditions outlined herein, as well as your commitment to adhere to the company's policies and regulations.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by 06/09/2023. If you have any questions or require further clarification, please do not hesitate to contact me.

We are excited about the prospect of you joining our team and look forward to your contributions to VDIPL.

Yours sincerely,

Mr. Rakesh Chavan
Head HR & Admin



24-557

Offer: Computer Consultancy
Ref: TCSL/DT20184537495/Hyderabad
Date: 21/09/2022
Ms.Bhoir Sonam Madhukar

6-7-6,Raju,Colony,Balanagar,
Medchal,Telangana,500037

Tel# 91-9700178246

Dear Ms.Bhoir Sonam Madhukar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **4,15,000/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

15-501

Offer Release Date July 12 July, 2023

Dhandar Oshan Arun

**4-57, APPANNAPET,
PEDDAPALLI, TELANGANA,
505172.**

Sub: Offer and Appointment Letter

Dear Dhandar Oshan Arun,

Congratulations! With reference to the interviews conducted by HCL TECH LTD. - IOMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in band E1.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **August 17, 2023** at **9:00 A.M** at the following address, **Noida-Sec-3, A-9**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – HCL TECH LTD. - IOMC. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.15 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1991PLC046369

Technology Hub, Special Economic Zone

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15-502

Offer Release Date 12 July, 2023

Dalvi Aiman Abdul Alim

30-69,NANDA NAGR,
QUTHBULLAPUR,
MEDCHAL,TELANGANA,
500037.

Sub: Offer and Appointment Letter

Dear Dalvi Aiman Abdul Alim,

Congratulations! With reference to the interviews conducted by HCL TECH LTD. - IOMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in band E1.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **August 17, 2023** at **9:00 A.M** at the following address, **Noida-Sec-3, A-9**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

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Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexe(s).

Your Total Compensation will be INR 4.15 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

15-503

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1991PLC048369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

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www.hcltech.com

www.hcl.com

Offer Release Date 12 July, 2023

Gaikwad Sanket Sanjay

23-1/H,pragathi nagar,hyderabad.

Sub: Offer and Appointment Letter

Dear **Gaikwad Sanket Sanjay**,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC** ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee in band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **August 17, 2023** at **9:00 A.M** at the following address, **Noida-Sec-3, A-9**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

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Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexe(s).

Your Total Compensation will be INR 4.15 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400C1991PLC0016369

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T +91 120 6125000 F +91 120 4883030

Registered Office: 800 Siddharth, 9G, Nehru Place, New Delhi-110019, India.

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www.hcl.com

15-504

Offer Release Date 12 July, 2023

Johnson Savio

3-44/1,VATTEMLA, TTIMALLA,
VEMULAVADA,
TELANGANA,
505524

Sub: Offer and Appointment Letter

Dear Johnson Savio,

Congratulations! With reference to the interviews conducted by HCL TECH LTD. - IOMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee in band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **August 17, 2023 at 9:00 A.M** at the following address, **Noida-Sec-3, A-9**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – HCL TECH LTD. - IOMC. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.15 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.



15-505
Mrec Placement Dean <tpodean@mrec.ac.in>

Fwd: Confirmation Letter

rokesh y <rokeshy1@gmail.com>
To: Mrec Placement Dean <tpodean@mrec.ac.in>

Fri, Sep 23, 2022 at 6:21 PM

----- Forwarded message -----

From: Shi ani Khade <khadeshivani23@gmail.com>
Date: Fri, 23 Sep 2022, 17:21
Subject: Fwd: Confirmation Letter
To: rokesh y <rokeshy1@gmail.com>

----- Forwarded message -----

From: Vijaya lakshmi <vijayalakshmi.nandu@relgo.com>
Date: Fri, Sep 23 2022 at 3:21 PM
Subject: Confirmation Letter
To: <khadeshivani23@gmail.com>

Hi
Greetings From Relgo Networks Pvt Ltd

Here I'm Confirming that the candidates list who had been selected in last week drive

Shivani — 505
Rahul — 16J45A0505
Diksha — 547
Kshitij — 552
And Sagar — 535

Please let me know the joining date of the selected candidates as early as possible.

Regards,
Vijayalakshmi.N(HR),
9154355518.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: 171140011331210048000

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 8125000 F +91 120 4883030

Registered Office: 808 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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15-506

Offer Release Date 12 July, 2023

Solkar Khizar Irfan

1-96/B, SHANKAR NAGAR,
SIDDIPET,
TELANGANA,
502103

Sub: Offer and Appointment Letter

Dear **Solkar Khizar Irfan**,

Congratulations! With reference to the interviews conducted by HCL TECH LTD. - IOMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee in band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **August 17, 2023 at 9:00 A.M** at the following address, **Noida-Sec-3, A-9**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. - IOMC**. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.15 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L7414001199121CO46369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 8125000 F +91 120 4883030

Registered Office: 806 Siddharth, 9B, Nehru Place, New Delhi-110019, India.

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15-507

Offer Release Date 12 July, 2023

Sutar Aditya Deepak

3-77, PARSHANAYAK THANDA,
NARSAMPET,
TELANGANA,
506132

Sub: Offer and Appointment Letter

Dear **Sutar Aditya Deepak**,

Congratulations! With reference to the interviews conducted by HCL TECH LTD. - IOMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee in band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **August 17, 2023** at **9:00 A.M** at the following address, **Noida-Sec-3, A-9**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – HCL TECH LTD. - IOMC. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be **INR 4.15 Lacs per annum** outlined in **Annexure I**.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

INDIAN COMMODITIES.COM
DIV OF SUVIDH COMMODITIES ECOM PVT LTD
901-902, TULSIANI CHAMBERS NARIMAN POINT, MUMBAI

APPOINTMENT LETTER

Date: 25th Feb 2023
Mumbai,

Dear **Mr. SIDDHESH PEDNEKAR**

With reference to your application for employment in our organization and interview you had with us, we are pleased to appoint you on the terms and conditions given below: -

1. You have been designated as **Content Executive w.e.f.11th June ,2022.**
2. You will initially on probation 6 month from the date of your joining. The management however reserves the right to terminate your services without assigning any reasons whatsoever during the probationary period. However, if you wish to leave the company during your probationary period, a notice of 1 month needs to be given to the company. On expiry of your probationary period, it will be open to the management either to extend your probation or to confirm your services by a separate order in writing.
3. Your total Cost to Company would be **Rs.1,20,000/- P.A. (Rupees One Lakhs Twenty Thousand only)** Taxes will be deducted at the appropriate rate, which would be subject to your declaration of investments to be made, the proof of which should be provided to the company as soon as possible.
4. After successful completion of the probationary period, the management would then confirm your services in writing. The management reserves the right to extend your probation period if the assessment of your performance has been found to be unsatisfactory.
5. The organization is committed in investing, in you in terms of training and development of yours, during your employment to upgrade your skills and performance, if required. If you are sent for specialized training either in India or Overseas which costs the company a substantial amount of investment then you are liable to continue your employment for a minimum of 2 years starting immediately after completion of the training program, else your annual performance linked incentive for that corresponding year will not be payable. Also, the management has the right to reclaim expenses incurred from your final dues.
6. During your employment, you will be imparted with high quality training and know-how of the specific trade knowledge. So, you will have to maintain complete confidentiality about our business and will not divulge any information/trade practices and secrets to any person or institution failing which you will be liable for immediate termination from the company. The organization also reserves the right to initiate legal proceedings and action in cases where the company may suffer/suffers thereby tarnishing the stature of the organization resulting in heavy losses.
7. You will be entitled to all statutory and other benefits in accordance with the provisions of the rules and regulations of the company applicable to employees of your cadre from time to time.
8. Your services are liable to be transferred to any of the company's operations, at any place in India upon the sole discretion of the management. In such an event the total amount of your remuneration excluding special allowances if any will not be adversely affected.

9. Upon confirmation of services after successful completion of probationary period, in case your services are terminated, you will be served with one month's notice or given one month's salary in lieu of notice. However, in case you wish to leave the services of the company, a minimum notice of 1 month will be given by you or your one-month's remuneration in lieu of notice period.

10. During your employment with the company, you shall devote yourself exclusively to the business and affairs of the company; and shall not engage in any form of employment with a different company whether part-time or full time without prior intimation and permission from the directors of the company.

11. The company attaches importance to a high level of physical fitness, personal grooming, appearance and deportment. You shall present yourself for medical examinations at any time during the course of your employment as required, and ensure that you conform to the physical fitness and hygienic norms laid down by the company from time to time.

12. As an employee, you will be subject to all the company's rules and regulations in force.

13. Your employment will be subject to your medical fitness, antecedent/qualification and verification.

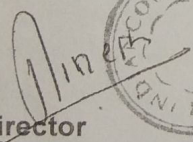
14. After 6 Months of probation period the Company is liable to pay salary for 21 leave days, the same will be paid to you after completing 1 year at the company and the leaves that are taken will be deducted from your regular monthly salary.

Your appointment shall be governed by the service terms and conditions.

Your acceptance of the above-mentioned terms may be indicated by signing the duplicate copy of this letter retaining the original for yourself and returning the copy to us.

We are happy to welcome you in our organization and look forward to a long and fruitful association with you.

Indian Commodities.com
Div of Suvidh Commodities Ecom Pvt Ltd


Director





BACKED BY FAIRFAX

PRIVATE AND CONFIDENTIAL

Date: 11 Jan 2023

Rohan Shinde

OFFER LETTER

Dear Rohan,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Graduate Trainee Engineer - Technology**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 450,000/-** (Rupees Four Lac Fifty Thousand Only).
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.11%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.
- 1.5 The Trainee Program will be for a period of **1 year** from your date of joining.
- 1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.
- 1.7 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.
- 1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.
- 1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates,



BACKED BY FAIRFAX

Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Particulars	2017	2018
Basic Salary	2,50,000	2,50,000
Dearness Allowance	1,00,000	1,00,000
Gratuity	1,00,000	1,00,000
Professional Tax	2,000	2,000
Income Tax	1,00,000	1,00,000
Net Payable	4,52,000	4,52,000

This offer is subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

Signature of Candidate: _____
 Date: _____

**Annexure A
Compensation Entitlement Sheet**

	Monthly	Annual
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	30,972	371,666
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	33,333	400,000
Variable Pay		50000
Annual Cost to Company		450,000

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	28,972	347,566

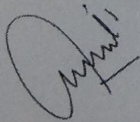
*TDS deduction is subject to taxable income.

**If your Annual Compensation includes a performance-linked variable then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.

*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,

For Go Digit General Insurance Limited



Amrit Jaidka Arora
CHRO

Rohan Shinde

Service Agreement

This Agreement is entered into this the Date **14-Feb-2022** (will be effective from the date of full-time employment offer) between (i) **Mindbowser Infosolutions Pvt Ltd**, a Company registered in India, having its registered office at A67, Kailash Nagar, Gwalior 474010. (hereinafter called the 'Company') and (ii) **Khizar Solkar** an Indian inhabitant residing at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharastra 400043**; and having permanent address at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharastra 400043**; (hereinafter referred to as "Employee") of the other part.

WHEREAS

- A. The Company has selected the Employee for the position of **Trainee Engineer**, which would initially involve extensive training for imparting the required level of skills for effectively carrying out the official responsibilities assigned to the Employee.
- B. The Employee, on joining the Company, undertook to stay in the employment of the Company for a minimum period of two years, excluding any notice period, in consideration of which, the Company is not charging the cost of training from him/her.
- C. The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities so that the same are carried out in an effective manner.
- D. The Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of two years from the date of joining in the company.

- E. The bond agreement doesn't mean that the company is providing guarantee of job and all is depending on the performance.

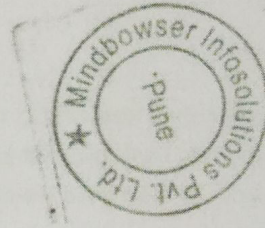
NOW THIS AGREEMENT WITNESSETH AS BELOW:

1. The Employee acknowledges that substantial costs have been invested in him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two years term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of 2 years from the date of his/her joining for on-roll employment.
2. In case the Employee, for any reason, leaves the services of the Company before the said period of two years, then he/she shall forthwith pay a sum of Rs. 2,00,000/- (Rupees Two Lacs only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company at the same time the company has full right to initiate an appropriate legal proceeding against the Employee.
3. That the said employee shall not during the period of this agreement work directly or indirectly in any similar trade or business either as employer or partner or advisor or in any other capacity.
4. That the said employee shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decisions of the Company or of its dealings, transactions, or affairs which may come to his knowledge.

5. Any dispute or difference arising out of this Agreement shall be resolved through Arbitration. The sole Arbitrator, appointed in consultation with parties shall conduct such Arbitration. The venue shall be in Pune.
6. However, Company has full right to transfer, suspend or terminate the employment of the Employee in case if he/she breaches any of the above provisions and founds dishonest to the Company at any moment of his/her employment also Company can withheld the Salary or/and Experience letter of the said Employee until the final clearance of the matter.
7. In witness hereof the parties have executed this Agreement on the day and date mentioned above at Pune.

Khizar Solkar
[Signature]

[Signature]



(Khizar Solkar)

(Mr. Ayush Jain)

Date : 14 / 02 / 2022

Place : Pune

Head Office: 3rd Floor, Sungrace Building, Survey No.19, H. No. (6+7)/5, Bavdhan Khurd, Pune, 411021

Regd Office : A-67, Kailash Nagar, Gwalior, MP, 474010

Phone : +91-9834164732/33, Website : www.mindbrowser.com , Email : contact@mindbrowser.com

Service Agreement

This Agreement is entered into this the Date **14-Feb-2022** (will be effective from the date of full-time employment offer) between (i) **Mindbowser Infosolutions Pvt Ltd**, a Company registered in India, having its registered office at A67, Kailash Nagar, Gwalior 474010. (hereinafter called the 'Company') and (ii) **Khizar Solkar** an Indian inhabitant residing at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharastra 400043**; and having permanent address at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharastra 400043**; (hereinafter referred to as "Employee") of the other part.

WHEREAS

- A. The Company has selected the Employee for the position of **Trainee Engineer**, which would initially involve extensive training for imparting the required level of skills for effectively carrying out the official responsibilities assigned to the Employee.
- B. The Employee, on joining the Company, undertook to stay in the employment of the Company for a minimum period of two years, excluding any notice period, in consideration of which, the Company is not charging the cost of training from him/her.
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Head Office: 3rd Floor, Sungrace Building, Survey No.19, H. No. (6+7)/5, Bavdhan Khurd, Pune, 411021

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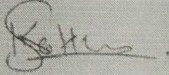
Phone : +91-9834164732/33, Website : www.mindbowser.com , Email : contact@mindbowser.com

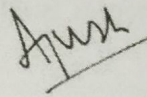
- E. The bond agreement doesn't mean that the company is providing guarantee of job and all is depending on the performance.

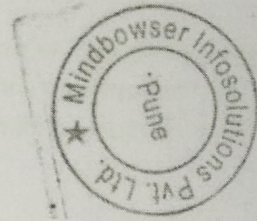
NOW THIS AGREEMENT WITNESSETH AS BELOW:

1. The Employee acknowledges that substantial costs have been invested in him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the two years term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of 2 years from the date of his/her joining for on-roll employment.
2. In case the Employee, for any reason, leaves the services of the Company before the said period of two years, then he/she shall forthwith pay a sum of Rs. 2,00,000/- (Rupees Two Lacs only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company at the same time the company has full right to initiate an appropriate legal proceeding against the Employee.
3. That the said employee shall not during the period of this agreement work directly or indirectly in any similar trade or business either as employer or partner or advisor or in any other capacity.
4. That the said employee shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whatsoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decisions of the Company or of its dealings, transactions, or affairs which may come to his knowledge.

5. Any dispute or difference arising out of this Agreement shall be resolved through Arbitration. The sole Arbitrator, appointed in consultation with parties shall conduct such Arbitration. The venue shall be in Pune.
6. However, Company has full right to transfer, suspend or terminate the employment of the Employee in case if he/she breaches any of the above provisions and founds dishonest to the Company at any moment of his/her employment also Company can withheld the Salary or/and Experience letter of the said Employee until the final clearance of the matter.
7. In witness hereof the parties have executed this Agreement on the day and date mentioned above at Pune.

Khizar Solkar






(Khizar Solkar)

(Mr. Ayush Jain)

Date : 14 / 02 / 2022

Place : Pune

Service Agreement

This Agreement is entered into this the Date **14-Feb-2022** (will be effective from the date of full-time employment offer) between (i) **Mindbowser Infosolutions Pvt Ltd**, a Company registered in India, having its registered office at A67, Kailash Nagar, Gwalior 474010. (hereinafter called the 'Company') and (ii) **Nikhil Khandagale** an Indian inhabitant residing at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharashtra 400043**; and having permanent address at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharashtra 400043**; (hereinafter referred to as "Employee") of the other part.

WHEREAS

- A. The Company has selected the Employee for the position of **Trainee Engineer**, which would initially involve extensive training for imparting the required level of skills for effectively carrying out the official responsibilities assigned to the Employee.
- B. The Employee, on joining the Company, undertook to stay in the employment of the Company for a minimum period of two years, excluding any notice period, in consideration of which, the Company is not charging the cost of training from him/her.
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- D. The Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of two years from the date of joining in the company.

- E. The bond agreement doesn't mean that the company is providing guarantee of job and all is depending on the performance.

NOW THIS AGREEMENT WITNESSETH AS BELOW:

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2. In case the Employee, for any reason, leaves the services of the Company before the said period of two years, then he/she shall forthwith pay a sum of Rs. 2,00,000/- (Rupees Two Lacs only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company at the same time the company has full right to initiate an appropriate legal proceeding against the Employee.
3. That the said employee shall not during the period of this agreement work directly or indirectly in any similar trade or business either as employer or partner or advisor or in any other capacity.
4. That the said employee shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decisions of the Company or of its dealings, transactions, or affairs which may come to his knowledge.

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7. In witness hereof the parties have executed this Agreement on the day and date mentioned above at Pune.

Ajush



Harshita Chawan
Harshita

(Nikhil Khandagale)

(Mr. Ayush Jain)

Date : 14 / 02 / 2022


Place : Pune

Service Agreement

This Agreement is entered into this the Date **14-Feb-2022** (will be effective from the date of full-time employment offer) between (i) **Mindbrowser Infosolutions Pvt Ltd**, a Company registered in India, having its registered office at A67, Kailash Nagar, Gwalior 474010. (hereinafter called the 'Company') and (ii) **Shaikh Mohammad Affan Shamim Haider** an Indian inhabitant residing at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharastra 400043**; and having permanent address at **S/O Shamim Haider Shaikh, plot no 38/T/3, road no 14, near BMC school no 3, baiganwadi govandi, Mumbai, Maharastra 400043**; (hereinafter referred to as "Employee") of the other part.

WHEREAS


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SHAIRH MOHAMMAD AFFAN SHAMIM HAIDER


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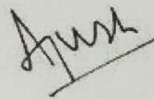
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2. In case the Employee, for any reason, leaves the services of the Company before the said period of two years, then he/she shall forthwith pay a sum of Rs. 2,00,000/- (Rupees Two Lacs only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company at the same time the company has full right to initiate an appropriate legal proceeding against the Employee.
3. That the said employee shall not during the period of this agreement work directly or indirectly in any similar trade or business either as employer or partner or advisor or in any other capacity.
4. That the said employee shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decisions of the Company or of its dealings, transactions, or affairs which may come to his knowledge.


SHAIKH MOHAMMAD AFFAN SHAMMAM HADER

5. Any dispute or difference arising out of this Agreement shall be resolved through Arbitration. The sole Arbitrator, appointed in consultation with parties shall conduct such Arbitration. The venue shall be in Pune.
6. However, Company has full right to transfer, suspend or terminate the employment of the Employee in case if he/she breaches any of the above provisions and founds dishonest to the Company at any moment of his/her employment also Company can withheld the Salary or/and Experience letter of the said Employee until the final clearance of the matter.
7. In witness hereof the parties have executed this Agreement on the day and date mentioned above at Pune.


SHAIKH MOHAMMAD AFFAN SHAMIM HAIDER





(Shaikh Mohammad Affan Shamim Haider)

(Mr. Ayush Jain)

Date : 14 / 02 / 2022

Place : Pune

PLAYERZPOT

03-SEP-2

Dear Jitesh Gadage,

With reference to the interview you had with us, we are pleased to offer you the position of **PHP Developer**. Apart from your responsibilities in PHP Developer function, the role will entail different work streams as per the requirement of a new project. The offer is valid up to 1st September, 2021 & you are required to join on or before 1st September.

We are pleased to offer you a CTC of INR **228000** per annum.

The Appointment letter with detailed terms and conditions along with salary breakup will be issued upon joining.

The following documents to be submitted only in PDF format:

- Original/Copy of Educational Certificates
- Offer letter of previous organization
- Relieving letter of previous Organization
- Last 3 months Salary Slip
- Appraisal letter if any
- Pan Card
- Passport/Driving License/Election Card/ Aadhar Card
- Copy of Address Proof
- Passport Size Photos with 80% face Visible
- Cancelled cheque leaf

We wish you all the best and look forward to you being part of our organization.

Sarode

Prishada Sarode

Manager- Human Resource

1503 - 1504, The Affaires, Plot no. 9, Sector 17, Sanpada, Navi Mumbai 400705
hr@playerzpotmedia.com | www.playerzpotmedia.com

Decline Offer

Accept Offer

July 15, 2022

To:

Umair Wasi Ahamed Siddiqui

Sub: Letter of Offer for Employment

Dear Umair,

We are pleased to offer you the position of **Associate** at NEC Software Solutions (India) Private Limited. Our Parent Organization, NEC Corporation, is a 25 billion Company with offices spread across the globe.

We would like you to join not later than **July 19, 2022** unless the date is extended to a mutually agreed date and communicated to you in writing.

Your Annual Total Employment Cost to the Company will be Rs.4,00,000/- (Rupees Four lakh only). A formal Appointment letter detailing the compensation and other terms & conditions will be issued on joining.

You will be under training for 6 - 8 weeks. After your training you will be assigned to a project wherein based on the project's requirements your role will be decided and communicated to you. Your performance will be reviewed after six months from training.

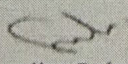
Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment and will attract financial implication.

Your employment as per this offer is subject to you being medically fit. In this regard a medical declaration form is attached, which needs to be filled and certified by a medical practitioner. This needs to be submitted while joining NEC Software Solutions (India) Private Limited.

Please sign and return the duplicate copy of this letter as your acceptance to NEC Software Solutions (India) Private Limited.

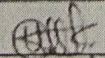
We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders.

Thanking You,
Yours sincerely,


Shradha Sule
Head -Talent Acquisition

ACCEPTANCE OF OFFER FOR EMPLOYMENT
I accept this offer and will join

On : 19-7-2022

Signed : 

Annexure A

You are requested to bring with you the following documents at the time of joining your duties:

1. Four passport size photographs.
2. Two photocopies of Ration card.
3. Two photocopies of PAN card or Driving License.
4. Two photocopies of the Passport with minimum validity of two year from the date of joining NEC Software Solutions (India) Private Limited.
5. SSC / Xth (Mark sheet and certificate) - Original and 1 photocopy.
6. HSC / XIIth (Mark sheet and certificate) - Original and 1 photocopy.
7. All engineering mark sheets and passing Certificate. - Original and 1 photocopy.
8. Service Agreement (Signed by your parents).
9. Medical declaration form.

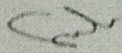
Other Terms and conditions:-

- Location and Technology: Your services are liable to be transferred to any of NEC Software Solutions (India) Private Limited existing technologies and locations.
- Financial liability will be borne by you if you do not serve the period of Two years mentioned in the Employee Agreement.
- Your original education certificates and mark sheets will be returned to you after completion of Two years with NEC Software Solutions (India) Private Limited.

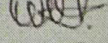


Band 1				
	Name	Umair Wasi Ahamed Siddiqui		
	Designation	Associate		
	Salary Components	Characteristic	Annual Amount	Monthly Amount
1	Stipend	Fully taxable	366,710	30,559
2	Statutory Bonus		21,000	1,750
	Total Salary Components/compensation (A)		387,710	32,309
3	Other Benefits			
3.1	Hospitalization (Self)	This amount will be directly paid to the insurance company	8000	
3.2	Accident Insurance		1,250	
3.3	Term Life Insurance		3,040	
	Total Benefits (B)		12,290	
4	Final CTC (A+B)		400,000	

This payment is made to you as dictated by the Indian Act Authorities and is subject to change if the Indian Tax law changes



Shradha Sule
Head - Talent Acquisition

Accepted: Yes 
Date: 18-07-2022



Date: 17/05/2022

Intent to Offer

Dear Pankaj Porlekar,

Syntellect ID: ASB22281209

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

2nd June 2022

To:

Faisal Ayub Khan
Lohar Chawl Room no.75, Next to Akbar Dairy,
Near Mahim Dargah, Mahim West, Mumbai 400016.

Dear Faisal,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as **Associate** in our organization with effect from **June 2,2022** on the following terms and conditions:

Initially, you will be reporting to the Resource Planning Head. After being staffed on a project, you will be reporting to the Project Manager who is in-charge of the project. Based on the project's requirements your role will be decided and communicated to you. This may change from project to project. Staffing on projects is done at the discretion of the Management.

You will be an Associate for 2 years after which, NEC Software Solutions (India) Private Limited reserves the right to confirm the appointment or to decide not to confirm based on your performance.

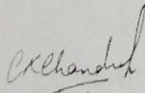
You will be paid a stipend of Rs.4.00 Lacs pa for the first year.

The terms and conditions of the appointment are mentioned in detail on Page 2.

Your original education certificates with mark sheets have been submitted to us and the same will be returned to you after completion of two years.

We hope you will find your career with us challenging and rewarding, both professionally and personally.

Yours Sincerely,



Chanchal Chandiok
HR Director

Encl: Annexure A

Terms & Conditions

1. You will be required to abide by the Company's rules and regulations mentioned in the HR policies that are in force at the time of joining and those that may be framed from time to time thereafter. This is available on our company's intranet.

a) In case there is a breach of Service agreement the employee is liable to pay to the company compensation and damages of Rs.1,00,000.00 (One lakh only) calculated considering the remuneration paid to him/her during his training and extended training and employment period, cost of the computer time used by the person during the training and extended training and employment period, cost of advertising, recruitment, travel etc. incurred to recruit a person like him/her, cost of any free travel and food provided, cost of the trainer who imparted the training, cost of Management time spent for the training activity and the opportunity cost suffered by the company all of which are capable of being determined and arrived at. The employee will also serve a notice period of seventy working days. After completion of the service agreement the contract maybe terminated by either side by giving a three months' notice period. However, this is at the discretion of the management and as per rules laid down in our company's intranet.

b) You understand and agree that the employee agreement once terminated either by you or by NEC Software Solutions, you will not be eligible for claims or compensation of any nature from NEC Software Solutions (India) Private Limited.

2. Since NEC Software Solutions (India) Private Limited is in the software development business and there is constant innovation and development in the software, you shall not disclose or divulge any information of our Company or our clients to any party including your own kith and kin or relatives without prior permission of the Management. By the virtue of being an employee of the Company, the information obtained by you or collected by you shall be solely used for the purpose and in the interests of the Company. Breach of this condition shall entitle the Management to terminate your services forthwith and further initiate legal actions against you for recovery of damages.



3. You will not interact independently in any way with any of NEC Software Solutions (India) Private Limited past or present clients, save and except in the ordinary course of business of system development/implementation. If you leave the services, you will not interact with any of NEC Software Solutions (India) Private Limited past or present clients for a period of 2 years in any manner whatsoever. You will also not accept any offers of employment from any of NEC Software Solutions (India) Private Limited past or present clients, clients end customers (their customers) for a period of 2 years after you leave the services.
4. All software developed by you and / or by the team of which you are a part, shall belong exclusively to the Company. And the Company has the exclusive right over the intellectual property.
5. At present you will be posted in Mumbai. However, the services are liable to be transferred to NEC Software Solutions (India) Private Limited other departments or branches in Mumbai or elsewhere existing at present or which may be hereafter opened, at the discretion of the Management.
6. The leave entitlement will be as per the leave policy of the Company. The list of holidays will be displayed on the notice board. The Company reserves the right to terminate the employment with immediate effect in case of unauthorized leave, which extends beyond eight days.
7. Dress code is strictly formal except on Friday when the dress code is Business Casual. Our official work timings are 9.30a.m. to 6.00p.m. with half hour lunch break.
8. NEC Software Solutions (India) Private Limited Human Resources policy shall be applicable to you with respect to the grade structures, rules and other service conditions. For further details, please contact the HR team.

I accept the above terms and conditions:

Saisachan
Signature

14/06/2022
Dated

Mumbai
Place



December 16, 2022

HRD/1003698625/22-23

Mr. Yash Tulaskar
B/203,Sai Sagar Complex,Sector 13,
Sanpada,
Navi mumbai-400705
India

Ph: +91-7710973104

Dear Yash,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **27-Feb-2023**.

Location

Your location for employment is **MYSORE, India** .

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

PROWESS

Dated 15th March 2023

Mr. Hasnain Shah
Kanji chawl, Match Factory Lane kurla,
Mumbai :400070

Sub: Letter of Appointment

Dear Hasnain,

It was a great pleasure interacting with you over the last few weeks. We refer to our discussions with you and are pleased to offer you an appointment with us as **SAP Trainee**.

The terms and conditions and other details of the assignment are given below:

Assignment Details

- Work Location: Mumbai
- Effective Date: 19th March 2023

Currently you will start working from home and will need to relocate once office resumes.

You will be on a probation for a period of 3 months from the date of joining. During the probation period, Prowess can terminate your employment without any notice period if your performance has been found unsatisfactory.

Upon successful completion of 3 months of probation, and upon completion of the relevant certification, you will be moved to the position of **SAP Associate**.

Compensation Details

Salary during Probation

You will be paid a salary of 10,000 INR (per month) for the First 3 months of Probation. After Completion of Probation your salary will be revised.

Leave Entitlement

You will not be entitled to avail leave until completion of your probation period. Upon confirmation of your employment, Company's policy on leave entitlement will be applicable to you.

In case of medical emergency, you have to immediately report your absence to your line manager or HR manager. On resuming duty, a medical certificate has to be submitted.

Unapproved leave taken during probation will lead to termination of employment.

Public Holidays and Working Hours

Your workday starts from Sunday and ends on Thursday. Your weekly off days will be Friday and Saturday. Your work hours will be from 10:30 am to 6:30 pm.

Public Holidays will be observed as per the holiday calendar approved by Prowess.

PROWESS INFOTECH PRIVATE LIMITED

SRI DURGA ENCLAVE, 3rd Floor Right wing, No.143/6C, Eswaran Salai, Behind Marg Digital Zone, Off
OMR, Karapakkam, Chennai – 600 097

PROWESS

Long Term Commitment

After confirmation of employment, you will work for a minimum of 3 years with the organization and if you resign the job without completing 2 years then you have to pay a sum of Rs.1,50,000 (Rupees OneLakh Fifty Thousand Only) as compensation for the expenses incurred by the organization towards training and hiring process.

Amendments

All the above terms are as per our current policies and practices and may be amended from time to time. You will be informed of changes in the terms and conditions of service, if any.

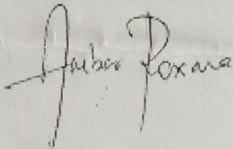
This appointment is subject to satisfactory professional reference checks. This offer from Prowess is valid for 2 days only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing. Please return the signed duplicate copy of this letter as a token of acknowledgment.

We welcome you and look forward to a mutually rewarding association.

Thanking you.

Your sincerely,

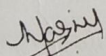
For **Prowess Infotech Pvt Ltd.**



Amber Roxana

Manager - HR

I have read understood and accept the above-mentioned terms and will join on 19/03/2023.

Signature: 

Date 16/03/2023

PROWESS INFOTECH PRIVATE LIMITED

SRI DURGA ENCLAVE, 3rd Floor Right wing, No.143/6C, Eswaran Salai, Behind Marg Digital Zone, Off
OMR, Karapakkam, Chennai – 600 097

HRD/1003843582/22-23

Mr. Shreyas Bhoinkar
Room No : 401 B-Wing Shree Apt Sec : 29
Agroli Gaon C.B.D Belapur
Navi Mumbai-400613
India

Ph: +91-8691838144

Dear Shreyas,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **22-May-2023**.

Location

Your location for employment is **MYSORE, India**.

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Dated: April 25, 2023

Tejal Pramod Sonavne
Near Anand Bar
Mumbai 400088
Maharashtra

Offer – cum – Appointment Letter

Dear Tejal Pramod Sonavne,

Reference to your application for a suitable opportunity for training with us, to improve your skill set, employability and the subsequent discussions that you had with us, we are pleased to inform that you are being appointed as “**ASSOCIATE TRAINEE ENGINEER**” in our Company at **Mumbai** under the **Board of Apprenticeship Training (BOAT) program**, on the following terms and conditions:

1. JOINING:

You are expected to join for training on **April 26, 2023 (9.30 AM)** at the above location. This offer is subject to your joining on the said date and in case you fail to join on the given date, the offer for Apprenticeship Training will become null and void.

2. TRAINING:

You will go under training with us for a period of one year from the Date of Joining. On successful completion of training, you may be appointed for a fixed period of one year depending on availability of suitable opportunity with us and your competency and willingness, at the sole discretion of the management.

3. STIPEND:

You will be entitled to a total stipend of **Rs.1,44,000/-** (Rupees One lakh Fourty four thousand only) per annum during your training with the company as an “**ASSOCIATE TRAINEE ENGINEER**”, and the salary will be disbursed as per details given below:

- 1) You will be eligible for performance bonus payment of **Rs.12000/-** (Rupees Twelve thousand only) along with stipend for **12th month**, to be paid through pay-roll, subject to completion of annual assessment with a score of 60% or more. You will **NOT BE** eligible for this bonus payment if you resign from the traineeship before completion of 12 months from actual date of joining.

4. LEAVE:

You will be entitled to ONE LEAVE per month which is subject to a maximum of 12 per year. Leave of any type if taken, in excess of this would be treated as Leave without Stipend.

5. WORKING HOURS & HOLIDAYS:

You will follow the working hours and holiday calendar of the organization as per policy, amended from time to time. However, employees deployed at client sites are required to abide by the working hours and holiday calendar of the client's Work Location/Business Unit, as may be informed from time to time.

6. SCOPE OF ACTIVITIES AND PLACEMENT FOR TRAINING:

Since our Company is undertaking contractual assignments in various Establishments on Contract, you may be suitably placed in anyone of the Establishments or other anywhere in the Country, where our Company may have running Contract or may have the Contract in future, or its own offices, branches and points of presence, as per availability of manpower slots in teams, departments or roster.

Scope of work assigned to you will be communicated to you separately subject to amendments as and when needed, any objection from your side to changes in scope of work may be construed as your unwillingness and same may be noted. You are made aware that our business necessitates you being 'deputed' at any one of our client's locations & hence some of the terms and scope of the activities to be performed by you may be required to be reviewed from time to time.

7. TRANSFER:

Initially you will be placed at above LOCATION but your venue and place for training may be changed from time to time as well as will be transferable to any department, branch office or any establishments of the company anywhere in India.

*Registered & Corporate Office: 2nd Floor, Venkatadari, 8,8A, Garebhavi Palya, Hosur Main Road, Bengaluru
560068 (Karnataka) Tele: 91 80 4550 0300/400, Fax: 91 80 4550 0488.*

CIN: U45200MH2008PTC180479, email: contact@cmsitservices.com

8. SHIFT TIMING PROCEDURE:

You will abide by the shift timings and other regulatory procedure in force at CMS clients Establishment as informed by CMS from time to time basis, where you will be placed for training including operating and safety procedures applicable to such Establishments.

9. SPECIALISED TRAINING:

As per job requirement, you may be nominated to training programmer under any professional, subject matter expert / Specialist or institution anywhere in the country to improve your skills and abilities.

10. TERMINATION:

Your training will automatically come to end on completion of the tenure, there will be no notice or any compensation in lieu of notice will be given to you. Your Training during this period can be terminated by the company without giving any notice and without any compensation, if at any time, you become insolvent or are found guilty of dishonesty, disobedience, disorderly behaviour, Negligence, indiscipline, absence from scheduled training without permission or of any other misconduct considered by the Company, as detrimental to its interest, or in violation of one or more terms of this arrangement of training. You may opt out of this arrangement by giving "Thirty" (30) days' notice in writing during the training period.

Considering the fact that a large portion of your training will be imparted 'on job', this arrangement for training will be co-terminus with the termination of our contract with other company where you may have been assigned for on job training, as applicable.

11. ADDRESS:

Your address as given in the application form will be deemed to be correct for the purpose of sending any communication to you. In case of any change in your address you will inform the Management in writing about the same within 7 (seven) days. Any communication sent to your last recorded address would be deemed to have been duly served upon you.

12. ATTENDANCE:

If you remain absent for 8 consecutive working days without permission / information in writing and duly approved leave of absence, or if you proceed on leave without sanction or over-stay the sanctioned leave for 8 consecutive working days without information / prior approval, your training shall automatically come to an end. It will be presumed that you have abandoned the training of your own accord and the Management will strike off your name from the training/muster roll of the organization without any notice.

13. NON DISCLOSURE:

- 13.1 You will not at any time during your training divulge or make known any trusts, secrets, accounts or dealings of or relating to the Company's or its clients business.
- 13.2 You undertake to maintain strict Confidentiality in respect of client Confidential Information to which you become privy during the course of your employment with CMS. For avoidance of doubt, client Confidential Information shall include any all data and documents (including personal and strategic financial information) and all other information received or gathered by you whether in writing, orally or visually during the course of your work on a Client assignment and employment with the Company. You understand that any breach of the foregoing provision will cause grave harm and loss to the client as well as to the Company's reputation.
- 13.3 You agree that this letter including the compensation details mentioned herein or any part thereof is a confidential subject matter and should not be discussed by you with any other employee except HR dept before or during your training with us.

14. OTHER TRAINING OR EMPLOYMENT:

You shall not accept any other training opportunity or employment part time or otherwise or engage in any commercial business or pursuit on your own account or as an agent for others during the training period.

15. MEDICAL EXAMINATION:

Your appointment and continuation in the training will always be subject to your remaining physically and mentally fit and alert considering the nature and environment of our business. The Management have every right to get you medically examined or re-examined at any time by the registered Medical practitioner, or Eye Specialist or a Civil Surgeon appointed by the

Company whose findings will be final and binding upon you.

16. You will not be entitled to stipend on your refusal to report at the office / location where you may be transferred or in case if you refusal to undergo training for any specific period, for any such refusal you will also be liable for disciplinary action as per the company rules and regulations. Also whenever there is no optimum utilization of resources by the client, company has the discretion to assign you at any of its branch offices & make you do any additional list of activities based on its requirement.

17. You will be responsible for safekeeping and return in good condition and order all documents, tools, equipment and property, which may be issued to you for use and reference, or may be in your custody and charge. It is obligatory to sign & submit the Indemnity/ Undertaking form along with this letter.

18. While on duty you will not indulge in any act adversely affecting our rendering of services to our Client.

19. You will not seek employment with our clientele, their establishments as Agent/ Advisor or claim any rights therein which you may be deputed to. The same will be applicable to your family members & violation of the same will lead to termination of your training period, subsequent to training/employment with us.

20. JURISDICTION:

Any dispute between yourself and the Company must be resolved mutually. In case, the dispute is not settled mutually then the company would be taking appropriate steps to resolve the same & it can be settled in the exclusive jurisdiction of the courts at Mumbai only.

21. CODE OF CONDUCT

Your adherence to the CMS IT Services Policies and Procedures is vital to your success. When you sign this letter of appointment, you are agreeing to thoroughly familiarize yourself with the CMS IT Services Policies and you are agreeing to abide by them.

You also agree that after commencement of traineeship with us, to access the Human Resources Website and ensure compliance as mentioned in the new hire section. Additionally, from time to time, CMS IT Services will communicate important information about its policies by way of electronic mail notification and/or the CMS IT Services intranet.

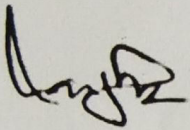
We welcome you to our organization with best wishes for a successful career with us.

After joining the company you will log on to the company's **HR CREST, the online HR Portal** for understanding policies and process in detail.

Please sign and return the duplicate copy of the letter indicating your acceptance of the above terms and conditions.

Thanking You.

For CMS IT Services Private Ltd.



Varghise k
Vice President - HR and Admin

ACCEPTANCE OF APPOINTMENT

Read and accept all the above Terms & Conditions of Employment

Signature of ATE :

Name of ATE :

Date :



Welcome to the QK Family ! Onboarding Mumbai office- Monday, 3rd Oct 2022.

2 messages

Yasmeen Shaikh <yasmeen.shaikh@qualitykiosk.com>

Sat, Oct 1, 2022 at 12:03 PM

To: akankshathokal05586@gmail.com <akankshathokal05586@gmail.com>, sonaligaikwad1022@gmail.com <sonaligaikwad1022@gmail.com>, shaikhkhushbu111@gmail.com <shaikhkhushbu111@gmail.com>, priyankamore7039@gmail.com <priyankamore7039@gmail.com>

Cc: Lakshmi Dubey <Lakshmi.Dubey@qualitykiosk.com>, Ankita Guha <Ankita.Guha@qualitykiosk.com>

Dear Student,

Heartiest Congratulations and Welcome to the QK Family !

We extend our heartfelt gratitude to you.

As you'll begin this journey with us, we would like to list down a few things.

1. Carry all your copy of Education documents.
2. Photo id proof.
3. You will have to report to our Mahape Navi Mumbai office on the date of joining.
4. All the out station candidates reach to the base location Mumbai.
5. Contact Name- Harsha Kamlesh (Onboarding Team)
6. Carry your own laptop (Optional)

Venue:

C Wing, Rupa Solitaire, Sector-1,
Millennium Business Park, 419A,
MBP Rd, Kopar Khairane,
Navi Mumbai, Maharashtra 400710

Reporting Day, Date & Time: Monday, 3rd October 22 at 9:45 AM

Contact Person: : Yasmeen Shaikh

Contact Number: 8850962832

Please acknowledge this email.

In case of any queries please feel free to reach out to me.



NJBSPM's Shantiniketan Polytechnic, New Panvel.

(Approved by AICTE & DTE, Affiliated to MSBTE & Govt. of Maharashtra)

Plot No. 27, Sector - 2, New Panvel, Navi Mumbai - 410206. • Tel.: 022-27460087 • Fax: 022-27460089
Email: njbspmp@gmail.com Website: www.shantiniketanpolytechnic.edu.in

Ref.No./SP/Admin/2022-2023/134

Date: 29/10/2022

APPOINTMENT ORDER

To,
Miss. Gitanjali Dilip Sanas
At Post - Tal - Khalapur
Dist.: Raigad -410202

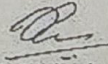
Subject: Appointment as a lecturer in Computer Engineering Department.

Dear Madam,

With reference to your application and subsequent interview conducted, the management is pleased to inform you that you are hereby appointed as a lecturer in the department of Computer Engineering on the 17,000/- per month on the following terms and conditions w.e.f 1/11/2022.

1. Your appointment for one year on probation period upto 31/10/2023
2. Your services will be governed by the rules and regulations as per M.E.P.S Act and D.T.E / Govt. Norms.
3. You will have to work as per the rules and regulations of the trust.
4. You will have to give one month notice or one month pay, if you want to resign from the job.
5. Kindly convey your acceptance within a week from the date of issue of this order.




Principal

New Jai Bharat Shikshan Prasarak Mandal's
Shantiniketan Polytechnic, New Panvel

PRINCIPAL

NJBSPM's Shantiniketan Polytechnic
Plot No.27, Sector-2, New Panvel



Welcome to the QK Family ! Onboarding Mumbai office- Monday, 3rd Oct 2022.

2 messages

Yasmeen Shaikh <yasmeen.shaikh@qualitykiosk.com>

Sat, Oct 1, 2022 at 12:03 PM

To: akankshathokal05586@gmail.com <akankshathokal05586@gmail.com>, sonaligaikwad1022@gmail.com <sonaligaikwad1022@gmail.com>, shaikhkhushbu111@gmail.com <shaikhkhushbu111@gmail.com>, priyankamore7039@gmail.com <priyankamore7039@gmail.com>

Cc: Lakshmi Dubey <Lakshmi.Dubey@qualitykiosk.com>, Ankita Guha <Ankita.Guha@qualitykiosk.com>

Dear Student,

Heartiest Congratulations and Welcome to the QK Family !

We extend our heartfelt gratitude to you.

As you'll begin this journey with us, we would like to list down a few things.

1. Carry all your copy of Education documents.
2. Photo id proof.
3. You will have to report to our Mahape Navi Mumbai office on the date of joining.
4. All the out station candidates reach to the base location Mumbai.
5. Contact Name- Harsha Kamlesh (Onboarding Team)
6. Carry your own laptop (Optional)

Venue:

C Wing, Rupa Solitaire, Sector-1,
Millennium Business Park, 419A,
MBP Rd, Kopar Khairane,
Navi Mumbai, Maharashtra 400710

Reporting Day, Date & Time: Monday, 3rd October 22 at 9:45 AM

Contact Person: : Yasmeen Shaikh

Contact Number: 8850962832

Please acknowledge this email.

In case of any queries please feel free to reach out to me.



NJBSPM's

Shantiniketan Polytechnic, New Panvel.

(Approved by AICTE & DTE, Affiliated to MSBTE & Govt. of Maharashtra)

Plot No. 27, Sector - 2, New Panvel, Navi Mumbai - 410206. • Tel.: 022-27460087 • Fax: 022-27460089
Email: njbspmp@gmail.com Website: www.shantiniketanpolytechnic.edu.in

Ref.No./SP/Admin/2022-2023/134

Date: 29/10/2022

APPOINTMENT ORDER

To,
Miss. Gitanjali Dilip Sanas
At Post - Tal - Khalapur
Dist.: Raigad -410202

Subject: Appointment as a lecturer in Computer Engineering Department.

Dear Madam,

With reference to your application and subsequent interview conducted, the management is pleased to inform you that you are hereby appointed as a lecturer in the department of Computer Engineering on the 17,000/- per month on the following terms and conditions w.e.f 1/11/2022.

1. Your appointment for one year on probation period upto 31/10/2023
2. Your services will be governed by the rules and regulations as per M.E.P.S Act and D.T.E / Govt. Norms.
3. You will have to work as per the rules and regulations of the trust.
4. You will have to give one month notice or one month pay, if you want to resign from the job.
5. Kindly convey your acceptance within a week from the date of issue of this order.



Principal

New Jai Bharat Shikshan Prasarak Mandal's
Shantiniketan Polytechnic, New Panvel

PRINCIPAL

NJBSPM's Shantiniketan Polytechnic
Plot No.27, Sector-2, New Panvel

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6473006/1499054,

10/14/2022,
Disha Janardan Pingale.

AT.GHODIVALI
KHALAPUR, Maharashtra
India.

Confidential

Dear Disha Janardan Pingale,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 10/18/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/A4**.
- B) You will be required to work at the Company's offices in **Pune**.
- C) You have to report by 9:00 am at **Pune** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Date: 6th February, 2023.

To,

Mr. Akshay Bare
Room no.203, Plot no.58, Tulsidas Building,
Sector-44A, Seawood (w),
Navi Mumbai 400706

Mob: 9869719071
Email: akshaybaremaggi@gmail.com

OFFER OF EMPLOYMENT FROM ZENCOMMERCE INDIA PVT. LTD. [MUMBAI]

Dear Mr. Akshay Bare,

With reference to interview you had with us, we have pleasure in offering you employment in our company on the following terms and conditions:

1. **START DATE** : 8th February, 2023
 2. **DESIGNATION** : You will be designated as 'Intern'.
 3. **DEPARTMENT** : Technical Development
 4. **PLACE OF WORK** : C-9, Ground floor, Neighborhood Shopping Complex, Sector-4, Nerul (west), Navi Mumbai - 400706. Maharashtra, India.
- I. HOURS WORK** : Our office hours are from 09:00 AM to 6.00 PM and working days are Monday to Saturday. There might be some shifts which will be introduced at a later stage as discussed during the interview and the same will be levied during the daytime after a few months which might be 11AM-8PM or 1PM-10PM.
- II. SALARY** : Your monthly salary will be 7,500 INR per month during the internship period. Once your internship period is completed your salary drawn would be revised..
- III. PROBATION PERIOD** : Will be 6 months but the management reserves the right to extend or shorten this period (*if necessary*). After probation period it will be decision of management about further continuation based on work performance and behaviour.



Zencommerce India Private Limited.

C-9, Ground Floor, Neighbourhood Shopping Complex, Sector-4, Nerul (west), Navi Mumbai-400706. Maharashtra India.
Tel: +91 22 2772 9229 / +91 22 3595 4836 E-mail: support@zencommerce.in | Website: www.zencommerce.in
CIN NO: U72909MH2016FTC287183 | GSTIN: 27AABCZ0154C12P

IV. Documentation

You will need to submit all the documents related to educational qualification, identity proof (passport, pan card, driving license, voter I.D. card), For the sake of residential proof we would require your Electricity bill, Telephone Bill or Ration Card, Experience & relieving letter from previous organization and salary slips of last three months.

V. Resignation

On resignation from the services of the company, you have to give 45 days notice in writing, failing which the same would be recovered from your full & final settlement. The company reserves the right to terminate the services of a confirmed employee in lieu of notice. During the notice period you are not allowed to take any leave, if the leave is taken then the company would consider 45 days as working days and then would release. The company also reserves the right to release an employee who has resigned and is serving notice period, at an early date on completion of tasks and complete handover. No dues will be paid for such a period whatsoever.

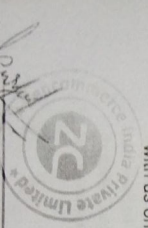
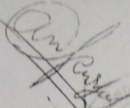
VI. Termination of Contract

Your appointment with our Company is solely based upon the representation, made by you, regarding your qualifications and / or experience, which the Company has relied upon. If it is found at any point of time that your representation regarding your qualifications and / or experience is incorrect and / or false and / or fraudulent and / or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS, terminate your services with immediate effect and without notice period & without incurring any liability whatsoever thereof. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and / or false and / or fraudulent and / or forged representation. Company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation, for hiring charges of Rs.500,000/- (Rupees Five Lakhs only). By signing this letter, you also irrevocably consent to the Company to initiate and perform all necessary background checks as may be required in and during the course of your employment, either by Company or through any third party authorized by the Company in this regard." Company shall have the right of immediate termination of your services, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law (i) for offense (s) involving moral turpitude and / or (ii) offense (s) of non-cognizable nature and / or (iii) for an offense (s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof.

VI. We thank you for joining our company Zencommerce India Pvt. Ltd.

VII. Please confirm that you accept our offer and agree upon the above-mentioned terms and conditions for joining with us on 8th February, 2023. We request you to please sign the letter as acceptance of joining confirmation.

Thank you for being a part of this enthusiastic Zencommerce team.

**Zencommerce India Private Limited.**

C-9, Ground Floor, Neighbourhood Shopping Complex, Sector-4, Nerul (west), Navi Mumbai-400706, Maharashtra India.

Tel: +91 22 2772 9229 / +91 22 3595 4836 E-mail: support@zencommerce.in | Website: www.zencommerce.in

CIN NO: U72909MH2016FTC287183 | GSTIN: 27AABC20154C12P



Your Payments Partner

In-Solutions Global Limited

April 09, 2022

Sahil Sharma

Mumbai.

Offer of Employment

Dear Sahil,

Congratulations ! We are pleased to make an offer of appointment with **In-Solutions Global Ltd.** in India. You have been selected for the position of **Trainee Software Engineer** in the **Software Development** Department in **Band – B0** and your employment start date with the Company is **April 11, 2022**. You will be based in the Company's office in **Mumbai**.

The terms and conditions of your Offer are set out below are, in addition, to the company's rules in force at present and, as amended, from time to time.

Compensation and Benefits:

Your compensation structure has been shared with you in Annexure I. Income Tax or any other statutory deductions will be done at source. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The prerequisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.

Reimbursement Process:

All relevant supporting documents to be submitted towards all reimbursement claims identified in your salary structure. Statutory deductions/taxes as applicable will be deducted at source. Please share your investment declaration plan for this financial year.

Special Allowance Component:

The Special Allowance component can comprise of any of the following allowances as deemed appropriate; Additional leave travel allowance, drivers allowance, fuel allowance, Books & Periodicals, Telephone, and/or a balancing allowance. It is your responsibility to inform the Company of your preferred structure of your Special Allowance along with your acceptance of this offer. Allowances shall be subject to tax according to the relevant India tax legislation laws. As per the latest amendment of Employees Provident Fund Office (EPFO), all the above components which form a part of Special Allowance Component will add up to deduction for Provident Fund calculation and shall sum up with your Basic Salary Component for Provident Fund Deduction. This is purely for those employees who's Basic Salary Wages is equal to or less than Rs.15,000/- (Rupees Fifteen Thousand Per Month). This calculation won't effect to employees who draws Basic Salary Wages more than Rs.15,000/- (Rupees Fifteen Thousand Per Month).



Training Period:

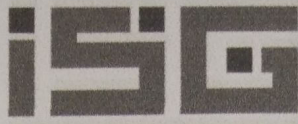
You will be on training for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in writing on successful completion of the said probationary period. Or, It may get extended by further period of 1 month, if your performance is not found satisfactory. Or, your services may be terminated at the discretion of the company, with or without assigning any reason, with one month salary which includes only the Basic component of your salary structure. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

Website: www.insolutionsglobal.com

Registered & Corporate Office: Palm Spring, 6th Floor, Link Road, Malad (W), Mumbai - 400 064.

Tel: +91 22 67603200, 42006300 | Fax: +91 22 67603201 | E-mail: info@insolutionsglobal.com

 facebook.com/inSolutionsGlobal.1988  linkedin.com/company/in-solutions_global



Your Payments Partner

Service Agreement:

The Company will provide extensive on the job product/technology training during the first few months of your employment with us and groom you.

In the event your employment is terminated voluntarily by yourself, you will be required to repay to the Company INR 150,000/- as follows:

100% repayment if you voluntarily terminate your employment within 6 months of your employment commencement date;

75% repayment if you voluntarily terminate your employment between 6 months and up to 12 months of your employment commencement date;

50% repayment if you voluntarily terminate your employment between 12 months and up to 18 months of your employment commencement date; or

25% repayment if you voluntarily terminate your employment between 18 months and up to 24 months of your employment commencement date.

Company will issue work experience certificate only after satisfactory completion of your Service Agreement.

Working Hours:

The standard working hours are from Monday to Friday : 9:30 am to 6:30 pm with 45 mins for Lunch.

Leave Policy:

During your probation period you are entitled to take six days of leave. However this will be either sick or casual leave only. This leaves shall be availed on basis of 1 leave per month of which no leave availed in current month shall be added to subsequent month account and so on. Leaves not availed during the probation period shall get lapsed upon completion of probationary period.

Notice Period:

During the probation period and on confirmation, the notice period to be served is three (3) months. The company has the discretion to terminate employment immediately on disciplinary terms, for e.g. if the employee has unsatisfactory performance at work, non-compliance to the Code of Conduct and Work Ethics Policy or frequent absenteeism from work. If terminated, the employee to serve 30 days' notice period. If you decide to leave the company during the probation period or on Confirmation, you may do so by serving a notice of three (3) months to the company.

Termination:

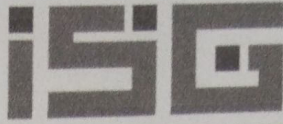
Your services may be terminated at the discretion of the company, with or without assigning any reason (While, there shall be a fair chance given to employee towards justifying oneself if found guilty), with one month's salary which includes only the Basic component of your salary structure.

Non-Disclosure Agreement:

You will have to enter into a Non-Disclosure Agreement with the company. Your appointment will stand automatically terminated if you do not execute the confidentiality agreement because the company's interests will not be allowed to be adversely affected. You will be paid only one month's salary which includes only the Basic component of your salary structure.

Reference and Background check:

The company may during the course of your employment conduct background/ reference checks related to your previous employment/education/credit listing/criminal records/and drug history. By endorsing this letter, you authorize the company to activate the Reference and Background check process. If there is a major discrepancy in these Reports, the company may at its discretion relieve you from your employment immediately, with or without assigning any reason and without any compensation.



Your Payments Partner

You shall be subject to the company's policies and procedures as existing from time to time. Your appointment & confirmation process is subject to clearance report of the candidate background verification check process and subject to receipt of a declaration in writing by you, confirming your statement in the application submitted by you to the company in connection with consultancy service and/or employment of yours or that of your family member with any entity in the Information & Technology industry and Payment Card Industry and that you understand and agree that during your employment with the company you shall not be entitled to involve, participate and/or provide any full or part time services or consultancy services to any person or entity other than the company unless you have sought written approval to do so from the company and that within 7 working days of your appointment you shall go through the code of conduct of the company and communicate your acceptance in writing to adhere and abide to the same or provide your reservations for not doing so.

Please sign and return the duplicate copy of this Offer Letter (initializing each page) as a token of your having accepted the above terms and conditions.

Thanking you,

Yours Sincerely,

For In-Solutions Global Ltd.,

A handwritten signature in black ink, appearing to read 'Lisa Crage', is written over a faint horizontal line.

Lisa Crage
Vice President
Human Resources

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6015261/1471788,

08/22/2022,
Hashim Mohammad Wasim Siddiqui.

206 Bldg No.27, Al Ashraf Bldg Mumbra, Thane, Maharashtra - 400612
Thane, Maharashtra
India.

Confidential

Dear Hashim Mohammad Wasim Siddiqui,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from **09/27/2022** (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/A4**.
- B) You will be required to work at the Company's offices in **Mumbai**.
- C) You have to report by 8:30 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
CAPGEMINI Knowledge Park, IT 1 / IT 2, TTC Industrial Area, Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Analyst

Total Cost to Company (CTC)

Rs.400,010.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements - 1 #	Rs.1,987.00	Rs.22,880.00
Other Allowances and Reimbursements - 2 +	Rs.839.00	Rs.10,068.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.29,975.00	Rs.359,536.00
Conjuggment's contribution to PF *	Rs.1,900.00	Rs.21,900.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.398,800.00
Total Cash Compensation		Rs.398,800.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs.400,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- # All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) You shall be eligible for following additional one-time payout:

- Special Incentive: You shall be eligible for one-time incentive of INR 25,000.00/- (**Rupees Twenty Five Thousand Only**), post completion of one year of service from your date of joining with the Company. This payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

I.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

J.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Caggemini).
 - g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared, and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 11/26/2022 (for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, the details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such Test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - c. As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In case of such consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review. You fill the complete Back ground verification link given along with the welcome mail of the offer.
 - j. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.
 - k. You will join our Fresher training if applicable to you and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.
2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, fabricated or forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

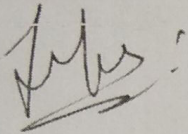
K.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anilkumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Hashim Mohammad Wasim Siddiqui

Date: 08/22/2022

To,

3rd May 2023

Mr. Aditya Gopal Kadu,
VTC Sonari, Post JNPT,
Uran. Raigarh
Maharashtra - 400707

Sub: Appointment Letter

Dear Aditya,

We are pleased to offer you the position of **"Apprentice"- (Operations Department)** w. e. f. 3rd May 2023 at Nhava Sheva International Container Terminal Pvt. Ltd. NSICT located at Sheva, Navi Mumbai for a period of one year.

The salient terms and conditions of your employment with us are detailed in this letter. Additionally you will adhere to, the rules & regulations stated in the **HR Policy & Procedures, Health, Safety, Environment Policy & Procedures, Security Policy & procedures**, and other instructions circulated from time to time, including internal rules of conduct and behavior.

You will be paid a consolidated stipend of Rs. 20,000/- per month (Twenty Thousand Only) subject to deduction such as TDS as applicable.

Acceptance of any payment from any company, agent, transport operator or individual other than NSICT Ltd., to perform NSICT related tasks or function is strictly prohibited and will result in instant dismissal.

Working hours:

On commencement of operations, you will be working on a rotational shift basis. The hours of the shifts will be determined by the Company and may be changed at the discretion of the Company.

You will be rostered to these shifts on a rotational basis. Meal breaks will be staggered to ensure continuous operations for the entire shift. It is mandatory you continue operating equipment until relieved by another operator before taking meal breaks or finishing the shift.

The starting times are fixed and late reporting to work or absenteeism is basis for dismissal unless specifically notified to the Manager at the earliest possible opportunity, along with appropriate sustainable explanation to satisfaction of the Chief Executive Officer.

In the event of illness you are required to notify your manager prior to the re-commencement of work along with supporting medical evidence, (Doctor's certificate). Should you not notify any absence, your wages will be deducted for the period of absence.

Registered Office

Nhava Sheva International Container Terminal Private Limited
Ahura Centre, A Wing, 5th Floor, Mahakali Caves Road,
Andheri (East), Mumbai - 400 093, Maharashtra, India.
CIN - U45203MH1997PTC106790
T: +91 22 6910 7300, E: contact_sco@dpworld.com
dpworld.com

Handwritten signature

NK

In the event of inability to attend your work/ duties due to personal reasons, other than illness, you shall inform in writing to your Manager, the same as far as possible, at least 72 hrs. in advance.

Annual Leave:

Your annual leave entitlement is 20 working days per annum. Applications for leave must be given in advance prior to the leave being taken and authorised by your manager. Leave will be arranged by management to ensure that the operation of the terminal is not compromised. You are required to take annual leave within one year of it falling due.

Safety Clause:

The health, safety and well-being of our employees is important and the Company is committed to minimize workplace injuries and influence employee behaviour so that safety becomes a way of life both on and off the job. Occupational health and safety a core value that drives performance and the Company holds each employee accountable for a superior level of occupational health and safety performance at their workplace. We expect every employee to strive for zero workplace injuries and occupational illnesses. We also encourage each employee to be a role model and champion of safety for co-workers, your family and your community.

“The Company will take a serious view of an employee who does not comply with the requirements of this safety clause.”

The Company requires you to comply with all health, safety and environment standards that apply to your workplace. You must:

- Read the Company’s Health, Safety Environment and Drug & Alcohol Policies.
- Follow all Company safety and health rules and regulations, and wear or use prescribed protective equipment while working.
- Follow safe work practices for your job, as directed by your superior
- Report any job-related injury or illness to your supervisor, superior or safety committee.
- Report hazardous conditions to your supervisor, superior or safety committee.
- You are accountable for your safety performance.
- You are obliged to stop a job or refuse to perform a job if it is not safe or cannot be performed safely.

Fitness to work:

1. Depending on the job description, you will have to undergo medical examination and be certified “fit to work”.
2. During your work you may be required to undergo medical tests for fitness to work, including tests for detecting the presence of drugs or alcohol. These tests are intended to aid in protecting the health and well-being of the individuals and their co-workers. They are designed to complement safe working practices.
3. If you refuse to submit to a prescribed test, or if the medical evaluation results are not satisfactory, you will be required to stop work that may be endangering your own health and safety, the health and safety of other employees, or the proper functioning of the workplace.

4. In such cases before termination of service, a reasonable period of time will be allowed to seek other employment.

Smoking:

1. Smoking is discouraged and prohibited in all open areas and buildings of the terminal except in areas that are specifically designated as smoking areas. Any contravention of the smoking rules will result in strict disciplinary action.

Substance abuse:

1. The unauthorized possession, distribution, consumption, dispensing or misuse of substances (banned drugs, tobacco, gutka, pan masala etc.) and alcoholic beverages, are in violation of Company regulations and is prohibited.

2. Employees violating this policy will be subject to strict disciplinary action up to and including termination of employment.

Possession of Dangerous Weapons:

Irrespective of any license granted by any authority, whether on duty or not, you are not permitted to carry firearms or other weapons when on company premises and are liable for instant dismissal.

Protective Clothing and Equipment:

You are required to wear safety clothing such as safety headgear, safety vest as provided by the Company in designated areas. Any loss or injury to your person caused due to failure or negligence in wearing the safety clothing and headgear should be to your risk and not the liability or responsibility of the Company.

Medical Examination:

You are required to complete a fitness medical examination as per the Company's standards prior to employment and at regular intervals during employment as directed by the Management. In event, the Company directs you to submit yourself to a medical examination, physical or otherwise, before its own recommended or in house medical personnel/ doctor, you shall without protest, delay, demur or excuse do so, and the verdict of the Company's medical officer/ doctor shall be final and binding.

Induction Training:

During the first week of employment with the Company, or when the Company arranges you are required to undertake an induction program at which time company rules and position responsibilities will be explained to you.

Confidentiality

You shall agree, represent and warrant that whatever skills/ knowledge/ learning that you acquire shall be kept confidential and shall not be directly or indirectly disclosed or permitted to become known to any person, without due and proper written authorization of the Company.

You shall agree, represent and warrant that you shall not directly or indirectly disclose or divulge Confidential Information to any person relating to the affairs of the Company or Confidential Information related to the stake holders of the supply chain save and except as necessitated in the course of discharge of your designated responsibilities or with written authorization from the Company.

"Confidential Information" shall mean the information that you are required to keep confidential may include (but is not limited to):



DP WORLD

dpworld.com

- processes, techniques, or methods,
- specifications;
- developments;
- records;
- prices;
- financial and accounting information;
- employee wage and salary information and/or information relating to employee conditions of employment;
- technical, sales and marketing information;
- customer, client and supplier details and information;
- computer programs, files, procedure and reference manuals; and
- Any other information communicated to you in circumstances where it is evident that such information is confidential;

In pursuance of the above policy you will be required to sign a confidentiality agreement in the prescribed form (Annexure - A) as part of this contractual appointment.

Default

In case of breach, of any of the provisions as set out herein as well as in the annexure hereto and accepted by you herein-below, the company shall be entitled to initiate and pursue such legal proceedings as they may be entitled including proceedings for recovery of liquidated damages, injunctions, etc., either collectively or singly as follows :

- a) injunction against you from divulging/ revealing/ publishing any information/ designs / technical knowledge acquired by you during the course of your employment with company;
- b) any further and other relief as company may be entitled under the present laws of India;
- c) the place of jurisdiction shall always be at Mumbai.

Acceptance:

As acceptance of the terms and conditions of your employment please sign a copy of the letter and return to this office.

We welcome you to the Company and to a productive and satisfying association with us.

Yours sincerely,

For Maava Shreva International Container Terminal Pvt. Ltd.

Jibun K. Itri
CEO

I, _____, agree with all the terms and conditions of my employment contained in this letter and the Handbook of Company Rules and confirm my acceptance of these.

Signed:

Date:

DATAMATICS

MUM/OFFER/082022/065

17th August 2022

Ms. Geeta Vijay Shukla
QTR No.P-92, Tata Nagar
Air Force Station, Varsova
Andheri, Maharashtra- 400709

Dear Geeta,

Welcome to Datamatics, the first and only Indian organization to have won the prestigious International Asia Pacific Quality Award (IAPQA) in the services category, which included IT/ITES, Banks, Insurance companies and other services organizations. This is a unique achievement in the history of the Indian IT industry, as it was won competing against hundreds of companies from 38 countries including the US, Japan, Australia, New Zealand, Israel, South Korea, Peru, Mexico, China, Russia and Canada.

For Datamatics, Quality is not just a destination but a journey in which every Datamatician contributes. We invite you to be part of this journey!

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you the role of **'Trainee** in the grade **"S01"** at our **Mumbai location**.

On Joining, your all-inclusive Cost to the Company (CTC) will be **Rs. 4,00,000/-** (subject to deduction of tax and other statutory payments as may be applicable) as per Annexure A.

You will be required to execute a service agreement, with an undertaking to serve the Company for a minimum period of two years from the date of your joining the company. In order to ensure the compliance of this covenant, you shall be required to provide two sureties to be approved by the company and that in the event of failure/neglect to fulfill any of the terms of the service agreement or of any other form of breach of the same you or your sureties jointly and severally shall be liable to pay the Company Rs. 1,00,000/- (Rupees One Lac only) as damages.

This offer is made on the basis of your having furnished to the Company information and documents in support of your age, academic qualifications, previous work experience, relieving letter from your last employer and other particulars on or before your day of joining. The Company shall conduct a background and reference check as per Company policy and this appointment is conditional upon receiving positive feedback. If at any time it is found that you have furnished false information or withheld or suppressed any material fact or information, the Company shall be entitled to forthwith terminate your employment without notice.

You are required to join the services of the Company at the earliest, but in any case not later than **22nd August, 2022**.

Please sign and return the duplicate copy of this letter as an acceptance of the offer.

Thanking you and looking forward to having you with us.

Yours truly,

For **Datamatics Global Services Ltd.**

Sd-

Priyam Vyas
Associate Vice President - Talent Acquisition

I agree and accept employment and will report for duty on _____

Signature: _____ Date: _____



ANNEXURE 'A'

Employee Name	Geeta Vijay Shukla
Grade	S01
Designation	Trainee
Department	TES
LOS	TES

CTC Components		Monthly (Rs)	Annually (Rs)
A	Basic Pay	13,426	1,61,112
B	HRA	671	8,056
C	Personal Allowance	15,671	1,88,057
D	Gross Salary (A+B+C)	29,768	3,57,225
E	Bonus	1,119	13,426
F	Company's Contribution to PF	1,800	21,600
G	Company's Contribution to ESIC	-	-
H	Company's Contribution to Gratuity*	646	7,749
I	Total (E+F+G+H)	3,565	42,775
	Cost to Company (D+I)	33,333	4,00,000

*Gratuity shall be paid in accordance to the Payment of Gratuity Act, 1972.

**Bonus is payable annually as per Payment of Bonus Act 1965.

Benefits:

a) Insurance as per company policy.

I agree and accept employment and will report for duty on _____

Signature: _____

Date: _____

May 25, 2022

To:

Faisal Ayub Khan

Sub: Letter of Offer for Employment

Dear Faisal,

We are pleased to offer you the position of **Associate** at NEC Software Solutions (India) Private Limited. Our Parent Organization, NEC Corporation, is a 25 billion Company with offices spread across the globe.

We would like you to join not later than **June 2, 2022** unless the date is extended to a mutually agreed date and communicated to you in writing.

Your Annual Total Employment Cost to the Company will be Rs.4,00,000/- (Rupees Four lakh only). A formal Appointment letter detailing the compensation and other terms & conditions will be issued on joining.

You will be under training for 6 – 8 weeks. After your training you will be assigned to a project wherein based on the project's requirements your role will be decided and communicated to you. Your performance will be reviewed after six months from training.

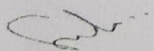
Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment and will attract financial implication.

Your employment as per this offer is subject to you being medically fit. In this regard a medical declaration form is attached, which needs to be filled and certified by a medical practitioner. This needs to be submitted while joining NEC Software Solutions (India) Private Limited.

Please sign and return the duplicate copy of this letter as your acceptance to NEC Software Solutions (India) Private Limited.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders.

Thanking You,
Yours sincerely,



Shradha Sule
Head -Talent Acquisition

ACCEPTANCE OF OFFER FOR EMPLOYMENT

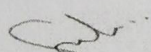
I accept this offer and will join

On : _____

Signed : _____

Band 1				
	Name	Faisal Ayub Khan		
	Designation	Associate		
	Salary Components	Characteristic	Annual Amount	Monthly Amount
1	Stipend	Fully taxable	368,950	30,746
2	Statutory Bonus		21,000	1,750
	Total Salary Components/compensation	(A)	389,950	32,496
3	Other Benefits			
3.1	Hospitalization (Self)	This amount will be directly paid to the insurance company	5,760	
3.2	Accident Insurance		1,250	
3.3	Term Life Insurance		3,040	
	Total Benefits	(B)	10,050	
4	Final CTC	(A+B)	400,000	

This payment is made to you as dictated by the Indian Act Authorities and is subject to change if the Indian Tax law changes



Shradha Sule
Head - Talent Acquisition

Accepted:
Date:

Annexure A

You are requested to bring with you the following documents at the time of joining your duties:

1. Four passport size photographs.
2. Two photocopies of Ration card.
3. Two photocopies of PAN card or Driving License.
4. Two photocopies of the Passport with minimum validity of two year from the date of joining NEC Software Solutions (India) Private Limited.
5. SSC / Xth (Mark sheet and certificate) – Original and 1 photocopy.
6. HSC / XIIth (Mark sheet and certificate) - Original and 1 photocopy.
7. All engineering mark sheets and passing Certificate. - Original and 1 photocopy.
8. Service Agreement (Signed by your parents).
9. Medical declaration form.

Other Terms and conditions:-

- Location and Technology: Your services are liable to be transferred to any of NEC Software Solutions (India) Private Limited existing technologies and locations.
- Financial liability will be borne by you if you do not serve the period of Two years mentioned in the Employee Agreement.
- Your original education certificates and mark sheets will be returned to you after completion of Two years with NEC Software Solutions (India) Private Limited.



SURYA TECH SOLUTIONS

Leading Man Power Services to Telecom Sectors

Date: 05-08-2023

Ref: STS/OFR/009

SUB: APPOINTMENT LETTER

Dear

Mr. NALAWADE VINIT BALASAHEB

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 12 months in our organization with a commencement date of **20TH August 2023**.

You will be paid a consolidated Salary of **Rs.10000/- +TA** per month after successful completion of 30 days training. After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs. 15000-20000/-+TA** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. **All academic certificates Xerox copies**
- b. **Two recent passport size photographs**
- c. **Experience certificate (IF ANY)**

Please return the duplicate copy of this letter duly signed taken your acceptance of the employment.


N.Divya
Hr-Manager



Signature of the Employee

Address: Flat no: Siddharth Nagar Rd, Kumud Nagar, Goregaon West, Mumbai, Maharashtra
400104 **Contact:**8885785384, 7207299446 **Email id:** suryasolutions5@gmail.com



Appointment Letter of Technical Engineer

Date: 10th July, 2023

Dear,

Mr. SONNI YOGESH RAMESH

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization on the following terms & conditions:

The terms & conditions are as:

1. Designation:

You will be designated as Assistant Engineer in Production Department.

2. Place of posting:

You will be posted in Maruti Suzuki Plant Manesar. However, at any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department / Branch / Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.

3. Grade:

You will be placed in grade assistant engineer as per the structure of the company.

4. Remuneration:

You will be entitled to the following remuneration per month, subject to the express condition of fulfillment of service conditions:

Basic	Rs.19000
Conveyance Allowance	Rs.1750



Way of Life!

Performance Pay	Rs.900
Industrial Allowance	Rs.500
PF	Rs.2200
Total	Rs.24350

5. Benefits:

(i) Provident fund:

12.75% of the monthly basic salary will be contributed by the company towards your provident fund account. A matching deduction will be made from your salary as the employee's contribution and shall be deposited as per the PF rule.

(ii) Leave Travel Assistance:

Rs. 2000 per month Eligibility of your service. Minimum 4 days of earned leave to be taken to avail of the benefit.

(iii) Medical Reimbursement:

(For self & dependents) Rs.1.75% in basic salary. Per annum on production of doctor's prescription and bills for medicine.

6. As an executive you will not be governed by the rules, regulations or statutes generally applicable to workmen hours. Weekly off, holidays, overtime, bonus and gratuity.

7. Probation:

You will not be probation for a period of one year from the date of the joining service. Based on your performance and conduct. This period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have confirmed.

8. Separation:

During probation or extended period(s) thereof, your service are liable to terminated without assigning any reason or payment in lieu thereof. Subsequent to confirmation, either side can terminated this contract by giving a notice of one month or payment of one month basic salary in lieu thereof.

Way of Life!

9. Retirement:

You shall retrieve from the services of the company on attaining the age of 58 years on the basic of the age submitted by you, subject to your being medically and mentally fit.

10. Other Rules of Organization:

You are expected to discharge the duties assigned to you from time to time with due diligence, integrity and responsibility to the entire satisfaction of the management and also maintain high standard of work expected of work expected of you by the company.

Your appointed in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part – time or full – time) as long as you are employed in the company .any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

You are required to deal with the company's money, materials and document with utmost honesty. If at any time you are formed of moral turpitude or of any dishonesty in dealing with the company's money, material and document, you shall render yourself liable for termination without any payment in lieu thereof.

You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity shall render you liable for termination without any notice or payment in lieu thereof.

If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof.



You're faithfully,

For:

Maruti Suzuki India Limited

Date: August 01, 2023

Dear WANKHEDE SAGAR AMRUT,

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 Engineer** under the cadre of **T1** and you are expected to join Prolifics on August 10, 2020.

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	WANKHEDE SAGAR AMRUT	
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
Total Base Compensation	18,727	224,728
Retiral and Health Benefits (Annualized)		
Medical, Accident and Life Insurance		9,445
Gratuity		5,827
Cost To Company (CTC)		240,000

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 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

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



Appointment Letter of Technical Engineer

Date: 10th July, 2023

Dear,

Mr. NIKHIL DHARMARAJ SULE

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization on the following terms & conditions:

The terms & conditions are as:

1. Designation:

You will be designated as Assistant Engineer in Production Department.

2. Place of posting:

You will be posted in Maruti Suzuki Plant Manesar. However, at any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department / Branch / Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.

3. Grade:

You will be placed in grade assistant engineer as per the structure of the company.

4. Remuneration:

You will be entitled to the following remuneration per month, subject to the express condition of fulfillment of service conditions:

Basic	Rs.19000
Conveyance Allowance	Rs.1750

Way of Life!

Performance Pay	Rs.900
Industrial Allowance	Rs.500
PF	Rs.2200
Total	Rs.24350

5. Benefits:

(i) Provident fund:

12.75% of the monthly basic salary will be contributed by the company towards your provident fund account. A matching deduction will be made from your salary as the employee's contribution and shall be deposited as per the PF rule.

(ii) Leave Travel Assistance:

Rs. 2000 per month Eligibility of your service. Minimum 4 days of earned leave to be taken to avail of the benefit.

(iii) Medical Reimbursement:

(For self & dependents) Rs.1.75% in basic salary. Per annum on production of doctor's prescription and bills for medicine.

6. As an executive you will not be governed by the rules, regulations or statutes generally applicable to workmen hours. Weekly off, holidays, overtime, bonus and gratuity.

7. Probation:

You will not be probation for a period of one year from the date of the joining service. Based on your performance and conduct. This period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have confirmed.

8. Separation:

During probation or extended period(s) thereof, your service are liable to terminated without assigning any reason or payment in lieu thereof. Subsequent to confirmation, either side can terminated this contract by giving a notice of one month or payment of one month basic salary in lieu thereof.

Way of Life!

9. Retirement:

You shall retrieve from the services of the company on attaining the age of 58 years on the basic of the age submitted by you, subject to your being medically and mentally fit.

10. Other Rules of Organization:

You are expected to discharge the duties assigned to you from time to time with due diligence, integrity and responsibility to the entire satisfaction of the management and also maintain high standard of work expected of work expected of you by the company.

Your appointed in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part – time or full – time) as long as you are employed in the company .any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

You are required to deal with the company's money, materials and document with utmost honesty. If at any time you are formed of moral turpitude or of any dishonesty in dealing with the company's money, material and document, you shall render yourself liable for termination without any payment in lieu thereof.

You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity shall render you liable for termination without any notice or payment in lieu thereof.

If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof.



You're faithfully,

For:

Maruti Suzuki India Limited



SURYA TECH SOLUTIONS

Leading Man Power Services to Telecom Sectors

Date: 05-08-2023

Ref: STS/OFR/009

SUB: APPOINTMENT LETTER

Dear

Mr. PADTE VIRAJ MANOJ

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 12 months in our organization with a commencement date of **20TH August 2023**.

You will be paid a consolidated Salary of **Rs.10000/- +TA** per month after successful completion of 30 days training. After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs. 15000-20000/-+TA** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies**
- Two recent passport size photographs**
- Experience certificate (IF ANY)**

Please return the duplicate copy of this letter duly signed taken your acceptance of the employment.


N.Divya
Hr-Manager



Signature of the Employee

Address: Flat no: Siddharth Nagar Rd, Kumud Nagar, Goregaon West, Mumbai, Maharashtra
400104 **Contact:**8885785384, 7207299446 **Email id:** suryasolutions5@gmail.com

Date: August 01, 2023

Dear VINIT DEEPAK SAKPAL,

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 Engineer** under the cadre of **T1** and you are expected to join Prolifics on August 10, 2020.

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	VINIT DEEPAK SAKPAL	
Job Title	Trainee Software Engineer	
Cadre	T1	
	(In Rs.)	
Base Compensation	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
Total Base Compensation	18,727	224,728
Retiral and Health Benefits (Annualized)		
Medical, Accident and Life Insurance		9,445
Gratuity		5,827
Cost To Company (CTC)		240,000

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 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

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



SURYA TECH SOLUTIONS

Leading Man Power
Services to Telecom
Sectors

Ref: STS/OFR/009

Date: 05-08-2023

SUB: APPOINTMENT LETTER

Dear

Mr. GOLE GANESH ASHOK

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 12 months in our organization with a commencement date of **20TH August 2023**.

You will be paid a consolidated Salary of **Rs.10000/- +TA** per month after successful completion of 30 days training. After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs. 15000-20000/-+TA** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. **All academic certificates Xerox copies**
- b. **Two recent passport size photographs**
- c. **Experience certificate (IF ANY)**

Please return the duplicate copy of this letter duly signed taken your acceptance of the employment.


N.Divya
Hr-Manager



Signature of the Employee



Appointment Letter of Technical Engineer

Date: 10th July, 2023

Dear,

Mr. SHAIKH ASIF TUFEL AHMED

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization on the following terms & conditions:

The terms & conditions are as:

1. Designation:

You will be designated as Assistant Engineer in Production Department.

2. Place of posting:

You will be posted in Maruti Suzuki Plant Manesar. However, at any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department / Branch / Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.

3. Grade:

You will be placed in grade assistant engineer as per the structure of the company.

4. Remuneration:

You will be entitled to the following remuneration per month, subject to the express condition of fulfillment of service conditions:

Basic	Rs.19000
Conveyance Allowance	Rs.1750

Way of Life!

Performance Pay	Rs.900
Industrial Allowance	Rs.500
PF	Rs.2200
Total	Rs.24350

5. Benefits:

(i) Provident fund:

12.75% of the monthly basic salary will be contributed by the company towards your provident fund account. A matching deduction will be made from your salary as the employee's contribution and shall be deposited as per the PF rule.

(ii) Leave Travel Assistance:

Rs. 2000 per month Eligibility of your service. Minimum 4 days of earned leave to be taken to avail of the benefit.

(iii) Medical Reimbursement:

(For self & dependents) Rs.1.75% in basic salary. Per annum on production of doctor's prescription and bills for medicine.

6. As an executive you will not be governed by the rules, regulations or statutes generally applicable to workmen hours. Weekly off, holidays, overtime, bonus and gratuity.

7. Probation:

You will not be probation for a period of one year from the date of the joining service. Based on your performance and conduct. This period may be increased or decreased at sole discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have confirmed.

8. Separation:

During probation or extended period(s) thereof, your service are liable to terminated without assigning any reason or payment in lieu thereof. Subsequent to confirmation, either side can terminated this contract by giving a notice of one month or payment of one month basic salary in lieu thereof.

9. Retirement:

You shall retrieve from the services of the company on attaining the age of 58 years on the basic of the age submitted by you, subject to your being medically and mentally fit.

Way of Life!

10. Other Rules of Organization:

You are expected to discharge the duties assigned to you from time to time with due diligence, integrity and responsibility to the entire satisfaction of the management and also maintain high standard of work expected of you by the company.

Your appointed in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part – time or full – time) as long as you are employed in the company .any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

You are required to deal with the company's money, materials and document with utmost honesty. If at any time you are formed of moral turpitude or of any dishonesty in dealing with the company's money, material and document, you shall render yourself liable for termination without any payment in lieu thereof.

You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity shall render you liable for termination without any notice or payment in lieu thereof.

If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof.



You're faithfully,

For:

Maruti Suzuki India Limited

Date: August 01, 2023

Dear WAIKAR ANIKET NANDAKUMAR,

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 Engineer** under the cadre of **T1** and you are expected to join Prolifics on August 10, 2020.

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	WAIKAR ANIKET NANDAKUMAR	
Job Title	Trainee Software Engineer	
Cadre	T1	
	(In Rs.)	
Base Compensation	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
Total Base Compensation	18,727	224,728
Retiral and Health Benefits (Annualized)		
Medical, Accident and Life Insurance		9,445
Gratuity		5,827
Cost To Company (CTC)		240,000

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 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

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

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Mr. Anikesh Sudesh Mhatre
Government Polytechnic Pen

Dear Anikesh

4th October 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Diploma Engineer Trainees' in 'L03T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:


1. Salary & benefits:

Basic	Rs. 4000/-p.m
HRA	Rs. 4850/- p.m.
Conveyance	Rs. 2010/-p.m
Supplementary Allowance	Rs 1029/-p.m
Food Coupons	Rs 1500/- p.m.
Medical Reimbursement	Rs 333/-p.m
L.T.A	Rs 333/-p.m
Provident Fund	Rs. 480/-p.m
Gratuity	Rs. 192 /-p.m
Bonus	Rs. 800/-p.m
Production Incentive	Rs. 6800/-p.m. (As per applicable incentive scheme)

2. You are requested to report at JSW Steel Ltd, Vijaynagar Works on 8th October 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1. Matriculation certificate in support of your date of birth.
 - 3.2. All certificates and marks sheets in support of your qualification
 - 3.3. Two copies of your recent passport and two stamp size color photographs.
 - 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5. Release order, Salary certificates and experience certificate if any.
 - 3.6. PAN Card (Compulsory).
 - 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
3. Your appointment is subject to medical fitness as per our criteria for employment. In the event of any medical abnormality, your offer will stand cancelled. Medically fit candidates will be accepted for joining.
4. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 5th October 2021 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Dilip Kumar Sinha
Head - Human Resources

Regd. Office : JSW Centre,
Bandra Kurla Complex,
Bandra (East), Mumbai - 400 051

Phone : +91 22 4286 1000
Fax : +91 22 4286 3000
Website : www.jsw.in

Date: 27th January 2023

To
Rahul Panchal
Thane, India, 400615

Subject: Offer letter

Dear Rahul,

We are delighted to offer you the position of “**Assistant Manager-Aftersales**” based at our Head Office in Vashi. You will be reporting to **Vivek Tiwary – General Manager-Operations, Services and Maintenance** and your joining date will be on or before 1st March 2023.

We offer you a gross remuneration of **Rs.5,00,000/-** per annum (Fixed 4,75,000 & Variable 25,000) (Rs. Five Lakhs Only) calculated on Cost to Company (CTC) basis.

Your role, description and targets will be discussed and finalized on your joining our organization. A detailed letter of appointment, setting out full details of your remuneration package and other terms and conditions will be issued to you on joining. Please note that you will be on probation for a period of 6 months from the date of joining.

We would also like to take this opportunity to welcome you to BC Equipment Trading Company Pvt. Ltd. Going forward we will together create an institution of excellence that will continuously set new benchmarks in our industry. Kindly sign the duplicate copy of this letter as a token of your acceptance of our offer and return to us.

Thanking You,

Yours Sincerely,

For **BC Equipment Trading Company Pvt. Ltd.**


Varun Chopra

Executive Chairman



GAT batch 2023-24-Result

1 message

Rohan Karve <rohan.karve@bharatbijlee.com>
To: akashnaik1245@gmail.com <akashnaik1245@gmail.com>
Cc: tpo@csmu.ac.in <tpo@csmu.ac.in>, sushantgandhi@csmu.ac.in <sushantgandhi@csmu.ac.in>

Wed, 8 Nov, 2023 at 4:14 pm

Greetings!!!

Thank you for participating in the Recruitment Process for the position of **GAT** at Bharat Bijlee Ltd. It was a pleasure interacting with you during the process, further we like to congratulate you on getting selected in as follows –

First Name	Middle Name	Last Name	Division	Department
AKASH	NILESH	NAIK	Management Services	Industrial Engineering

You are requested to fill the attached application form and share it back with PAN card, AADHAAR card, recent passport size Photograph.

Since we will be registering you as a Graduate Apprentice with Board of Apprentice Training, please ensure to complete the enrollment process on NATS portal - <https://nats.education.gov.in> and share the enrollment/profile details with us. Hope you have not been registered earlier with any organization.

Probable Date of joining is Monday 20th November 2023. You will receive a separate email confirming the same at later stage

If you have any further questions please get in touch with us.

Warm Regards,

Rohan Karve

Senior Manager

Human Resources

Bharat Bijlee Limited

No. 2, MIDC,
Thane Belapur Road, Opp. Airoli Railway Station,
Airoli (E), Navi Mumbai - 400708

Tel: +91 22 2763 7200 Ext 7650

Mob: +91 9920376694

CIN: L31300MH1946PLC005017

www.bharatbijlee.com

HR Ref No : SENC/HR/Conf./2019/016

Date : 28 January, 2019

Zahir Abbas Chougule
SENCINDIA0172

Dear Zahir,

Subject: - Confirmation Letter

Consequent to the review of your performance during your probation, we have the pleasure in informing you that, your service is being confirmed as "Engineer - Piping" with effect from w.e.f 16 October, 2018.

All the other terms and conditions as detailed in your appointment letter remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

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

Yours faithfully,

for and on behalf of,

Sapura Engineering & Construction (India) Pvt Ltd

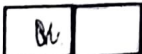

Phanindhar Chivukula
Country Manager, India

Signature : _____

Name : _____

Date : _____

CIN: U11101MH2015FTC268678



HR013

Mr. Mitesh Pravin Dhumal,
3/1, Sahakar Colony, Premnagar,
Kanjurmarg East - 400 042,

9th March 2022

Dear Mitesh,

Sub: Appointment Letter

We are pleased to appoint you as "Graduate Engineer Trainee" in our company, based at Mumbai Branch in the following terms and conditions:

1. Salary & Benefits

You will be paid an annual CTC of INR. 3.01 Lakhs/- as listed in Annexure -I.
We would like you to join us on 9th March 2022.

2. Leave & Holidays

You will be eligible for leave and holidays in accordance with the policy of the company.

3. General Conditions

During your employment with the company, you will devote your whole time to the business of the company and will diligently and efficiently carry out the duties entrusted to you from time to time. You are not permitted to engage yourself with other employment (part-time or full-time) during your tenure with our company. You will faithfully serve the company and use your best endeavor to protect and promote the company's interest.

4. Probation

You will be on probation for a period 12 Months from the date of your joining. On completion of probation, you would be confirmed if found fit. The Probation period may be extended by the company at its own discretion. During probation period your employment is subject to termination at any time and no reasons need be assigned for such termination.



[Faint, illegible text at the top of the page]

11/11/14

19th March 2014

[Faint, illegible text, possibly recipient name and address]

[Faint, illegible text]

Letter Appointment Letter

We are pleased to appoint you as **"Probation Engineer Trainee"** in our company, based at **[Faint, illegible text]** in the following terms and conditions:

1. Salary & Benefits

You will be paid an annual fee of **USD 3000 Labday** on a total of **Announced 1**. We intend to pay you on **30th March 2014**.

2. Hours & Holidays

You will be subject to hours and holidays in accordance with the policy of the company.

3. General Conditions

During your employment with the company, you will devote your whole time to the business of the company and will diligently and efficiently carry out the duties entrusted to you from time to time. You are not permitted to engage yourself with other employment (part time or full time) during your tenure with our company. You will faithfully serve the company and use your best endeavor to protect and promote the company's interest.

4. Probation

You will be on probation for a period of **12 Months** from the date of your joining. On completion of probation, you would be confirmed if found fit. The Probation period may be extended by the company at its own discretion. During probation period your employment is subject to termination at any time and no reasons need be assigned for such termination.

5. Confidentiality

You will abide by the Rules and Regulations of the company in force from time to time. You are expected to maintain confidentiality of information failing which, you will be Subjected to appropriate action in law

6. Non Disclosure

You will not divulge confidential information publicly or privately or through any public advertisements direct or indirect, during the terms of your employment and 3 years from the date of your termination /cessation of the employment of the Company.

7. Not to Compete

You hereby undertakes that for a period of 1 year after the termination/cessation of services you will not without the prior consent of the company obtained in writing, organize, own, manage, operate, participate in, render advice to, control, or have an investment or ownership interest in any business similar to the business carried on by the company and will not under any circumstances whatsoever take up employment or in any other capacity including consultant be connected with any company or organization carrying on or proposing to carry on the business carried on by the company anywhere in India or overseas.

8. Transfer

You are liable to be transferred to any place of business of the company in India or abroad at anytime. On such transfer you will be governed by the terms and conditions, fringe benefits, etc. which is applicable to your category at the place of transfer or mutually agreed upon with the management.

9. No Alternative Employment

You are not allowed to be employed in any other organization on a permanent / temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business without prior written consent of the company.

16. Retirement

On attaining the age of 58 years, you are liable to be superannuated/ retired from the services of the company.

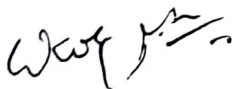
17. Service condition

- a) You will be governed by rules and regulations of the company that are in force from time to time.
- b) The service conditions mentioned in this letter such as Appointment, Transfer, Termination & Severance Pay and Salary Review are not subject to any amendment unless communicated by the undersigned or any other authorized officer in writing.
- c) Any change in your present or permanent address should be informed in writing to HR Department immediately. All communications sent by the company to your last given and recorded address shall be deemed to have been served on you.
- d) Your appointment is subject to medical fitness declared by a registered medical practitioner at the time of joining.
- e) Please provide documentary proof of your date of birth, copy of the certificate of your educational/ professional qualification and relieving letter from the present employer.

Please sign the duplicate copy of this letter and return the same.

Yours faithfully,

For SCINNTC Supply Chain Solutions Private Limited



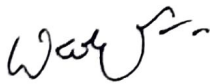
Nishant Kolgaonkar
Sr. Vice President & Group Head – HR

Mitesh Pravin Dhumal

ANNEXURE - I

S.No	SALARY DETAILS		
1	NAME	Mitesh Pravin Dhumal	
2	DEPARTMENT	Ecommerce & Speciality Chemicals	
3	DESIGNATION	Graduate Engineer Trainee	
4	LOCATION	Mumbai	
6 (a)	SALARY / WAGES & OTHER DETAILS	MONTHLY	ANNUALLY
	BASIC	11532	138384
	HRA	4613	55354
	CONVEYANCE	1600	19200
	MEDICAL ALLOWANCES	1250	15000
	LTA	0	0
	SPECIAL ALLOWANCE	2805	33660
	TOTAL GROSS SALARY	21800	261598
7 (b)	EMPLOYEE CONTRIBUTION	MONTHLY	ANNUALLY
	PF	1800	21600
	ESI	0	0
	TOTAL DEDUCTION	1800	21600
	TOTAL TAKE HOME PAY	20000	239998
8 (c)	EMPLOYER CONTRIBUTION	MONTHLY	ANNUALLY
	MED.INSUR.PREMI	948	11376
	PF	1800	21600
	ESI	0	0
	Gratuity	557	6684
	TOTAL CONTRIBUTION	3305	39660
9	TOTAL COST TO COMPANY	25105	301258

For SCINNTC Supply Chain Solution Private Limited.,



Nishant Kolgaonkar
Sr. Vice President and Group Head HR

Mitesh Pravin Dhumal

Date: 25th July 2023

Ref: RE-ES-FM-OL-22-5120

NAME: Mr. ABU TALHA NIZAMUDDIN SHAIKH
PP No.: V7154258

SUB: OFFER LETTER

Dear Abu Talha Nizamuddin Shaikh,

We are pleased to tender our offer for the position of **FM HVAC/ SUPERVISOR** in Qatar. Your employment terms and conditions are as follows:

1	Basic Salary	QR 3700/-
2	Accommodation	Bachelor Shared Accommodation provided by the Company
3	Transportation	Shared Transportation Provided by the Company only on specified locations
4	Food Allowance	Provided by the company (Or) QR 300/-
5	Other Allowance	Not Applicable
6	Overtime	Applicable – If Required
7	Leave & Air Ticket	21 days paid annual leave entitlement with return economy class air-tickets to home country after 2 years of continuous service.
8	Insurance	Company workers compensation.
9	Probation	06 months from the date of joining.
10	Termination of Employment	<ul style="list-style-type: none"> • 1 Months' notice period applies for within the probation period & up to 2 years of service in the company. • 2 Months of notice period upon completion of 2 years & above service in the company.
11	Other Terms & Conditions	In accordance with Qatar Labor Laws.
12	Validity	<ul style="list-style-type: none"> • You are Medically Fit. • There is no reason for the Government Authorities to refuse your Entry Visa, Work Permit or Residence Permit. • You are able to take up employment as soon as your Entry Visa is issued or upon the mutually agreed Joining Date. • There is no misrepresentation of your documents submitted to the Company.

Should you accept this offer, please sign and return this letter with a colored copy of your passport within 48 hours.

DocuSigned by:

Riyad Sowaity

26 July 2023 | 09:37 ABST

MR. RIYAD SOWAITY
GROUP HR DIRECTOR

I, ABU TALHA NIZAMUDDIN SHAIKH, have read, understood and accept all the terms and conditions as stated above. In addition, by signing this offer letter I hereby acknowledge and confirm that I will not join any other competitor company of Elegancia Group and/ or any of its subsidiaries, after I resign from this company.

Signature _____

Date: _____

الإفانسيا لإدارة المرافق ذ.م.م.
Elegancia Facilities Management W.L.L
Capital: 5,000,000 QAR | CR 67597

+974 4429 2222
+974 4429 7987
24590, Doha, Qatar
COM 18, Marina 2, Lusail City
eleganciagroup.com




A DP WORLD Company

way through the annual leave year. You will also be entitled to public holidays as may be announced by the Government of Dubai from time to time. In addition to the annual leave entitlement set out above, you will be entitled to other leaves in accordance with Company policy.

10. **Duration, Notice and Termination** : This Contract will continue for an unlimited period until terminated by either Party in accordance with Clause 11 (Termination) of the Terms. Either Party may terminate this Contract by providing 1 months' written notice of intention to terminate the employment.
11. **Standard Terms and Conditions of Employment** : The Terms (at Schedule A) are incorporated by reference into this Contract.

The Parties have caused this Contract to be executed as of the date written above.

Employee Name Tabish Badruddin Bukhari	 Signature: _____ Date: 16/01/23.
On behalf of Drydocks World – Dubai LLC: Abdallah Bloushi Manager - Talent Acquisition & Onboarding	  Signature: _____ Date: 13-Jan-2023



A **DP WORLD** Company

way through the annual leave year. You will also be entitled to public holidays as may be announced by the Government of Dubai from time to time. In addition to the annual leave entitlement set out above, you will be entitled to other leaves in accordance with Company policy.




Duration, Notice and Termination

: This Contract will continue for an unlimited period until terminated by either Party in accordance with Clause 11 (Termination) of the Terms. Either Party may terminate this Contract by providing 1 months' written notice of intention to terminate the employment.

11. Standard Terms and Conditions of Employment

: The Terms (at Schedule A) are incorporated by reference into this Contract.

The Parties have caused this Contract to be executed as of the date written above.

<p>Employee Name</p> <p>Tabish Badruddin Bukhari</p>	<p>Signature: </p> <p>Date: 16/01/23.</p>
<p>On behalf of Drydocks World – Dubai LLC:</p> <p>Abdallah Bloushi</p> <p>Manager - Talent Acquisition & Onboarding</p>	<p>Signature: </p> <p>Date: 13-Jan-2023</p> 

HIND TERMINALS

.....Moving India Ahead

HIND TERMINALS PRIVATE LIMITED

(Corporate Identity Number : U63030MH2003PTC141927)

Corp. & Regd. Off. : 501 'A' Wing, 215 Atrium, Andheri Kurla Road, Andheri (East) Mumbai - 400 093. (INDIA)

July 04, 2023

Rahul Deshmukh

At. Vayal,

Post - Washivali,

Panvel,

Dis - Raigad - 410206

Dear Rahul,

We are pleased to offer you an appointment in Hind Terminals Private Limited as "**Graduate Engineer Trainee**", at our CBD Belapur Office wef : July 13, 2023 on following conditions:

1. Your training period will be for a period of 12 months.
2. Your cost to company (CTC) would be

Name: Rahul Deshmukh		
Designation: Graduate Engineer Trainee		
Location: CBD Belapur		
	Per Month	Per Annum
Basic	18,750	225,000
HRA	9,375	112,500
Special Allowance	5,525	66,300
Conveyance	1,600	19,200
Provident Fund	2,250	27,000
CTC	37,500	450,000

3. The salary of the staff is confidential hence you are requested not to reveal the same to others.
4. You have to follow the rules & regulations as given by the company. You are not supposed to divulge any information of the company or its management during your tenure with the company.
5. In case of your resignation within six months of your joining, you will be required to pay an amount equivalent to your two months Cost To Company (CTC) to the organisation.

Mr. Bhavesh Mahesh Mhatre
At Post Wadkhal, Taluka Pen,
District Raigad,
Maharashtra 402107

Subject: OFFER LETTER

Dear Bhavesh,

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 **5th 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:

- Date of birth proof (Any 1- DOB Certificate, School Leaving Certificate)
- Relieving Letter & Experience Letter of all Previous Organisations
- Last 02 Years Form 16
- Salary Slips and bank statement for last 3 Months
- Educational/ Professional Certificates
- Four Passport Size Photographs
- Permanent Address Proof (Any 2- Voter ID, Passport, Driving Licence, Domicile Certificate, Adhar Card)
- Photo I card (Any 1- PAN Card, Adhar Card.)
- Medical fitness reports and certificate from an MBBS or MD Doctor (Covid-19 RTPCR report required)
- Cancelled cheque or Passbook of your bank account

This Letter of Offer is strictly confidential and cannot be used as leverage with present OR other employers by the person who holds the letter. We reserve the right to take an action.

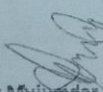
Please return a signed copy of this letter as a token of your acceptance. No communication from your side within 3 days of receipt of the letter, the offer will automatically revoke.

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





Mr. Akshay Ashok Kadu
AT PO Kandle,
Tal-Pen, Raigad,
Maharashtra- 402107.

Letter No- TSM/HR/Appointment/22-23/09/23
Dated: 19th September 2022

Email: akshaykadu85@gmail.com
Mob: +91- 9028491096

Dear Mr. Kadu,

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.

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.

We will reimburse your travel expense and transportation and packing charges of your household 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



ANNEXURE TO LETTER NO. - TSM/HR/Appointment/22-23/09/23 Dated: 19th September 2022

Terms and Conditions for the Appointment of Mr. Akshay Ashok Kadu

1. SALARY DETAILS:

Refer Annexure "A" for detailed CTC breakup

2. PROVIDENT FUND SCHEME:

You will become member of the Provident Fund Scheme immediately on joining, in accordance with the Provident Fund rules and applicable laws in this regard.

3. GRATUITY:

Payment of Gratuity amount shall be governed by "Tata Steel Ltd. Gratuity Rules". Further, upon termination of your employment, due to superannuation/retirement/resignation, Gratuity shall be payable to you, only upon completion of continuous service for not less than five years. However, the clause of continuous service of five years shall not be necessary, where the termination of your employment, is due to death or disablement.

4. Medical benefits:

You and your family would be covered under the Medical facilities as per the medical insurance policy of the Company.

5. PROBATION PERIOD:

You will be on probation for a period of six months. Only on the satisfactory completion of the probationary period, you will be confirmed in the services of the Steel Company. Your services can be terminated without notice, if during the probationary period you are found lacking in aptitude and /or ability.

6. MEDICAL FITNESS:

Your appointment is subject to you being certified medically fit by a Medical Officer/Practitioner appointed for the purpose by the company from time to time.

7. LEAVE:

You will be eligible for leave as per rules of the company applicable at your location of posting.

8. DUTIES AND RESPONSIBILITIES:

- a) You will strictly adhere to Safety norms as per the Health and Safety policy and Guidelines of the company and actively participate in all the initiatives for inculcating the culture of safety in all spheres of activities of the company.
- b) During the course of your service the Company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the company and those in authority over you.
- c) You will not undertake any direct/indirect business or work, honorary or with remuneration except with the written permission of the Management in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice. You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d) You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical

TATA STEEL LIMITED

Narendrapur Kusunpanga 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

Date : 22/09/2022

To
MOHD MODASSIR MOHD FIROZ
(Code: CAN471525)

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 the following terms and conditions:

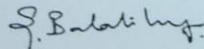
- Your employment will be valid from **01/10/2022 To 30/09/2023**, unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 447,792.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medclaim 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: 26.09.2022

Dear Priyanka,

This has reference to your application with M/s Tata Steel Ltd. and the subsequent interview you had with us for the position of **Associate Engineer (SB D grade)**.

We are pleased to inform you that you have been found suitable and we would, therefore, like you to join Tata Steel as **Associate Engineer (SB D grade)**. You will be placed at a basic wage of **Rs. 17,530/-** per month. The details of your CTC are enunciated in the Annexure-I. Your appointment will be subject to the following terms and conditions.

Terms and Conditions for appointment

1. You will have to be certified medically fit, by our Medical authorities.
2. You will have to produce your Matriculation Certificate or its equivalent in original, with two photocopies, for the purpose of recording your date of birth. Please note that in case you are working elsewhere, you will be required to furnish a release letter from your earlier employer.

Please note that the above is a provisional offer and not final offer of employment. The final offer for employment is subject to Management's discretion and you fulfilling the above mentioned two terms and conditions for appointment.

You will be on probation for a period of six months from the date of employment. Only on the satisfactory completion of the probationary period, you will be confirmed in the services of the Steel Company. Your services can be terminated without notice, if during the probationary period you are found lacking in aptitude and or ability.

Please Turn Over...

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

Offer cum Contractual Appointment Letter

07.12.2022

BEPL/MGL/22/23/2254

Employee Code: BON09929

Mr. Vicky Raju Wadkar,

Congratulations!!!

This refers to the discussions and the subsequent interview you had with the Client. We are pleased to share with you that you have been selected as **Project Engineer** to work with our client **Mahanagar Gas Ltd.** at their works at **Khaghar** on contract basis till 31st May 2023 as per Client requirement on the following terms and conditions as discussed and agreed.

- 1. Duration of Contract:** As discussed and explained to you personally and agreed during the course of your interview with us and the client, this is purely a contract assignment and will automatically cease on expiry of the contract or termination of our job by our client. The contract extended/reduced as per the project requirements or your performance on the job.
- 2. Remuneration:** Your gross remuneration i.e CTC will be **INR 360000 per annum all inclusive (Rupees Three Lakh(s) Sixty Thousand Only)** the details of which is been given in the **Annexure A** attached below.

The deputation charges as per Annexure A due to you for the work done will be credited by the 10th day of the following month to the A/C details furnished by you after having received your duly completed and authenticated time sheet for the concerned month latest by the 3rd of the following month. In case of any natural calamities / Strikes / any unforeseen activities, you shall be paid only on basis of the time sheet approved by the client.

3. Deductions:

- **Taxes:** All taxes and statutory dues will be payable by you and will be deducted from your monthly dues at effective rates for the time being in force and at rates as may be made effective from time to time by the authorities.
- PF, PT & Tax deductions as applicable will be done as per Govt. rules. The above compensation structure is subject to change without affecting emoluments adversely. Please note that the CTC shall remain same throughout the contract tenure. Any changes in the statutory requirements as may be defined by the government will reflect in your net salary.

- 4. Notice Period:** Your contract appointment will come to an end on the completion/termination of the work awarded to us by our client or on expiry of period for our contract appointment, whichever is earlier. In case you discontinue on your own without giving advance notice of 30 working days to us, up to one-month compensation or part as deemed fit will be deducted / recovered from you either from your due payment or otherwise as penalty. In case of resignation, your Resignation Letter must be approved by your Immediate Reporting Manager as well as Project Executive from Bonace. Also, please note that you shall not be entitled to benefits like national holiday & paid leaves, etc while you are serving your notice period and you are expected to serve 30 working days as your notice period to us.

Bonace reserves the right to terminate your contract at any point of time with immediate effect, in case occurrence of any of the following even

- Your performance/behavior is not found up to the expectation of our Client.
- You remain absent from duty without proper approval from Site in Charge and/or Seniors (including from BEPL).



Thanking you,

For Bonace Engineers Pvt Ltd

Priyanka H

Human Resources

I have understood and accept the terms and condition of this letter and shall abide by the same.

Name – **Mr. Vicky Raju Wadkar**

Signature *Vadkar*, Date *07/12/2022*,

Note: As a token of your acceptance of the terms and conditions of this offer cum contractual appointment letter, sign the letter on each page. Email the duly signed soft copy and return the duplicate copy of this signed letter to the undersigned within 3 working days of receipt thereof. Please note that as per the company policy, a signed copy of the offer cum contractual appointment letter is mandatory without which your monthly salary will be withheld.

Annexure A

Component	Monthly Salary
Basic	15000
Statuary Bonus	1250
HRA	7500
OA (OA includes Mobile, Uniform & Washing Allowance, Mediclaim, Insurance etc)	6250
Monthly Remuneration / CTC	30000

- PF, PT & Tax deductions as & if applicable will be done as per Govt. rules. The above compensation structure is subject to change without affecting emoluments adversely. Please note that the CTC shall remain same throughout the contract tenure. Any changes in the statutory requirements as may be defined by the government will reflect in your net salary.
- Any other deductions applicable to you which are covered under 'Work Ethics and Discipline' of this letter or due to violation of Client & Company Work Policies



Date: 16/06/2023

Name: - RAMESH KALSHETTI

Address:
Pune

Subject: - **Offer Letter.**

Dear Ramesh,

This is with reference to your meeting / interview with us and our subsequent discussions.

We are pleased to offer you position in our company **Dream Plast India Pvt. Ltd.** As **"Engineer - PPC"** with **E4 Grade** in our **DP 5 Baramati** Plant as per the following basic terms and conditions:

1. Your **gross annual** salary (On Cost to Company basis) will be as discussed **Rs. 3.67 LPA.**
2. You will be provided with detail Annexure of the CTC breakup along with the Appointment letter on your date of joining.
3. You will be on probation for the initial 6 months of your employment, after which your employment shall be eligible for confirmation subject to the management finding your performance suitable.
4. Your responsibilities shall be as discussed with you and will be elaborated in your Appointment Letter upon your joining.
5. You will be reporting to **"Sr. Executive - PPC"** the reporting may change according to the structure of the company and as decided by the management of the company from time to time.
6. Your job profile will require maintaining utmost confidentiality, thus will demand demonstration of a high amount of trustworthiness.
7. Since the Company is growing and has to streamline its operations, you may be expected to work for extended hours/days, as per the requirement of the situation and the management.
8. You will be eligible for leaves and holidays as per the Company's policy. No leaves are permissible during the probation period. Any leaves taken during this period will be considered as Loss of Pay, unless otherwise as decided by the management.

DREAM PLAST INDIA PVT. LTD.



9. Your appointment is subject to you being found medically fit. Your acceptance to this offer letter will be considered as a confirmation that you do not suffer from any medical ailments that may otherwise affect your functioning / performance in the company.
10. At the time of your joining, you will be required to sign the detailed "Appointment Letter" with other general terms and conditions.
11. This Offer Letter is valid subject to your acceptance to the Offer by 16/06/2023 and subsequently you joining on or before 13/07/2023.

Thanking You.

For, Dream Plast India Pvt. Ltd.

DREAM PLAST INDIA PVT. LTD.

Regd. Office & Works I: B4-B/C, Indospace Rohan Industrial Park Mahalunge Pvt. Ltd., Gat No. 428, Mahalunge Ingle, Off Chakan-Talegaon Rd., Tal. Khed, Pune 410501 Tel: +91 02135 626500
Works II: Plot No. F-17/1, MIDC Baramati, Dist. Pune 413 133
Email : admin@dreamplast.com Website : www.gruposunino.com



101, United Business Park, Road-11,
Behind Old Passport Office,
Wing 2, Industrial Estate, Thane (West),
Maharashtra - 400604.
Tel: 022-25829599 / 022-25829594
Fax: 022-91 08 47 38

Date: - August 4, 2023

To,
Mr. Asmitosh Kesarinath Shinde,
Flat no.01, Shiv Apt,
Sector 36, Seawood,
Navi Mumbai,
400706.

APPOINTMENT LETTER

Dear Asmitosh,

We have pleasure in appointing you in our Company as Design Engineer, based at **Thane**, or in such other capacity, that the Management shall from time to time determine.

You will work under the supervision of such officers as may be decided upon by the management from time to time. You shall diligently and satisfactorily carry out the instructions given to you by your superiors in connection with the work assigned to you to the best of your skill and ability.

1. Date of Appointment

Your appointment is effective from the date of joining, which shall be **August 2, 2023**.

2. Location

Your initial posting will be at **Thane**.

3. Basic Salary

You will be paid a basic salary of **Rs.6,870/-** per month of Starting of employment.

4. Probationary Period

You will initially be on **Probation for a period of Six months**, which may be extended at the sole discretion of the Management. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. During the period of probation, termination of employment will require one month's notice be given by either side. The company reserves the right to pay or recover salary (Basic salary) in lieu of notice period. You will not be entitled to any leaves during the probation period.



Regd. Off.: 902/903, Bluebell Apartment, Everest World, Kolshet Road, Thane (West), Maharashtra-400607.

19. Documents submission

You are required to submit the following documents, if the same have not been submitted earlier;

- (a) Certificates in support of your educational/ professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
- (b) Two copies of your recent passport size photographs (preferably color).
- (c) Relieving letter from your last employer.

Please note that you are expected to keep the salary package strictly confidential and not to share information regarding the salary with anyone except your very close family members.

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

Sincerely yours,

For M/s EPSILON DESIGN CONSULTANCY PVT LTD



(Mr. Ashok Murlidhar Mahajan)

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

SIGNATURE: _____

DATE: _____

(Mr. Asmitosh Kesarinath Shinde)

Ref: JTSL: LOI: CHRD: 2023

Date: 4th August 2023

Mr. Shubham Laxmikant Patil
Email I'd - shubhamlaxmikantpatil@gmail.com
Contact No.- 8530552468

Dear Mr. Patil,

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.
- Satisfactory verification report, of employment, declared credentials and other requirements.
- Satisfactory reference check-up.

The formal appointment letter will be issued to you as per your actual date of joining in the organization, subject to satisfactory clearance on pre-employment conditions. You are most welcome to join us on or before **5th September 2023**.

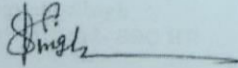
You are required to carry the following documents along with you on your joining date/day for official record and requirements.

- Photocopy of all certificates/testimonials with originals for verification.
- 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,

Accepted



Jagveer Singh
Tower Lead- SSC HR

Mr. Shubham Laxmikant Patil

Jindal Techserv Private Limited

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

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