5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Year	2021-22	2020-21	2019-20	2018-19	2017-18
Number	8	15	15	9	28

5.2.1.2. Number of outgoing students year wise during the last five years

Year	2021-22	2020-21	2019-20	2018-19	2017-18
Number	119	137	133	117	113

Percentage = (75 / 619) *100 = 12.11631664

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

DIRECTOR
Akole Taluka Education Society's
Technical Campus, Akole
Tal Akole, Dist.A'Nagar

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Name of student placed / enrolling into higher education and contact details	Program graduated from	Name of the employer with contact details / Name of institution joined	Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education) (IN LAC)
2021-22	Prashant Naikwadi	MBA	BYJUS	10
	Amar Sunil Pancham	MBA	BYJUS	10
	Avinash Vishnu Talpade	MCA	ACCENTURE	3.33
	Vijay Shinde	MCA	INFOSYS	2.2
	Tushar Popat Andhale	MCA	COGNIZANT	2.5
	Sagar Navnath Arote	MCA	BYJU	10
	Sanket Tarachand Rankhambe	MCA	BYJU	10
	Harshali Dipak Nehe	MCA	BYJU	10
2020-21	Nandini Pawar	MBA	PINCLICK	2.16
	Amol Dongare	MBA	STOCKFIN	2.5
	Vinayak Pardhi	MBA	IDFC FIRST BHARAT BANK	1.8
	Mayuri Thorat	MBA	WIPRO	1.8
	Akshada Dhumal	MBA	DATAMATICS	2.2
	Prashant Gaikwad	MBA	DATAMATICS	0.96
	Prafull Jadhav	MCA	ICICI BANK	2.5
	Akshay Gorde	MCA	GURUKUL	1.92
	Kakasaheb Nana Jumbad	MCA	TECTRA TECHNOLOGIES	4.02
	Vishal Pande	MCA	SKYLEX TECHNOLOGIES	2.52
	Shubham Jadhav	MCA	DEXTER	2.5
	Vijay Maruti Bhalerao	MCA	TEAM LEASE	1.71
	Vijay Muktram Jumbad	MCA	TECH MAHINDRA	4.25
	Dipali Bhabad	MCA	PROTEUS TECHNOLOGIES PVT.LTD.	1.8
	Sagar Navnath Arote	MCA	INFOCUS	3.6
2019-20	Shelke Nilesh	MBA	AU SMALL FINANCE BANK	1.9
	Gunjal Shubham	MBA	AU SMALL FINANCE BANK	1.9
	Mungase Akshay	MBA	AU SMALL FINANCE BANK	1.9
	Dongare Bandu	MBA	INVANGEL SALES & SERVICES PVT. LTD.	1.94
	Tajane Shubham	MBA	TEAMLEASE	1.5
	Ugale Pratima	MBA	ATES TECHNICAL CAMPUS	3.6
	Ghule Mohini	MBA	DUROFIT TECHNOLOGIES PVT.LTD.	1.8
	Pansare Akshay	MBA	UNITED INDIA INSURANCE	1.5
	Naikwadi Swati	MBA	DUDHGANGA PATSANSTHA	1.09
	Nawale Vinit	MBA	SAHYADRI FARMS PVT.LTD.	1.32
	Rahane Sayali	MBA	JIO	3.19
	Deshmukh Santosh	MBA	HDFC	1.2
	Adhav Rahul	MBA	MANAPPURAM FINANCE LTD.	1.2
	Gorde Akshay	MCA	GURUKUL	1.92
	More Ashish	MCA		1.8

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

2018-19	Narad Prashant Bhagchand	MBA	BIG BASKET	3.26
	Upasani Shubham	MBA	BIG BASKET	3.26
	Arote Dattatray	MBA	AXIS	1.8
	Hande Vivekanand	MBA	HDFC	1.8
	Gorde Kiran	MBA	HDFC	1.8
	Lokhande Akash	MBA	HDFC	1.8
	Godase Mahesh	MBA	HDFC BANK	1.5
	Chaudhari Supriya Balkrishna	MCA	SAYALI ENGINEERING	1.92
	Shaikh Nujhat Isak	MCA	SIDDHANT COLLEGE OF MANAGEMENT	1.8
2017-18	Deshmukh Monika Digambar	MBA	BSR	2.4
	Dhongade Lalu Chandar	MBA	HDFC BANK	2
	Gaikar Ashwini Machhindra	MBA	MOTHERSON SUMI SYSTEM	2
	Gaikwad Vicky Narayan	MBA	SELF BUSINESS	3
	Gondake Bhimraj Vitthal	MBA	HDFC BANK	1.92
	Jorwar Rahul Ganpat	MBA	KOTAK BANK	1.8
	Mandlik Deepshikha Ashok	MBA	INFOSYS	3
	Nawale Saurabh Raosaheb	MBA	KOTAK	1.8
	Raut Harshal Macchindra	MBA	SYNTEL	2.4
	Tajane Vrushali Ramesh	MBA	BSR	2.4
	Talekar Varsha Laxman	MBA	KOTAK BANK	1.8
	Vaidya Bhusahn Bhaskar	MBA	L&T FINANCE	2.4
	Vaidya Nitin Bhausaheb	MBA	L&T FINANCE	2.4
	Varpe Vijay Dagadu	MBA	AKOLE POLYTECHNIC	3.84
	Wakale Vikas Bhausaheb	MBA	VED INDIA	1.8
	Arote Reshma Madhukar	MCA	TCG DIGITAL	1.44
	Deshmukh Ajitkumar Sudhakar	MCA	INSURANCE TPA PVT. LTD.	0.36
	Kuldharan Yoogita Ramesh	MCA	TCG DIGITAL	1.44
	Nawale Pramod Subhash	MCA	DATA MATRIX	0.96
	Rahane Navanath Subhash	MCA	INDOLOGY SYSTEM PVT. LTD.	0.36
	Sarode Pramod Ramesh	MCA	DATA MATRIX	0.96
	Ugale Sulochana Dilip	MCA	TECH MAHINDRA	2.16
	Balsaraf Ganesh Ashok	MCA	ECORNER TECH SOLUTION	1.2
	Bharitkar Dipak Murlidhar	MCA	ECORNER TECH SOLUTION	1.2
	Kasar Varsha Gavram	MCA	SOR INFOTECH PVT. LTD.	1.2
	Khandge Vaibhav Dnyandev	MCA	FVK TECHNO	0.96
	Sawant Suvarna Bhausaheb	MCA	TCG DIGITAL	1.44
	Varpe Sangita Laxman	MCA	AGASTI COLLEGE AKOLE	2.16

Akole Taluka Education Society's Technical Campus Akole Dist.A'Nagar

DIRECTOR
Akole Taluka Education Society's
Technical Campus, Akole
Tal.Akole. Dist.A'Nagar

S

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HRD/InfosysBPM/1003662329

February 9, 2022

Mr. Vijay Shinde
HINJEWADI PHASE-1
, MARUNJI ROAD ,NEAR REAL FRESH MART,
Pune-1111111
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Vijay,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	: Process Executive
b) Role designation	: Process Executive
c) Job Level	: 2B
d) Date of Joining	: 11-February-2022
e) Location of posting	: PUNE, MAHARASHTRA, India
f) Gross salary per month	: Rs 17422/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

Signature

Infosys®
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2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.
***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

Signature

5

Cognizant

22-Jan-2022

Dear Tushar Popat Andhale,
BCA, Computer Application
BPHE Society's Ahmednagar College, Ahmednagar

Candidate ID – 19873000

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-.** This includes an annual target incentive of INR **12,000 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**284,111/-.** This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Akola Taluka Education Society's Technical Campus Akola, Dist.Ahmednagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Byjus || Application Database || BDT/BDA

rajesh tiwari1 <rajesh.tiwari1@byjus.com>
To: tpo.atestc@gmail.com

Thu, Jan 20, 2022 at 11:12 PM

Hi Team,

We are happy to see your interest in Byjus.

Kindly update all the interested candidates details on the Excel link attached below by Saturday EOD .

In case of any query , please feel free to contact us
Call at **8369590691**.

2 attachments

Candiates Particular- Byjus.xlsx
6K

JD - Byjus-final.pdf
389K

Akole Taluka Education Society's Technical Campus Akole, Dist. Nagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Byjus || Application Database || BDT/BDA

tpo Atestc <tpo.atestc@gmail.com>
To: rajesh tiwari1 <rajesh.tiwari1@byjus.com>

Fri, Jan 21, 2022 at 12:43 PM

Dear Rajesh,

Yes I will Provide all the details.

Thanks & Regards,

Prof. Prashant Malavadkar
TPO, Assistant Professor(MCA)
ATESTC,Akole
9657374604

[Quoted text hidden]

Akole Taluka Education Society's Technical Campus Akole, Dist.Ahmednagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Byjus || Application Database || BDT/BDA

tpo Atestc <tpo.atestc@gmail.com> Sun, Jan 23, 2022 at 9:09 PM
To: rajesh tiwari1 <rajesh.tiwari1@byjus.com>
Cc: ritika.singh@byjus.com

Dear Sir/Madam,

Please find the attachment, for students details.

Thanks and regards,

Prof. Prashant Malavadkar
TPO, Assistant Professor(MCA)
ATESTC,Akole
9657374604

On Thu, Jan 20, 2022 at 11:12 PM rajesh tiwari1 <rajesh.tiwari1@byjus.com> wrote:
[Quoted text hidden]

Student Details for BYJU'S BDT_BDA (Responses).xlsx
9K

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

Sr. No.	Timestamp	Name of the Candidate	Contact Number	Email ID	Current Location	Highest Qualification	Highest Qualification Completion Year	Highest Degree Percentag	Graduation Degree Percer	12th/Diploma Class Perce	10th Class Percentage (C	Interested /Not Interested	Source
1	1/22/2022 19:34:53	Varsha Satish Sahane	8767319753	deshmukhvarsha59@gma	Nashik	MCA	2022	70.64	57	61	58.46	Interested	KampHire
2	1/22/2022 19:36:30	Komal Ramesh kanawade	8275803466	komalkanawade11@gmail	Pune	MCA	2022	79.38	69.38	49.4	57.57	Interested	KampHire
3	1/22/2022 19:37:45	SAGAR NAVNATH AROT	9762852209	sagararote125@gmail.com	Akole	MCA	2022 Pursuing		68%	50%	76.40%	Interested	KampHire
4	1/22/2022 19:45:05	Prital Balasaheb Dhumal	9325731112	pritald13@gmail.com	Akole	MCA	2022 Pursuing		60.58	64.65	51.82	Interested	KampHire
5	1/22/2022 19:49:01	Sayali Madhav Sahane	8263098202	sahanesayali00@gmail.co	Akole	MBA	2021	72.09%	60%	40.69%	49.20%	Interested	KampHire
6	1/22/2022 19:58:34	Akshay Revannath Malunjl	8208038008	akshay9765651206@gma	Akole	MBA	2021	74.91%	49%	56%	58%	Interested	KampHire
7	1/22/2022 19:59:07	Sanket Tarachand Rankha	8983542689	sanketrankhambe143@gm	Sangamner, Dist- Ahmedn	MCA	2022 Pursuing		65	51	57	Interested	KampHire
8	1/22/2022 20:05:31	Nannavare Mahesh Ashok	9370103382	maheshnannavare2@gma	Shevgaon, Ahmednagar	MCA	2022 Pursuing		66.43	60	70	Interested	KampHire
9	1/22/2022 20:07:12	Roshan Datir	9921987100	roshandatir143@gmail.cor	Akole	MCA	2022 Pursuing		71	53.23	76.8	Interested	KampHire
10	1/22/2022 20:07:14	Prashant Naikwadi	7045391892	prashant.naikwadi 1993@	Ahamednagar	MBA	2021	69	66	78	83	Interested	KampHire
11	1/22/2022 20:09:35	Naikwadi Aniket Bhausahe	7756979480	naikwadianiket123@gmail.	Akole	MCA	2022	8	62.54	45.38	60.2	Interested	KampHire
12	1/22/2022 20:14:01	Khande Deepali Baban	9921146636	deepalikhande1999@gma	Mumbai	MCA	2022 ---		68.3	58%	80%	Interested	KampHire
13	1/22/2022 20:17:15	Harshali Dipak Nehe	7798872394	harshalinehe1@gmail.com	Akole	MCA	2022	70%	82%	55%	82%	Interested	KampHire
14	1/22/2022 20:20:57	Nikale Dhammapal Shashi	8805054878	dsk538419@gmail.com	Akole	MCA	2022	78%	58.99%	53%	73.82%	Interested	KampHire
15	1/22/2022 20:24:59	Amol sopan dongare	9763417217	amoldongare00@gmail.co	Akole dist ahamadnagar st	MBA	2021	70%	68%	60%	64%	Interested	KampHire
16	1/22/2022 20:30:53	Snehal Arun Wakchaure	8080316876	snehalwakchaure98@gma	Akole	MCA	2022 Pursuing		80.15%	55.54%	83.60%	Interested	KampHire
17	1/22/2022 20:31:17	Shubham Sakharam Kasa	8104032365	shubhamkasar2996@gma	Mumbai	MCA	2021	67	60	57.28	54	Interested	KampHire
18	1/22/2022 20:31:36	Amar Sunil Pancham	07057911996	apancham16@gmail.com	Akole	MBA	2021	75	65	50	73	Interested	KampHire
19	1/22/2022 20:33:33	Dhage Suvarna Dnyanesh	8407984993	sddhage97@gmail.com	Akole	MCA	2022	83.35	71.47	60.46	77.8	Interested	KampHire
20	1/22/2022 20:33:45	Bhagwat Ashok Chede	9657112964	chedebhagwat200@gmail.	Ahmednagar	MCA	2022 Pursing		70.2	67	75.2	Interested	KampHire
21	1/22/2022 20:41:27	Gahire Akshay Bapusahet	8698683265	akshaygahire20@gmail.co	Akole	MCA	2022	77%	63%	57%	83%	Interested	KampHire
22	1/22/2022 20:43:49	Ashwini Chandrabhan Sal	7447864868	ashwinisahane97@gmail.c	Nashik	MCA	2021	65.63%	65.63%	54.46%	60.55%	Interested	KampHire
23	1/22/2022 20:46:53	Rahul Sampat Bharitkar	7219853317	rahulbharitkar7219@gmail	Akole	MCA	2022 Pursuing		61.41	53.85	54.4	Interested	KampHire
24	1/22/2022 20:47:30	Girhe Ramesh Chandar	7775953935	rameshgirhe1998@gmail.c	Akole	MCA	2022 Pursuing		61.2	72.15	82.8	Interested	KampHire
25	1/22/2022 20:55:19	Arote kajal sanjay	9657530664	Kajalarote@gmail.com	Pune	MCA	2022	83%	66.68%	57.85%	77.00%	Interested	KampHire
26	1/22/2022 22:36:05	Vaibhav Prakash Kumavat	7757988349	vaibhavkumavat5212@gm	Rahuri	MCA	2022 Pursuing		66	48	66	Interested	KampHire
27	1/22/2022 22:40:09	Prashant Rajesh Gaikwad	08698303323	prashantgaikwad033@gm	Nashik	MBA	2021	73	60	67	73	Interested	KampHire
28	1/22/2022 22:42:35	Supriya Rakshe	8605509810	supriyarakshe92@gmail.co	Mumbai	MCA	2021	8.41	72.94%	52.94%	78.80%	Interested	KampHire
29	1/22/2022 22:45:51	Sanket Ramnath Kasar	8308602005	Sanketkasar101@gmail.cc	Gujrat	MBA	2022 Pursuing		56.54	48.46	69	Interested	KampHire
30	1/22/2022 22:49:13	Akanksha changdeo mane	8668949303	akankshakhilari1221@gan	Pune	MBA	2021	66.63%	68.75%	48.83%	47.09%	Interested	KampHire
31	1/22/2022 22:56:18	Mayur Narayan Gadhe	9604557431	saigadhe789@gmail.com	Akole	MBA	2022	80%	58%	50%	73%	Interested	KampHire
32	1/23/2022 0:12:48	Mahesh Babasaheb Raksl	9270373141	maheshrakshe36@gmail.c	Pune	MCA	2022 Pursuing		62.66	47.23	82.8	Interested	KampHire
33	1/23/2022 7:37:57	Khaire Dipali Raju	9284080403	khairedipali122@gmail.cor	Pune	MCA	2022	79%	59%	60%	62%	Interested	KampHire
34	1/23/2022 8:13:13	Rutuja baban bhangare.	7517232092	rutujabhangare45@gmail.c	Akole	MCA	2022 Pursuing		72.66	48.49	78.79	Interested	KampHire

Akole Taluka Education Society's Technical Campus Akole Dist.A.Nagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Byjus || Application Database || BDT/BDA

tpo Atestc <tpo.atestc@gmail.com>
To: rajesh tiwari1 <rajesh.tiwari1@byjus.com>

Mon, Jan 24, 2022 at 8:21 PM

Dear sir,

As per our telephonic conversation. We are conducting drive on tomorrow 12.30PM Kindly share the link.

[Quoted text hidden]

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Byjus || Application Database || BDT/BDA

rajesh tiwari1 <rajesh.tiwari1@byjus.com>
To: tpo Atestc <tpo.atestc@gmail.com>

Mon, Jan 24, 2022 at 8:23 PM

Sure, will do that.
[Quoted text hidden]

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Invitation: Byjus || Campus drive || BDT/BDA @ Tue Jan 25, 2022 12:30pm - 6pm (IST) (tpo.atestc@gmail.com)

rajesh.tiwari1@byjus.com <rajesh.tiwari1@byjus.com> Tue, Jan 25, 2022 at 10:31 AM
Reply-To: rajesh.tiwari1@byjus.com
To: tpo.atestc@gmail.com, bhagyashree.sagvekar@byjus.com

You have been invited to the following event.

Byjus || Campus drive || BDT/BDA

When	Tue Jan 25, 2022 12:30pm – 6pm India Standard Time - Kolkata	**more details »**
Joining info	Join with Google Meet meet.google.com/kwd-ofor-mte Join by phone (US) +1 319-406-2041 (PIN: 553893759) More phone numbers	
Calendar	tpo.atestc@gmail.com	
Who	• rajesh.tiwari1@byjus.com - organizer • bhagyashree.sagvekar@byjus.com • tpo.atestc@gmail.com	

Going (tpo.atestc@gmail.com)? **Yes** - **Maybe** - **No** more options »

Invitation from Google Calendar

You are receiving this email at the account tpo.atestc@gmail.com because you are subscribed for invitations on calendar tpo.atestc@gmail.com.

To stop receiving these emails, please log in to https://calendar.google.com/calendar/ and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. Learn More.

invite.ics
2K

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Invitation: Byjus || Campus drive || BDT/BDA @ Tue Jan 25, 2022 12:30pm - 6pm (IST) (tpo.atestc@gmail.com)

tpo Atestc <tpo.atestc@gmail.com> Tue, Jan 25, 2022 at 10:53 AM
To: rajesh tiwari1 <rajesh.tiwari1@byjus.com>
Cc: bhagyashree.sagvekar@byjus.com

I accept the invitation.

On Tue, Jan 25, 2022, 10:31 AM <rajesh.tiwari1@byjus.com> wrote:

You have been invited to the following event.

Byjus || Campus drive || BDT/BDA

When	Tue Jan 25, 2022 12:30pm – 6pm India Standard Time - Kolkata	**more details »**
Joining info	Join with Google Meet meet.google.com/kwd-ofor-mte Join by phone (US) +1 319-406-2041 (PIN: 553893759) More phone numbers	
Calendar	tpo.atestc@gmail.com	
Who	• rajesh.tiwari1@byjus.com - organizer • bhagyashree.sagvekar@byjus.com • tpo.atestc@gmail.com	

Going (tpo.atestc@gmail.com)? **Yes** - **Maybe** - **No** more options »

Invitation from Google Calendar

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Akole Taluka Education Society's Technical Campus Akole, Dist. A.Nagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Invitation: Byjus || Campus drive || BDT/BDA @ Tue Jan 25, 2022 12:30pm - 6pm (IST) (tpo.atestc@gmail.com)

tpo Atestc <tpo.atestc@gmail.com> Thu, Jan 27, 2022 at 12:03 PM
To: rajesh tiwari1 <rajesh.tiwari1@byjus.com>

Dear Sir,

Please provide the details of shortlisted candidates .

Thanks & Regards,

Prof. Prashant Malavadkar
TPO, Assistant Professor(MCA)
ATESTC,Akole
9657374604

[Quoted text hidden]

Akole Taluka Education Society's Technical Campus Akole, Dist.Ahmednagar

Gmail

tpo Atestc <tpo.atestc@gmail.com>

Invitation: Byjus || Campus drive || BDT/BDA @ Tue Jan 25, 2022 12:30pm - 6pm (IST) (tpo.atestc@gmail.com)

rajesh tiwari1 <rajesh.tiwari1@byjus.com>
To: tpo Atestc <tpo.atestc@gmail.com>

Fri, Jan 28, 2022 at 2:10 PM

Hi Team ,

Please Find Below details of selected candidates of drive .

Requesting you to please coordinate with them for the same.

Name	Contact	Email Id	Status
SAGAR NAVNATH AROTE	9762852209	sagararote125@gmail.com	**Select**
Sanket Tarachand Rankhambe	8983542689	sanketrankhambe143@gmail.com	**Select**
Prashant Naikwadi	7045391892	prashant.naikwadi 1993@gmail.com	**Select**
Harshali Dipak Nehe	7798872394	harshalinehe1@gmail.com	**Select**
Amar Sunil Pancham	07057911996	apancham16@gmail.com	**Select**

[Quoted text hidden]

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

Gmail

Prashant Malavadkar <mpsprashant@gmail.com>

Fwd: Selection Email - Business Development Trainee

Prashant N <prashant.naikwadi1993@gmail.com> Thu, Jan 27, 2022 at 11:59 AM
To: "mpsprashant@gmail.com" <mpsprashant@gmail.com>

Dear sir ,
Please find trailing mail from Byjus .

Thanks & Regards
Prashant Naikwadi

---------- Forwarded message ---------
From: **susithra s** <susithra.s@byjus.com>
Date: Wed, Jan 26, 2022, 9:29 PM
Subject: Selection Email - Business Development Trainee
To: prashant.naikwadi1993@gmail.com <prashant.naikwadi1993@gmail.com>
Cc: sahil gandhi <sahil.gandhi@byjus.com>, Ritika Singh <ritika.singh@byjus.com>, rahul chatterjee <rahul.chatterjee@byjus.com>, tanuja sangle <tanuja.sangle@byjus.com>, Bhagyashree Sagvekar <bhagyashree.sagvekar@byjus.com>

Dear **Prashant Naikwadi** ,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/02/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA with 7 LPA fixed + 3 LPA variable) and will be posted in the Role Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During this temporary period, compensation of 8 LPA (5 LPA fixed + 3 LPA variable) will be applicable as it is for the role of BDA - Inside Sales.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.

3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your successful completion of the Program will depend upon fulfilling all the criterias mentioned below individually:

- Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)
- Satisfactory performance and conduct feedback from your Manager, Trainer and HR Team during the entire Program
- Successfully clearing all capability, performance assessments/evaluations and quality audits conducted during the entire Program

5. Business formals or business casual attire is mandatory during work hours.

6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.

7. We at Byju's or any of our recognized partners do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.
Please visit https://youtu.be/2XeGI5RHypQ for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration:

Step1: Register using the below-mentioned link

Step2: Open the registration link and click apply.

Step3: Complete your details in the 'Career Opportunities page' with your resume uploaded.

Step4: Click read and agree to the privacy statement. Read the entire privacy statement and then click apply.

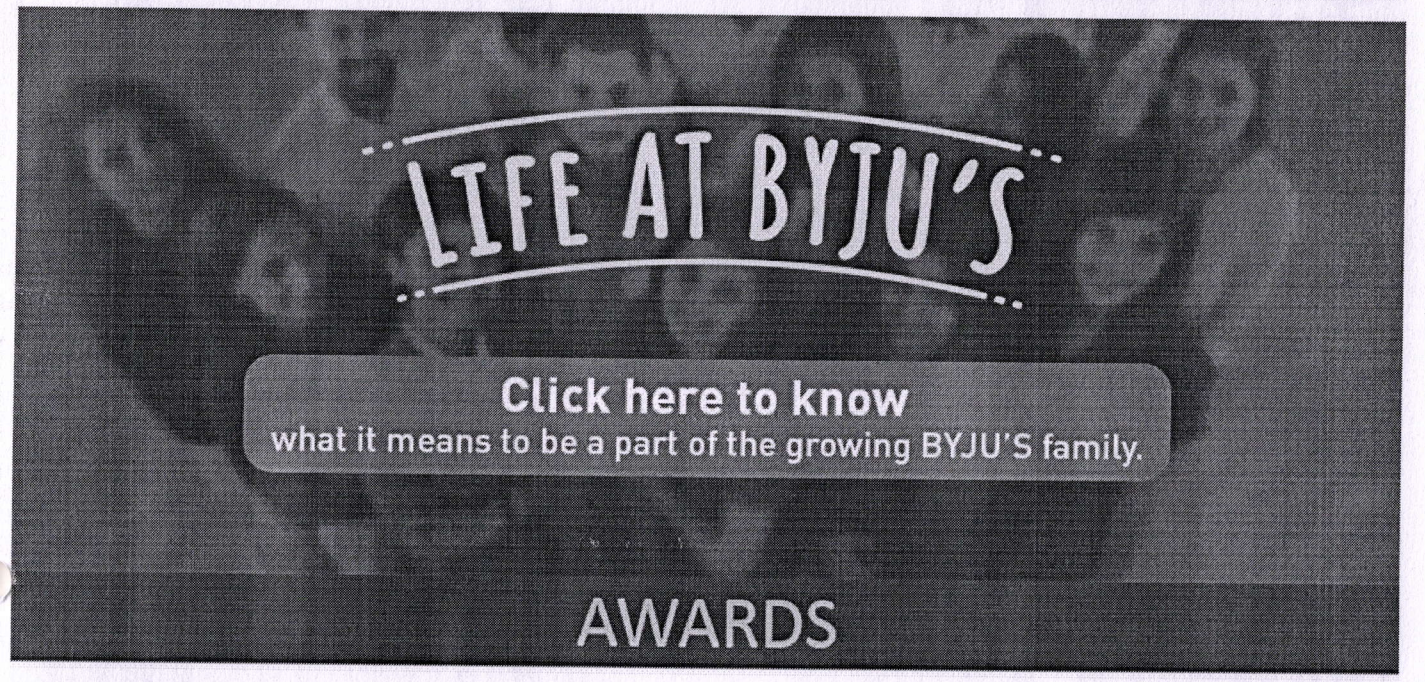
Registration Link: Please click here to register

NOTE :

- **Kindly register with the same mail id in which you have received the selection mail.**
- **For any issues regarding registration, feel free to revert back on the same mail chain.**
- **Your offer letter will be generated within 3 to 4 days from the date you apply on the registration link.**

Regards,

Team BYJU's



ET 40 Under Forty India's Hottest Business Leaders Award (2016)

Vccircle Awards Education Company Of The Year 2016

Winner of SuperBrands SuperStartUps 2017

Deloitte. Winner of Deloitte Technology Fast 50 India and Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ET NOW ET Now Education Excellence Award (2013)

Winner of Established Education App of the Year (2017)

Winner of Google Play's "Best Self Improvement" app in India 2016

Winner of ASSOCHAM SMEs Excellence Award for Start-up of the Year 2016

Winner of CNBC TV18 Young Turks of the year award

GMA Summit Award 2016

Reimagine Education Award 2016 Overall Ed Tech winner Gold Award for Best Educational App

https://youtu.be/2XeGI5RHypQ

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

25-Feb-2022

Avinash Vishnu Talpade

C10852542

Amrutnagar, New Nawalewadi, Akole

Subject: Offer of Employment ("Offer")

Dear **Avinash,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12

Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

 Candidate's Signature

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

Candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500
Maximum Annual Total earning potential (A+B)	3,25,500
(C) Additional Notional Benefits	
# (C) Gratuity as per law + Benefits	8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	3,33,500

(A)Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B)Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to http://indiacampus.accenture.com /myzone/accenture/auth/login.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale

Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

Avinash Vishnu Talpade
Date of joining: 17-March-2022

Avinash Vishnu Talpade

Date: 17-March-2022

Candidate's Signature

*As defined by applicable law from time to time.

Benefits applicable for current Company Financial year:

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for following benefits, which will be governed by Company policy:

1. Medical Insurance for self, spouse and 2 dependent children up to INR 300000/- per annum.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and siblings up to INR 1000000/- & any additional child up to INR 500000/- under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 1000000/-. The entire premium for this will have to be borne by you. These plan allow for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under :
      - 10% of such claims for self, spouse and 2 dependent children.
      - 20% of such claims for parents, parents in-law, siblings, and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
   a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with a minimum cover of INR 500000/-.
   You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. Gratuity as per The Payment of Gratuity Act, 1972.
5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.
   Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

In addition to the above, you will also be eligible for the following benefits:

1. #(C)Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of one (1) year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE 2

Mandatory documentation at the time of onboarding:

- Two copies of your recent passport size photographs.
- Original & Copy of X, XII and all semester mark sheets of PG / UG Degrees.
- Original & Copy of Degree/PG/Diploma (as applicable) certificates.
- Pan Card
- Passport copy , if available (if not please apply immediately)
- Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

 Candidate's Signature _____

Akole Taluka Education Society's Technical Camous Akole, Dist. Ahmednagar

Gmail

Prashant Malavadkar <mpsprashant@gmail.com>

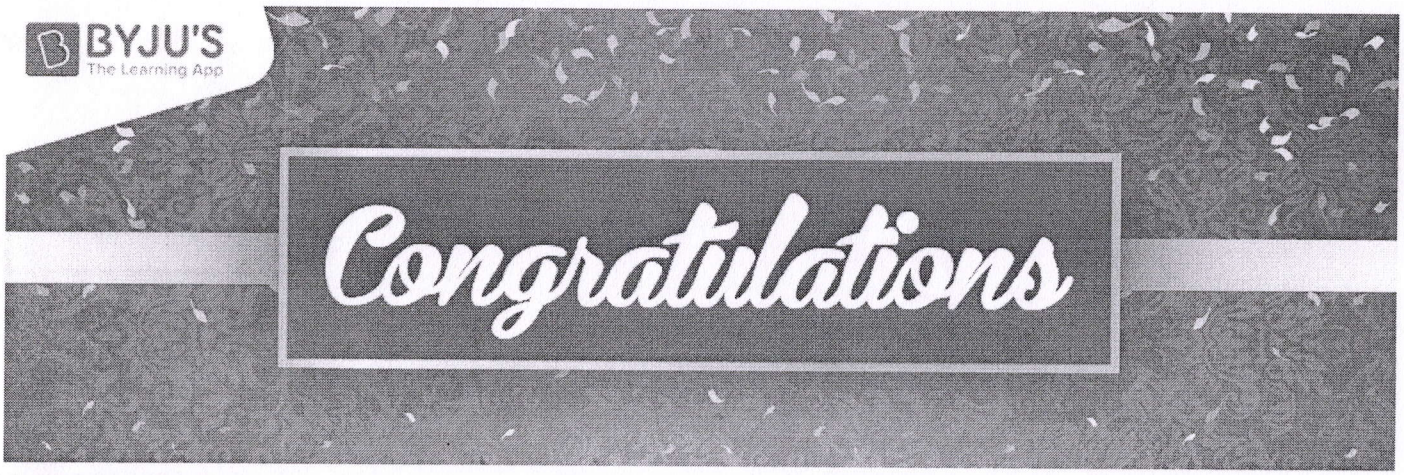
Fwd: Selection Email - Business Development Trainee

1 message

Sagar Arote <sagararote125@gmail.com>
To: mpsprashant@gmail.com

Thu, Jan 27, 2022 at 10:37 AM

---------- Forwarded message ---------
From: **susithra s** <susithra.s@byjus.com>
Date: Wed, 26 Jan 2022, 9:28 pm
Subject: Selection Email - Business Development Trainee
To: <sagararote125@gmail.com>
Cc: sahil gandhi <sahil.gandhi@byjus.com>, Ritika Singh <ritika.singh@byjus.com>, rahul chatterjee <rahul.chatterjee@byjus.com>, tanuja sangle <tanuja.sangle@byjus.com>, Bhagyashree Sagvekar <bhagyashree.sagvekar@byjus.com>



Dear **SAGAR NAVNATH AROTE** ,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/02/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

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Further details:

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5. Business formals or business casual attire is mandatory during work hours.

6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.

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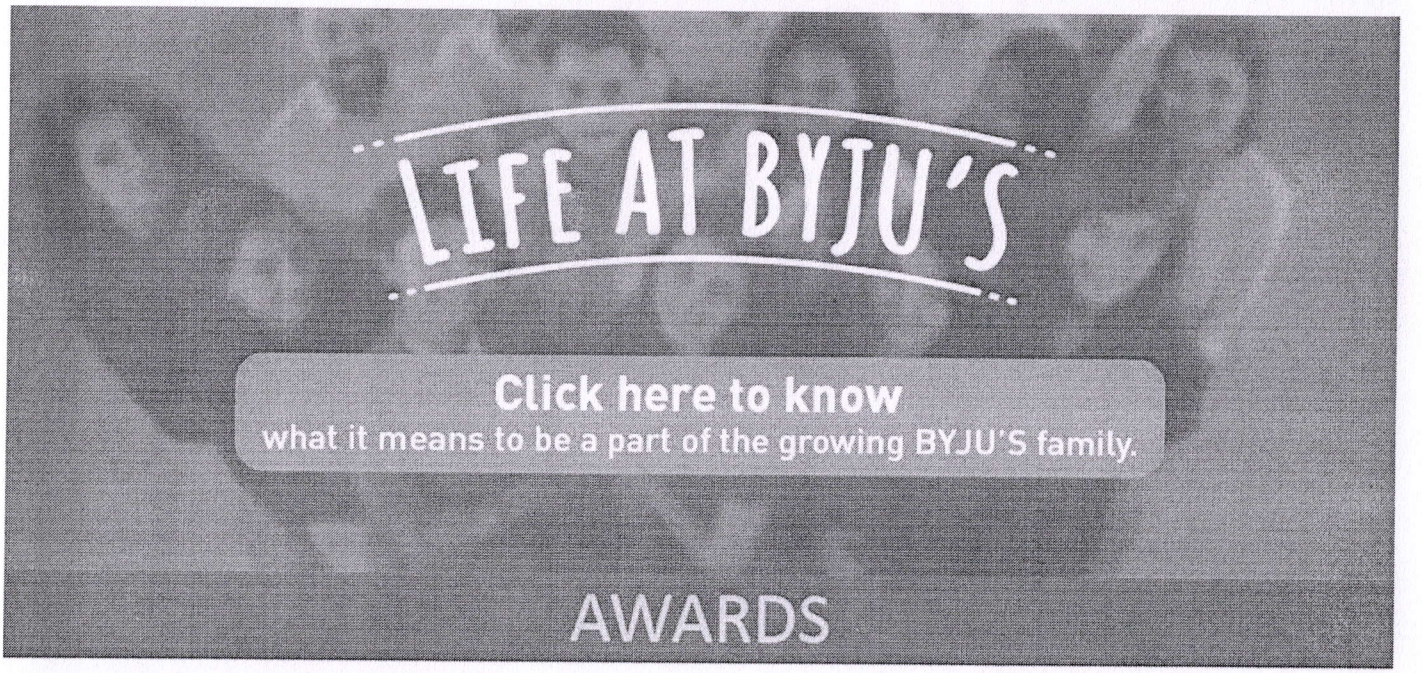
Regards,

Team BYJU's



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https://youtu.be/2XeGI5RHypQ

Agasti Taluka Education Society's Technical Campus Akoleh, Dist.A.Nagar

Gmail

Prashant Malavadkar <mpsprashant@gmail.com>

Fwd: Selection Email - Business Development Trainee

Sanket Rankhambe <sanketrankhambe143@gmail.com> Thu, Jan 27, 2022 at 12:01 PM
To: mpsprashant@gmail.com

---------- Forwarded message ---------
From: **susithra s** <susithra.s@byjus.com>
Date: Wed, 26 Jan 2022, 9:29 pm
Subject: Selection Email - Business Development Trainee
To: <sanketrankhambe143@gmail.com>
Cc: sahil gandhi <sahil.gandhi@byjus.com>, Ritika Singh <ritika.singh@byjus.com>, rahul chatterjee <rahul.chatterjee@byjus.com>, tanuja sangle <tanuja.sangle@byjus.com>, Bhagyashree Sagvekar <bhagyashree.sagvekar@byjus.com>

Dear **Sanket Tarachand Rankhambe** ,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/02/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

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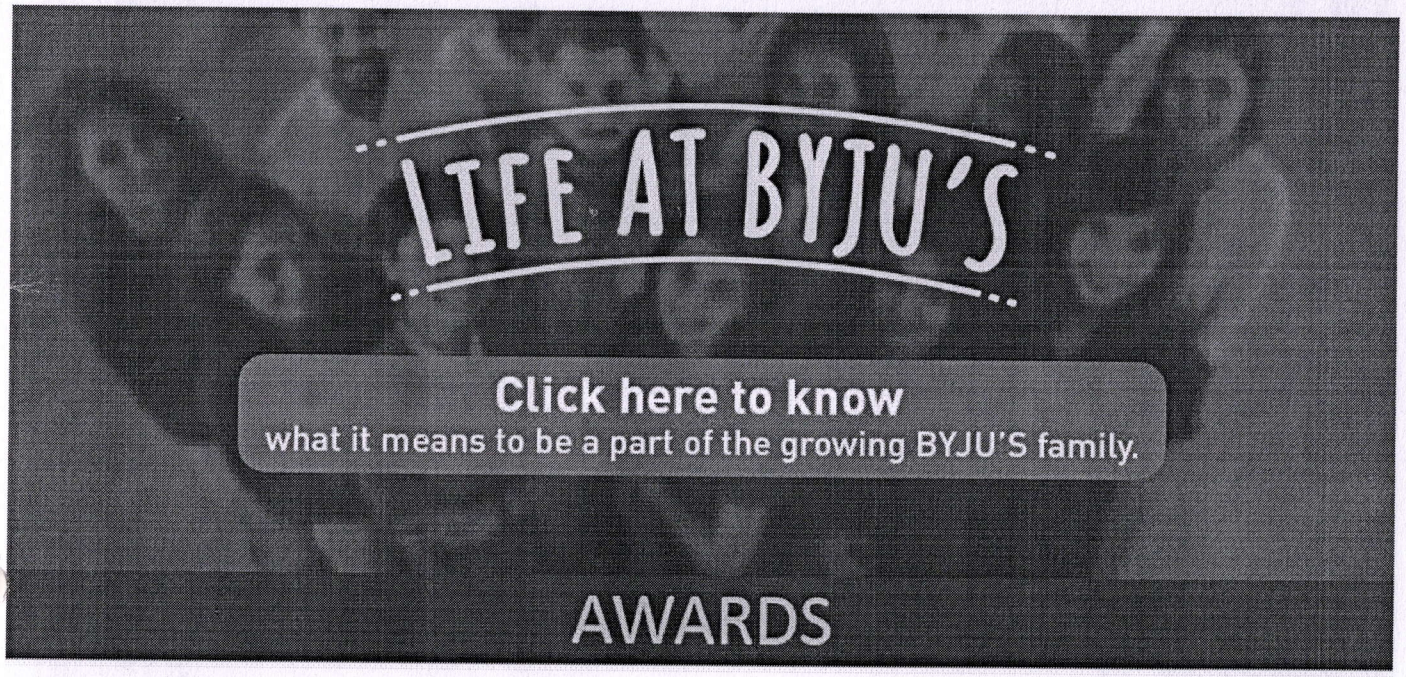
Regards,

Team BYJU's



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Please consider the environment before printing this mail

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

Gmail

Prashant Malavadkar <mpsprashant@gmail.com>

Fwd: Selection Email - Business Development Trainee

Amar Pancham <apancham16@gmail.com>
To: "mpsprashant@gmail.com" <mpsprashant@gmail.com>

Thu, Jan 27, 2022 at 2:12 PM

---------- Forwarded message ---------
From: **susithra s** <susithra.s@byjus.com>
Date: Wed, 26 Jan, 2022, 9:29 pm
Subject: Selection Email - Business Development Trainee
To: <apancham16@gmail.com>
Cc: sahil gandhi <sahil.gandhi@byjus.com>, Ritika Singh <ritika.singh@byjus.com>, rahul chatterjee <rahul.chatterjee@byjus.com>, tanuja sangle <tanuja.sangle@byjus.com>, Bhagyashree Sagvekar <bhagyashree.sagvekar@byjus.com>

Dear **Amar Sunil Pancham** ,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/02/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

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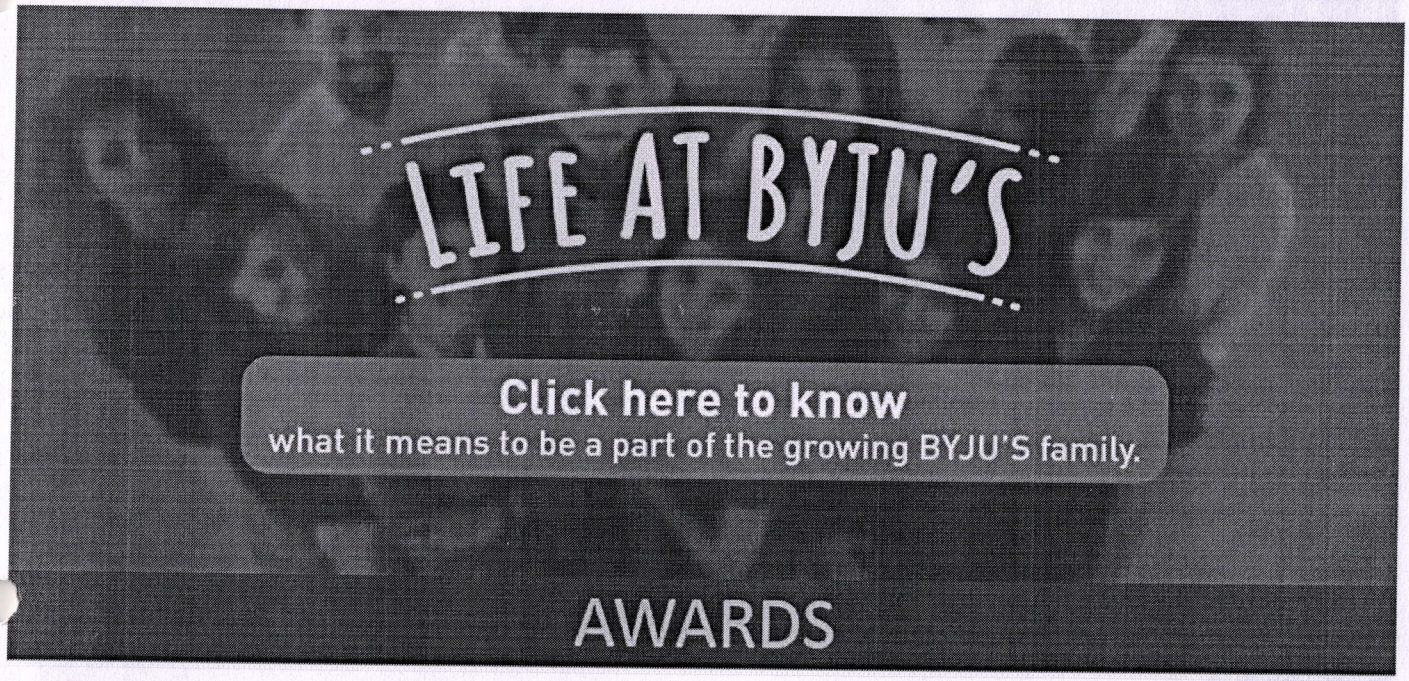

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Please consider the environment before printing this mail

Sangamner Taluka Education Society's Technical Campus Sangamner, Dist.A.Nagar

Gmail

Prashant Malavadkar <mpsprashant@gmail.com>

Fwd: Selection Email - Business Development Trainee

Harshali nehe <harshalinehe1@gmail.com>
To: mpsprashant@gmail.com

Fri, Jan 28, 2022 at 2:32 PM

Hii sir, Greetings of the day!

I appreciate you taking the time to read this mail, as per our discussion I send to selection mail , please check.
--------- Forwarded message ---------
From: **susithra s** <susithra.s@byjus.com>
Date: Wed, 26 Jan, 2022, 9:29 pm
Subject: Selection Email - Business Development Trainee
To: <harshalinehe1@gmail.com>
Cc: sahil gandhi <sahil.gandhi@byjus.com>, Ritika Singh <ritika.singh@byjus.com>, rahul chatterjee <rahul.chatterjee@byjus.com>, tanuja sangle <tanuja.sangle@byjus.com>, Bhagyashree Sagvekar <bhagyashree.sagvekar@byjus.com>

Dear **Harshali Dipak Nehe** ,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

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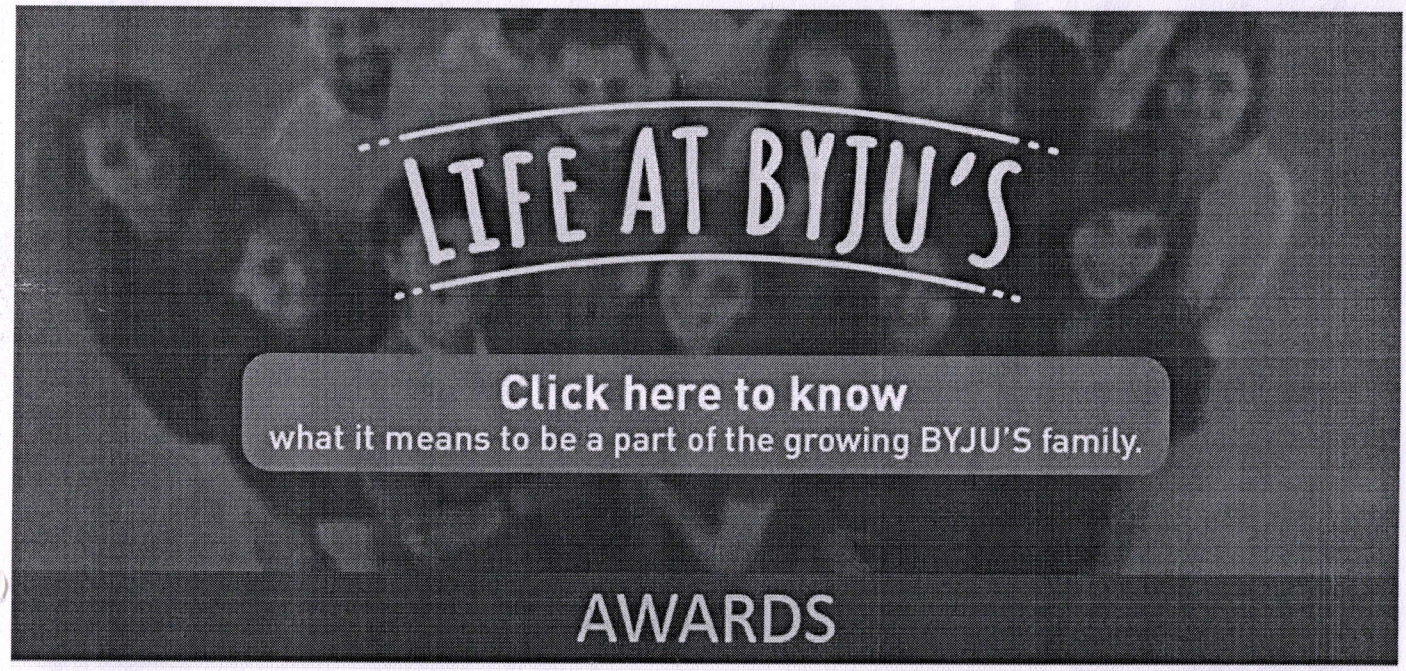

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Winner of Established Education App of the Year (2017)

Winner of Google Play's "Best Self Improvement" app in India 2016

Winner of ASSOCHAM SMEs Excellence Award for Start-up of the Year 2016

Winner of CNBC TV18 Young Turks of the year award

GMA Summit Award 2016

Reimagine Education Award 2016 Overall Ed Tech winner Gold Award for Best Educational App

https://youtu.be/2XeGI5RHypQ

Please consider the environment before printing this mail

Taluka Education Society's Technical Campus Akola, Dist.Ahmednagar

Sr. No.	Name of the Candidate	Contact Number	Email ID	Highest Q	Highest Q	Highest Dec	Gradua	12th/Dip	10th Class Percentage (Convert CGPA to % by multiply		
1	Varsha Satish Sahane	8767319753	deshmukhvarsha59@gmail.com	MCA	2022	70.64	57	61	58.46	done.	
2	Komal Ramesh kanawade	8275803466	komalkanawade11@gmail.com	MCA	2022	79.38	69.38	49.4	57.57	done.	
3	SAGAR NAVNATH AROTE	9762852209	sagararote125@gmail.com	MCA	2022	Pursuing	68%	50%	76.40%	done.	
4	Prital Balasaheb Dhumal	9325731112	pritald13@gmail.com	MCA	2022	Pursuing	60.58	64.65	51.82	done.	
5	Sayali Madhav Sahane	8263098202	sahanesayali00@gmail.com	MBA	2021	72.09%	60%	40.69%	49.20%	X	NI.
6	Akshay Revannath Malunjkar	8208038008	akshay9765651206@gmail.com	MBA	2021	74.91%	49%	56%	58%	done.	
7	Sanket Tarachand Rankhambe	8983542689	sanketrankhambe143@gmail.com	MCA	2022	Pursuing	65	51	57	done	
8	Nannavare Mahesh Ashok	9370103382	maheshnannavare2@gmail.com	MCA	2022	Pursuing	66.43	60	70	done.	
9	Roshan Datir	9921987100	roshandatir143@gmail.com	MCA	2022	Pursuing	71	53.23	76.8	X	NI
10	Prashant Naikwadi	7045391892	prashant.naikwadi 1993@gmail.com	MBA	2021	69	66	78	83	done.	
11	Naikwadi Aniket Bhausaheb	7756979480	naikwadianiket123@gmail.com	MCA	2022	8	62.54	45.38	60.2	X.	NI
12	Khande Deepali Baban	9921146636	deepalikhande1999@gmail.com	MCA	2022	---	68.3	58%	80%	done.	
13	Harshali Dipak Nehe	7798872394	harshalinehe1@gmail.com	MCA	2022	70%	82%	55%	82%	done	
14	Nikale Dhammapal Shashikant	8805054878	dsk538419@gmail.com	MCA	2022	78%	#####	53%	73.82%	X	NI
15	Amol sopan dongare	9763417217	amoldongare00@gmail.com	MBA	2021	70%	68%	60%	64%	done.	
16	Snehal Arun Wakchaure	8080316876	snehalwakchaure98@gmail.com	MCA	2022	Pursuing	#####	55.54%	83.60%	done.	
17	Shubham Sakharam Kasar	8104032365	shubhamkasar2996@gmail.com	MCA	2021	67	60	57.28	54	X	NI
18	Amar Sunil Pancham	8669107475 ~~9708791159~~	apancham16@gmail.com	MBA	2021	75	65	50	73	done.	
19	Dhage Suvarna Dnyaneshwar	8407984993	sddhage97@gmail.com	MCA	2022	83.35	71.47	60.46	77.8	done.	
20	Bhagwat Ashok Chede	9657112964	chedebhagwat200@gmail.com	MCA	2022	Pursing	70.2	67	75.2	done.	
21	Gahire Akshay Bapusaheb	8698683265	akshaygahire20@gmail.com	MCA	2022	77%	63%	57%	83%	X not connected	
22	Ashwini Chandrabhan Sahane	7447864868	ashwinisahane97@gmail.com	MCA	2021	65.63%	#####	54.46%	60.55%	X not connected	
23	Rahul Sampat Bharitkar	7219853317	rahulbharitkar7219@gmail.com	MCA	2022	Pursuing	61.41	53.85	54.4	done.	

Sr. No.	Name of the Candidate	Contact Number	Email ID	Highest Qu	Highest Qu	Highest Degre	Graduati	12th/Diplo	10th Class Percentage (Convert CGPA to % by multiplying your		
1	Varsha Satish Sahane	8767319753	deshmukhvarsha59@gmail.com	MCA	2022	70.64	57	61	58.46		
2	Komal Ramesh kanawade	8275803466	komalkanawade11@gmail.com	MCA	2022	79.38	69.38	49.4	57.57		
3	SAGAR NAVNATH AROTE	9762852209	sagararote125@gmail.com	MCA	2022	Pursuing	68%	50%	76.40%		
4	Prital Balasaheb Dhumal	9325731112	pritald13@gmail.com	MCA	2022	Pursuing	60.58	64.65	51.82		
5	Sayali Madhav Sahane	8263098202	sahanesayali00@gmail.com	MBA	2021	72.09%	60%	40.69%	49.20%		
6	Akshay Revannath Malunjkar	8208038008	akshay9765651206@gmail.com	MBA	2021	74.91%	49%	56%	58%		
7	Sanket Tarachand Rankhambe	8983542689	sanketrankhambe143@gmail.com	MCA	2022	Pursuing	65	51	57		
8	Nannavare Mahesh Ashok	9370103382	maheshnannavare2@gmail.com	MCA	2022	Pursuing	66.43	60	70		
9	Roshan Datir	9921987100	roshandatir143@gmail.com	MCA	2022	Pursuing	71	53.23	76.8		
10	Prashant Naikwadi	7045391892	prashant.naikwadi 1993@gmail.com	MBA	2021	69	66	78	83		
11	Naikwadi Aniket Bhausaheb	7756979480	naikwadianiket123@gmail.com	MCA	2022	8	62.54	45.38	60.2		
12	Khande Deepali Baban	9921146636	deepalikhande1999@gmail.com	MCA	2022	---	68.3	58%	80%		
13	Harshali Dipak Nehe	7798872394	harshalinehe1@gmail.com	MCA	2022	70%	82%	55%	82%		
14	Nikale Dhammapal Shashikant	8805054878	dsk538419@gmail.com	MCA	2022	78%	58.99%	53%	73.82%		
15	Amol sopan dongare	9763417217	amoldongare00@gmail.com	MBA	2021	70%	68%	60%	64%		
16	Snehal Arun Wakchaure	8080316876	snehalwakchaure98@gmail.com	MCA	2022	Pursuing	80.15%	55.54%	83.60%		
17	Shubham Sakharam Kasar	8104032365	shubhamkasar2996@gmail.com	MCA	2021	67	60	57.28	54		
18	Amar Sunil Pancham	07057911996	apancham16@gmail.com	MBA	2021	75	65	50	73		
19	Dhage Suvarna Dnyaneshwar	8407984993	sddhage97@gmail.com	MCA	2022	83.35	71.47	60.46	77.8		
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23	Rahul Sampat Bharitkar	7219853317	rahulbharitkar7219@gmail.com	MCA	2022	Pursuing	61.41	53.85	54.4		

✓ 24	Girhe Ramesh Chandar	7775953935	rameshgirhe1998@gmail.com	MCA	2022	Pursuing	61.2	72.15	82.8	done. N/W issue.	
✓ 25	Arote kajal sanjay	9657530664	Kajalarote@gmail.com	MCA	2022	83%	#####	57.85%	77.00%	done.	
✓ 26	Vaibhav Prakash Kumavat	7757988349	vaibhavkumavat5212@gmail.com	MCA	2022	Pursuing	66	48	66	done.	
27	Prashant Rajesh Gaikwad	08698303323	prashantgaikwad033@gmail.com	MBA	2021	73	60	67	73	X	not connected
✓ 28	Supriya Rakshe	8605509810	supriyarakshe92@gmail.com	MCA	2021	8.41	#####	52.94%	78.80%	done.	
29	Sanket Ramnath Kasar	8308602005	Sanketkasar101@gmail.com	MBA	2022	Pursuing	56.54	48.46	69	X	N.I.
✓ 30	Akanksha changdeo mane	8668949303	akankshakhilari1221@gamil.com	MBA	2021	66.63%	#####	48.83%	47.09%	done N/W issue.	
✓ 31	Mayur Narayan Gadhe	9604557431	saigadhe789@gmail.com	MBA	2022	80%	58%	50%	73%	done.	
• 32	Mahesh Babasaheb Rakshe	9270373141	maheshrakshe36@gmail.com	MCA	2022	Pursuing	62.66	47.23	82.8	X	N.I
✓ 33	Khaire Dipali Raju X	9284080403	khairedipali122@gmail.com	MCA	2022	79%	59%	60%	62%	X	N.I
✓ 34	Rutuja baban bhangare.	7517232092	rutujabhangare45@gmail.com	MCA	2022	Pursuing	72.66	48.49	78.79	done.	
✓ 35	Ashwini Prakash Jadhav	9604781551	ashupj1998@gmail.com	MCA	2022	pursuing	#####	55.85%	73.20%	X	N.I.
• 36	Rutuja Sunil Awari	8329228529	rutujaawari17@gamil.com	MCA	2021	69.85%	66%	52.15%	73.45%	X	N.I.
✓ 37	Rushikesh balasaheb wakchaure	9689232003	rushiwakchaure1255@gmail.com	MBA	2022	70%	65%	50%	57%	done.	
✓ 38	DAMINI WAKCHAURE X	7620180633	wakchauredamini07@gmail.com	MCA	2021	69.25	60.25	60 45	60	X	N.I

John deere.

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24	Girhe Ramesh Chandar	7775953935	rameshgirhe1998@gmail.com	MCA	2022	Pursuing	61.2	72.15	82.8		
25	Arote kajal sanjay	9657530664	Kajalarote@gmail.com	MCA	2022	83%	66.68%	57.85%	77.00%		
26	Vaibhav Prakash Kumavat	7757988349	vaibhavkumavat5212@gmail.com	MCA	2022	Pursuing	66	48	66		
27	Prashant Rajesh Gaikwad	08698303323	prashantgaikwad033@gmail.com	MBA	2021	73	60	67	73		
28	Supriya Rakshe	8605509810	supriyarakshe92@gmail.com	MCA	2021	8.41	72.94%	52.94%	78.80%		
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31	Mayur Narayan Gadhe	9604557431	saigadhe789@gmail.com	MBA	2022	80%	58%	50%	73%		
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38	DAMINI WAKCHAURE	7620180633	wakchauredamini07@gmail.com	MCA	2021	69.25	60.25	60 45	60		

1st September,2021

Sub: Offer of employment by Pin Click

Dear Nandini Pawar,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Inside Sales Executive", with effect from 8th September,2021. The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.

2. Your initial posting as Pin Click employee will be at our **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.

3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.

4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.

5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15daysnotice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.

6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.

8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are asAnnexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
EmployeeDetails	Name	Nandini Pawar	
	Designation	Inside sales executive	
	Department	Sales	
	Date of Joining	8th September,2021	
	CATEGORY	INR - Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,736	80,832
	House Rent Allowance	4,500	54,000
	Conveyance Allowance	1,440	17,280
	Medical Reimbursement	1,250	15,000
	Special Allowance	2,943	35,316
A	Sub-Total I / Gross Pay	16,869	2,02,428
B	Professional Tax	200	2400
	PF Employer	808	9,696
	ESI	142	1,704
A-B	Net Salary	15,719	1,88,628
Benefits			
	PF Employer	808	9,696
C	Gratuity	323	3,876
	Sub Total II	1,131	13,572
Total A + C	Cost to the Company	18,000	2,16,000
Gross Pay is prior to tax being deducted at Source from the salary ,Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click.

Manik Kinra
Co Founder

Letter Of intent

A) **The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to hisKRA's.**
B) **The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.**

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:_____ Signature:_____

Date:_____ Anticipated StartDate:_____

S

INTERNSHALA

Scholiverse Educare Pvt. Ltd.,
B-610, Unitech Business Zone,
Nirvana Country, South City 2,
Gurgaon, India - 122018

04/02/2021

Dear Nandini,

Welcome to Internshala Student Partner (ISP) 21!

We hope that you are excited to embark on a 70-day transformational journey with us. At Internshala, we consider the ISP team to be our biggest strength when it comes to educating college students across the world about the power of internships and online trainings. Thus, we take pride in hiring ONLY the best and the brightest! We are sure that you would play a vital role in helping us realize our vision of creating a world full of opportunities for the students.

Your appointment as an ISP will be governed by the terms and conditions presented in **Annexure A**

Congratulations!

Warm regards,

Samay

Samay Bhatnagar

Head - ISP Program

Internshala ~ 'connecting students with internships from 80,000+ brands'

Scholiverse Educare Pvt. Ltd.,
B-610, Unitech Business Zone,
Nirvana Country, South City 2,
Gurgaon, India - 122018

Annexure A

Please find the details of your appointment as an ISP below –

Location: Work from home

Duration of the program: 10th February 2021 - 9th April 2021

Working hours: 2-3 hours per week

Rewards: Performance-based

Roles and responsibilities of an ISP:

1. Creating awareness about Internshala internships and getting new students to register for Internshala
2. Motivating students to go for online Internshala Trainings and help them to upskill themselves
3. Organizing at least 1 online talk/seminar to help students to find their dream internship
4. Participating in social media branding campaigns and learn how to communicate for a brand online

Rewards and incentives:

1. You will be paid Rs.150 on every enrollment for the online Internshala Training that you ensure.
2. INR 5 for every new registration you get for Internshala Internships platform (i.e 100 registrations = INR 500)
3. A prestigious letter of recommendation and access to exclusive Internshala goodies
4. Apart from monthly cash incentives, you will also get a chance to win the grand reward: iPhone 11

INTERNSHALA

Scholiverse Educare Pvt. Ltd.,
B-610, Unitech Business Zone,
Nirvana Country, South City 2,
Gurgaon, India - 122018

Terms and conditions:

1. You shall not, during the program or thereafter, use or disclose to others any confidential information related to the business of Internshala, obtained by you during your association with Internshala
2. You are not authorized to interact with media and are expected to redirect them to Kavya (kavya@internshala.com) if you are contacted by someone from media for a sound byte regarding any aspect of Internshala
3. By accepting the offer letter, you have given us permission to send you daily communication regarding ISP contests and activities on your registered email address (nandinip2397@gmail.com) and phone number (9130614158) which you used while applying for ISP 21 program.
4. You are expected to perform all ISP tasks and activities within the rules and guidelines provided by the Internshala team. Any non-compliance to these or any fraudulent practice while participating in contests could lead to strict actions like removal from the ISP program
5. The ISP program is a work-from-campus program. We will be asking you to spend around 2-3 hours per week on ISP tasks and activities. Please note that exam breaks are perfectly fine with us and you are not expected to devote any time to ISP during exams
6. It is mandatory to remain active and participate in monthly ISP tasks and activities
7. The grand reward would be given to the top-performing ISP with at least 500+ ISP points which include a minimum of 5 Internshala Trainings payments, 2 internship talk, and 50+ new student registrations for the Internshala platform.
8. To ensure fair participation, a single ISP will not be declared the winner of two consecutive ISP programs. Similarly, a single ISP will not be considered for the top performer reward for similar contests in two consecutive ISP programs
9. The rewards will be processed on a monthly basis. The ISP will not be entitled to receive rewards earned after the respective ISP edition gets over.
10. Internshala Student Partner Program does not constitute an offer of employment or any contract between the student and Internshala
11. As an ISP at Internshala, you also represent the Internshala brand and we expect you to conduct yourself with utmost professionalism on all public forums (online and offline). In particular, we expect you to not indulge in any conversation using abusive language on any social media platform. If we come across any such example, Internshala reserves the right to take necessary disciplinary action, including, but not limited to, termination of your

participation in the ISP program with Internshala

For any queries, please contact isp-hiring@internshala.com

Stockfin

10/08/2021

Amol Dongare

Dear Amol,

Congratulations! We are pleased to inform you that you have been selected to work for STOCKFIN. We are delighted to make you the following job offer.

The position we are offering you is that of Assistant Sales Manager with an annual CTC of 2.5 lakh per annum + Increments + Incentives + Perks, based on performance. Your reporting Supervisor will be Anand Mishra. Your working hours will be from 10 AM to 6PM, Monday to Saturday.

We would like you to start work on 11/08/2021 at 10AM. Please report to Anand Mishra on, for documentation and orientation.

Please sign the enclosed copy of this letter and return it to me by 11/08/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our STOCKFIN and look forward to working with you.

Sincerely,

HR Manager

STOCKFIN

I Amol Dongare have read, understood, and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on 11/08/2021

Name:

Signature:

Place:

Date:

Helplineno.+917229888811 emailid-infostockfin@gmail.com

https://www.youtube.com/stockfin

IDFC FIRST Bharat

23-Feb-2021

Vinayak Dattatray Pardhi [ID: 123972]

At Post Akole Karkhana Road Ahmednagar
Maharashtra -422601
vinup8899@gmail.com

Dear **Mr. Vinayak Dattatray Pardhi,**

We are pleased to extend this letter of appointment ("Letter") to you at IDFC FIRST Bharat Limited (the "company") and your role is **GROUP RELATIONSHIP OFFICER** and grade is **Assistant** respectively. You are expected to join on or before **01-Mar-2021** ("Date of Joining"). Your monthly Total Fixed Pay (TFP) will be INR **15382.00**. The position is currently based at **Panchavati Nashik Branch, NASHIK REGION**. Please refer the Annexure-1 for break-up of Gross and Total fixed salary. Please note that your appointment is subject to your adherence on the following, in letter and spirit

- Terms & Conditions [Annexure-2]
- Code of Conduct [Annexure-3]

This appointment is subject to you being medically fit to perform your role effectively. It is also based on the verification of information and documents submitted (electronically or hardcopy), including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bharat Limited.

Thank You,
For **IDFC FIRST Bharat Limited**

Subramanian M V
Head - Support Functions (HR, L&D, Facilities & Assets, CSR)

I,**Vinayak Dattatray Pardhi**,Son/Daughter of **Dattatray**,do hereby accept the above and confirm / certify the following:

1. Date of Joining the Company: **01-Mar-2021**
2. PAN number: **FMXPP6047J**

Signature

Date:

Authenticated by:

Signature:

Name:

Employee ID:

IDFC FIRST Bharat

Annexure:1

COMPENSATION DETAILS

Employee Name	Vinayak Dattatray Pardhi
Grade	Assistant
Department Name	BUSINESS
Location	Panchavati Nashik Branch

Components	Per Month (in Rs.)	Per Annum (in Rs.)
Basic	3076.00	36912.00
House Rent Allowance	1538.00	18456.00
Special Allowance	7178.00	86136.00
Guaranteed cash	**11792.00**	**141504.00**
Statutory Bonus	2359.00	28308.00
Employer's PF	1231.00	14772.00
Total Fixed Pay	**15382.00**	**184584.00**

Monthly net take home (in Rs.)	
Guaranteed Cash	**11792.00**
Statutory Bonus	2359.00
Employee's contribution to Provident Fund	1231.00
Net take home before tax (in Rs.)	**12920.00**

Note:

- In addition to TFP, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Company to the fund.
- ESI contributions shall be made by the Company to ESIC for applicable employees.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice-pay reimbursed, joining bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.

Subramanian M V
Head - Support Functions (HR, L&D, Facilities & Assets, CSR)

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

S

wipro

APPOINTMENT LETTER

15 January, 2021

Dear **Mayuri Thorat,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Pune.** However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 72000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **20 January, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

1. **Language**. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law**. This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you

It is understood that your date of joining **Wipro Limited**, will not be later than**20 January, 2021** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

Yours faithfully,
For Wipro Limited.

Sandesh Kumar
Associate Vice President – Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Mayuri Thorat

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

Signed by Mayuri Thorat | mayuristhorat98@gmail.com | 15-01-2021 03:32:08 PM IST | 61.2.177.68

ANNEXURE I

Name	**Mayuri Thorat**
Designation	**Associate**
Date Of Joining	**20 January, 2021**
Level	**AA**
Basic	**72000**
House Rent Allowance	**36000**
Bonus	**16800**
WBP	**33889**
PF	**12691**
Gratuity	**3463**
ESI	**5157**
Target Cost To Company (per Annum)	**180000**

Signed by Mayuri Thorat | mayuristhorat98@gmail.com | 15-01-2021 03:32:08 PM IST | 61.2.177.68

ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.
Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Mayuri Thorat**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
2. Processing my job application including background verification checks and medical checks
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Mayuri Thorat

Signature: E-Signature Signature

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **Mayuri Thorat**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: Mayuri Thorat

Signature: E-Signature Signature

Place: IN-Pune

Date: E-Signature Date

For more details please refer to the policies on **myWipro > App Store > Information > My Policies > India**

Akole Taluka Education Society's Technical Campus Akole, Dist.Ahmednagar

Signed by Mayuri Thorat | mayuristhorat98@gmail.com | 15-01-2021 03:32:08 PM IST | 61.2.177.68

DATAMATICS

December 13,2021

Ms. Akshada Shankar Dhumal,
Dhumalwadi Akole
Dhumalwadi Akole Ahmadnagar,
Ahmadnagar22601.

Dear Akshada,

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 **'Executive'** in the grade **"M01"** at our **Nasik** location.

On Joining, your all-inclusive Cost to the Company (CTC) will be Rs. **220,000/-** (subject to deduction of tax and other statutory payments as may be applicable) as per Annexure A.

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 **December 13,2021.**

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 Limited.,

Sanjay Mulkikar,
Associate Vice President & Head HR, Nashik.

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

Signature: _____ Date: _____

Akole Taluka Education Society's Technical Campus Dist.A.Nagar

Gurucul Solutions Private Limited
A.G. Technology Park, Gaikwad Avenue, Off, ITI Rd,
Aundh, Pune, Maharashtra 411007
Email - kalyani.dhamdhere@gurucul.com

Offer No :	41
Name :	Akshay Gorde
Designation :	Trainee Engineer
Gross CTC :	240000.00
Job Location :	Pune
Date :	25 August 2021

OFFER BREAKUP		
Component	Annual	Monthly
Annual Target Compensation	2,40,000	20,000
Bonus Not Applicable	-	-
Retention Bonus Applicable	-	-
Employer's Contribution to PF	21,600	-
Mediclaim Insurance Premium	-	-
Gross CTC	**2,18,400**	**18,200.00**
Monthly Components	Annualized (Rupees)	Per Month (Rupees)
Basic	1,80,000	15,000
H.R.A.	18,000	1,500
Car Maintenance Allowance	-	-
Journal Allowance	-	-
Mobile Allowance	-	-
Child Education Allowance	-	-
Uniform Allowance	-	-
Meal Allowance	-	-
Special Allowance	20,400	1,700
Total Fixed Components	**2,18,400**	**18,200**

DEDUCTIONS		
Component	Annualized (Rupees)	Per Month (Rupees)
Provident Fund (Employee)	21600	1,800
Professional Tax	2,500	200
ESIC	1638	137
Income Tax (Depend on Investment)	-	-
MLWF whenever applicable	24	-
Total Deductions	**25,762**	**2,137**
Net CTC	**1,92,638**	**16,063**

TERMS - Net Salary is subject to Income Tax deductions as per applicable law(s).

NOTE : Employee Family Insurance Amount Recovery by Employee Only.

Prepared by

Kalyani Dhamdhere
Sr. Accounts Manager

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

Tectra Technologies

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APPOINTMENT LETTER

December 01, 2021

Kakasaheb Nana Jumbad
India

Dear Kakasaheb

On behalf of Tectra Technologies, India. I am delighted to formally offer you the position of **Software Engineer**, based at Aurangabad commencing on December 12, 2021.

This offer is confidential on the receipt of employment references satisfactory to the Company. If you accept our conditional offer and any of these subsequently prove to be, in our opinion, unsatisfactory, then we may terminate your employment without notice.

Remuneration

Your total remuneration on an annual basis is **Rs. 408000/- (Rupees Four Lakhs Eight Thousand only).** All payments made to you will be made via bank transfer and will not be subject to deduction of tax at source. Other statutory deductions as may be applicable as per the law of the land from time to time.

Please find details of your package attached in Schedule 1. This amount is inclusive of your basic salary, statutory allowances to which you are eligible and subject to statutory deductions as per the law of the land.

Bonus/Exgratia Scheme

In addition to this, subject to the Rules of the Scheme, you will also be eligible for a bonus/Exgratia payable at the Company's discretion. This Scheme may be varied by the Company at its discretion and is non-contractual.

Tectra Technologies

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Please find enclosed a copy of your terms and conditions. Please read through these carefully and as acceptance of this offer. Please return the signed and dated copy to HR contact i.e. annette@tectratechnologies.com.

If there are any aspects to this offer which you may wish to discuss further, please contact the undersigned.

I very much hope that you will accept this offer as we feel you would contribute greatly to our team in an exciting period for our Company. I would also like to take this opportunity to welcome you to Tectra Technologies and look forward to receiving your acceptance in writing soon.

Yours Sincerely

Annette George
Manager – Human Resource

I have read and accepted the terms and conditions of employment as explained above and in my offer letter.

I will be joining on: _____

Signed:.....
(Kakasaheb Nana Jumbad)

Date: ...../...../.....

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Your Employment is subject to the following Terms and Conditions

This contract is between **Tectra Technologies, India** also referred to as the Company, we, us or our

And

Kakasaheb Nana Jumbad

Commencement of Employment
Your employment under these terms and conditions commences on **December 12, 2021**

Your employment will be subject to a probationary period of up to six months. If your performance is satisfactory to the company during this time, then your appointment will be confirmed. We can extend your probationary period for whatever period we deem appropriate.

Deductions
The Company shall be entitled to deduct from salary, or from any payment due to you upon termination of employment or during your employment, any monies due from you to the Company. Such sums include, without limitation, repayment of any loans or advances, repayment of any overpaid holiday pay, salary or benefits and the costs of any damages to or failure to return the Company's property. The Company will operate this clause in a fair and reasonable manner.

Salary Review
Your salary will be reviewed on an annual basis. Any salary increase is at the absolute discretion of the Company; therefore, salary may not necessarily increase.

Normal retirement Age
Normal retirement age is the 58th birthday for any employees.

Illness
If you are prevented by ill-health, accident or other urgent necessity from reporting for work or performing your duties, you shall bring this to the notice of your line manager as soon as possible and provide the Company with all relevant information as it may reasonably require

You may be required by the Company to attend an examination by a qualified registered medical practitioner appointed or agreed to by the Company and you may be required to produce a certificate of medical fitness before you resume work. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the Company's policies shall be, at the discretion of the Company, without salary.

Leave Entitlement
You are entitled to 30 days of earned leaves in a year @2.5 days per month. This is available from your date of joining on a prorated basis.

You may be required to take leave at a time the Company requires

If you leave the Company, we will deduct a pro rata amount from any monies owing to you at the time exceeding entitlement.

Notice period for Termination
You are required to provide the Company with not less than two month's written notice to terminate this agreement. Should the Company terminate your employment, unless it is by reason of misconduct or disciplinary issue, the Company will give you One month's notice. Should the Company terminate your employment during your probationary period, the Company will not give you one month's notice.

The company reserves the right to require you not to attend work or undertake any duties in relation to your employment during the notice period. The company has discretion to pay you in lieu of notice.

The employee will be deemed to have abandoned his/her employment if he/she remains unauthorised absent from duty for more than 3 days without prior approval from his reporting Supervisor/Manager

Notice period (For Overseas Project)
In case you are assigned an Overseas project (at the cost and sole discretion of the management) and you intend to leave within a period of six months from the date of completion of the project, you are required to provide the company with not less than three month's written notice to terminate this agreement. This will be in addition to the notice period you shall be required to serve as per company policy for your level, as specified in the clause 'Notice Period for Termination'. Should the Company terminate your employment, unless it is by reason of misconduct or disciplinary issue, the Company will give you one month's notice.

The Company reserves the right to require you not to attend work or undertake any duties in relation to your employment during the notice period. The Company has discretion to pay you in lieu of notice.
In case you leave the company after six months from the date of completion of the training in the UK, you shall serve notice period as per Company policy from your level.

Job Title and Duties

Your job title is **Software Engineer.** This title may be subject to change and does not define or limit your duties. You may be required to carry out other duties that the Company reasonably considers appropriate, to undertake any training or retraining and to obtain and retain qualifications.

Everyone is responsible for ensuring that we operate to the highest legal and ethical standards so you are personally responsible for familiarizing yourself and complying with the company's policies and procedures, including the Group code of conduct, Corporate Fraud Policy, Corporate Data Protection Policy and the Corporate Information Security Policy, as well as your duties under the Financial Services and any other International (Project specific) or Indian regulatory authority. You will act with integrity, due skill, care and diligence and observe proper standards of market conduct. You will abide by both the regulatory authority's and the Company's personal account dealing provisions.

Location

Your primary place of work will be Tectra Technologies, India office in Chennai. However, the Company may either permanently or temporarily, on giving you reasonable notice, require you to accept a reasonable new location.

During your employment the Company may require you to visit locations other than your primary place of work. You may be required to travel both within India and abroad from time to time.

You are required to keep your place of work in a safe condition. You must inform the Company immediately of any accident or if you believe your workstation or any equipment supplied by the company is unsafe. Misuse of safety equipment and facilities will result in disciplinary action.

Transferability

Your services shall be liable for transfer from one department/ project/ profit centre/ location/ branch/ state/ city to another existing or which may come up in existence in future, solely at the discretion of the management and your refusal to accept the same shall attract disciplinary action.

Suspension of Contract
The company reserves the right to require you not to attend work or undertake any duties in relation to your employment and in such cases the contract of service shall stand suspended till further communication by the company.

Rules and Regulations binding
You shall duly reserve all rules, regulations, policy's procedure, mandates, directives, guidelines framed, communicated, issued, displayed by the company from time to time.

Statutory & Model Standing Orders
You will be subject to the statutory and model standing orders. If you have any grievance relating to your employment, you should refer the matters to your line manager in the first instance.

Inventions, Copyright and Design Rights
You shall promptly disclose and deliver to the company full details, including drawings and models, of any inventions, discoveries or improvements which are originated, conceived, written or made by you at any time during your employment and which relate or could relate, directly or indirectly, to the company's business.

You shall promptly disclose to the company any copyright works or design originated, conceived, written, or made by you during your employment which relate, or could relate, to the Company's business.

You assign to the company by way of future assignments with full title guarantee all copyright, design right and other proprietary rights for their full terms throughout the world in respect of all works and material originated, conceived, written, or made by you during the course of your employment which relate, or could relate, directly or indirectly to the Company's business.

You irrevocably and unconditionally waive in favour of the Company any and all moral rights conferred on you now or in future in force in any part of the world for any work the rights in which are vested in the Company.

You will not use any third-party data or materials that are not validly licensed by the Company unless authorized by your manager. You will not violate the Intellectual Property Rights of any third party in the course of your employment. If the company is held liable for any violation by you, you will indemnify the company against any losses, liabilities, litigation and expenses

Exclusivity of Service

During your employment, unless otherwise agreed by your line manager, you shall not undertake any other business, profession, or employment, or be or become directly or indirectly concerned or interested in any other business, profession or employment.

Confidential Information

During your employment with us, or at any time after its termination, you are not permitted to use or disclose to another, be it another employee or a third party, (unless you must do so in order to carry out your normal working duties whilst employed by us) any confidential information belonging to the Company, or any Associated Company, or in respect of which the Confidential company, or any Associated Company, owes a duty of confidentiality.

Confidential information includes but is not limited to:

Any information given by a person to the company who is a client or potential client of the Company's Confidentiality lists and particulars of the clients and potential clients of the company and associated company.

Any information relating to the products, or proposed products, of the Company or any Associated Company.

Any marketing, financial, business or sales information or terms of contracts or agreements, or plans relating to the Company or any Associated Company

Any information which the company has identified as confidential

Obligations after Employment

On Termination of your employment, you agree that you will not, either directly or indirectly, for a period of 12 months following your last date of employment on your own behalf or on behalf of another person;

(i) Seek, canvas, solicit or accept from any person who was a client or potential client of the Company, or any Associated Company, any financial Services or IT business of the type offered by the Company, or any Associated Company

(ii) Seek to persuade any client or potential client of the Company, or of any Associated Company, not to conduct or renew any financial services or IT business with the Company, or any Associated Company, or to terminate such business.

You agree that the compensation payable under this agreement is sufficient consideration for this clause, and that the time and character limitation are reasonable and will not impair your ability to earn a livelihood

Non-Enticement

You are not permitted for a period of 12 months after your last date of employment, to employ or to solicit or entice away from the Company or any Associated Company any employee or worker who is engaged by the Company or any Associated Company in a senior managerial, sales or sales support capacity including customer services employees and was a person with whom you dealt in the course of your duties.

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Definitions

'Company means Tectra Technologies, India.

'Associated Company' means any member of the Tectra Technologies Group of companies and includes any individual, corporation, partnership, limited liability company, association, trust or other entity that directly or indirectly controls or is controlled by the Company.

'Client' means any person to whom you have sold any financial or IT service or product on behalf of the Company or any Associated Company, or who you knew was provided with such services or products n, at any time during the 12 months before your effective date of termination (or whilst you were employed if less than 12 months)

'Potential Client' means any person with whom you had contact at any time in the period of 12 months immediately preceding the termination of your employment, who has communicated an interest to the Company or any Associated Company in purchasing financial or IT services or products.

Processing of your information

By signing this agreement, you are giving your consent to allow the company to process your personal information, including sensitive information such as health information and information about criminal convictions, for employment administration and management purposes, which may include the carrying out of appropriate security checks. You also consent to our transferring your information to countries, which do not provide the same level of data protection as India.

Jurisdiction

This agreement shall be governed by, and construed in accordance with, the laws of the Republic of India. Only Courts in Chennai shall have the exclusive jurisdiction to try and entertain any matters pertaining to any dispute arising out of the agreement.

I have read and accepted the terms and conditions of employment as explained above and in my offer letter.

Signed..... Date: ...../...../.....

Name: Kakasaheb Nana Jumbad

Tectra Technologies

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Declaration

In order to comply with the regulatory environment in which Tectra operates, we are required to ask employees about specific aspects of their background

Please answer the following questions honestly and completely by ticking in the space next to either "yes" or "no" and providing further details where required. If you need more space than is given for additional information, please use an extra sheet.

- Have you ever been dismissed by a previous employer or have you resigned under a disciplinary procedure?
  - Yes_____
  - No_____

  If yes please provide full details

- Have you ever been convicted of any criminal offence?
  - Yes_____
  - No_____

  If yes please provide full details

- Please confirm how many days you have been absent from work because of illness over the last 2 years. If any period of absence was for longer than a period of working days, please confirm the reasons for the absence,

  _____days

  Details:

- Do you have any permanent medical disability?
  - Yes_____
  - No_____

  If yes please provide full details

- Are you currently in arrears or any repayments for an y type of financial services? This may include mortgages, personal loans, credit arrangements etc.
  - Yes_____
  - No_____

  If yes please provide full details

I understand that any offer of employment will be subject to the information on this form being correct. I understand that any false, incomplete or misleading information that I may give will make me liable, if employed, to dismissal

Signature.....

Date...../...../.....

Name: Kakasaheb Nana Jumbad

Tectra Technologies, India
W-126, 3rd Floor, 3rd Ave, Anna Nagar, Chennai, Tamil Nadu 600040

TectraTech Snd Bhd.
1-23-5, Menara Bangkok Bank, Berjaya Central Park, Jalan Ampang, 50450 Kuala Lumpur, Malaysia.

Tectra Technologies LLC
1329 Wyngate rd, Wynnewood, PA 19096. USA

Tectra Technologies

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Name: Kakasaheb Nana Jumbad

Software Engineer	Tectra Offer	
ELEMENT	**Monthly (.Rs)**	**Annual(.Rs)**
BASIC	20100	241200
House Rent allowance	10888	130650
Conveyance	1465	17578
Medical reimbursement	1048	12572
SUB-TOTAL	**33500**	**402000**
Benefits:		
Internet Bills	Actuals up to Rs.500	Actuals up to Rs.6000

We welcome you and wish you every success in your career with Tectra Technologies. India.

For any clarifications, please reach out to me at annette@tectratechnologies.com

Regards,
For Tectra Technologies. India

Annette George
Manager – Human Resource

I have read and accepted the terms and conditions of employment as explained above

Signed: .....
Name: Kakasaheb Nana Jumbad

Date:.....

Tectra Technologies, India
W-126, 3rd Floor, 3rd Ave, Anna Nagar, Chennai, Tamil Nadu 600040

TectraTech Snd Bhd.
1-23-5, Menara Bangkok Bank, Berjaya Central Park, Jalan Ampang, 50450 Kuala Lumpur, Malaysia.

Tectra Technologies LLC
1329 Wyngate rd, Wynnewood, PA 19096. USA

Akola Taluka Education Society's Technical Campus Akola, Dist.Ahmednagar

SkyLex Technologies

October 14, 2021.

: Confidential:

Subject: Letter of offer.

Dear Vishal Pande,

With reference to the interview and discussions we had with you, we, on behalf of Skylex Technologies Pvt. Ltd, are pleased to offer you the position of **"Software Engineer"** and invite you to join the Skylex Technologies Pvt. Ltd family.

Acceptance and Commencement

Your appointment will be effective **October 18, 2021** with a **1 year bond** and a **6 months' probation** period starting from your date of joining, please contact us immediately if you are not able to join with a valid reason. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn with immediate effect.

To confirm your acceptance of this offer, it is necessary for you to:

- Respond via email to hr@skylextechnologies.com to communicate acceptance of the offer and to confirm your date of joining.
- Please note that if you do not send your acceptance to the mentioned email id, you will not be allowed to join on the above specified joining date.
- Any changes of joining date must be sent to hr@skylextechnologies.com with a reason for change in joining date at least 2 days prior the joining date specified above.
- You are requested to report to:
    - Sacred world, South block, Office # 411, 4th floor, Above McDonalds, Wanworie, Pune – 411040.
    - Reporting Time 2:00 pm on **October 18, 2021.**
    - Kindly note, it is important to be on time on your date of joining to ensure all the joining formalities are completed.
    - If you arrive late you will not be allowed to join and must reschedule your joining date.

Your Cost to the Company (CTC) would be **₹ 21, 000 per month, i.e. ₹ 2, 52,000 (Rupees Two Lakh, Fifty Two Thousand Only)** Per annum.

- Benefits that you are entitled for and are not included in your CTC are as follows.
    - **Insurance:** Medi-claim worth **₹ 4** lakhs for you and your spouse with Star health Insurance coverage from first day of your employment.
    - **Meals:** Lunch and dinner will be provided on all day except Sunday.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be enforced from time to time.

We welcome you aboard and the detailed appointment letter will be given to you at the time of joining. We expect you to join at the earliest in line with discussion with you; otherwise this offer will stand withdrawn inevitably.

Any changes in the date of joining will be communicated accordingly.

The company looks for a long-term association with all its employees and expects the same from you.

Again, congratulations and welcome to the Skylex Technologies Pvt. Ltd family.

Thanking You.

For Skylex Technologies Pvt. Ltd

Dhiraj Jadhav.
Manager-Human Resources
Skylex Technologies Pvt. Ltd.

Dexter
Delivering satisfaction

Date: 06th October, 2021

Mr. Shubham Jadhav,
Agasti Corner,Khanapur,
Akole-422601,
8554900831.

OFFER LETTER

Dear Mr. Shubham,

We are delighted to offer you the position of **"Process Associate - Operations" with Dexters Logistics Pvt. Ltd.**

We are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As a member of the Dexters team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations.

You are hereby requested to give the acceptance on the offer letter within the 24 hours of release of this letter else this offer will stand void & null

The KRAs and salary structure will be handed over to you along with the appointment letter on the successful completion of joining formalities on the Joining Day. Your employment will be governed by the Terms & Conditions as detailed in your appointment letter.

Start date: **01st October, 2021.**
Place of work: **Akole.**
Reporting to: **Station Incharge – Operations (Pramod Sonare).**

Documents to be submitted:

1. 4 Photographs with a red background
2. Permanent & Present Address proof, Pan card, Aadhar Card & Valid ID Proof
3. Relieving letter from previous employer & all service certificates
4. Educational certificates copies
5. Last 6 Months Bank statements

We are confident you will find this new opportunity both challenging and rewarding. We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Should you have any questions please do not hesitate to get in touch with our HR Team.

Sincerely,

Mr. Parag Pujari
Asst.Manager- HR
Dexters Logistics Pvt. Ltd.

With the signature below, I accept this offer for employment.

Mr. ----------

DEXTERS LOGISTICS PVT. LTD.

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

TeamLease™
Putting India to Work

Date: 12 Aug 2021

Mr VIJAY MARUTI BHALERAO
mu rede po kumbhefal ta akolebhujabal
vasti akole
Ahmadnager 422601

Employee No: 2159064
Dear Mr VIJAY MARUTI BHALERAO

Engagement Letter - Trainee

With reference to your application to be appointed as Trainee and the subsequent interviews you had with us,we are pleased to appoint you as a Trainee under the Standing Orders of our establishment from 12 Aug 2021 and expire on 12 Aug 2022 subject to the following terms and conditions:

1. Your training engagement shall conclude on the 12 Aug 2022 or it can be terminated earlier with a notice period of 30 days or compensation in lieu thereof.

2. You will be paid a stipend as per the below annexure per month subject to ESIC Contributions.

3. You shall be covered under the Group Medical claim and Group Accident Policies of the Company.

4. You will adhere to the instructions of your trainers / mentors and abide by the rules of discipline either existing or enforced from time-to-time.

5. Your candidature for appointment in the same department or any other department will be considered on successful completion of the training. There is no guarantee of employment to be given to you if you could not complete the training successfully.

6. Any breach or violation of the instructions / rules / will render you to terminate the training engagement.

7. You will adhere to punctuality and shall learn the trade/work diligently.

8. You will not be entitled to Bonus and other benefits as applicable to regular employees.

9. TeamLease reserves the right to conduct background verification through an external agency. For this purpose, TeamLease may share your personal details as voluntarily disclosed by you, with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated without notice.

Please return the copy of the Engagement Letter after affixing your signature at the appropriate place on the office copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, you training assignment with TeamLease with the acceptance of your first stipend will be conclusive proof of your acceptance of the engagement in accordance with the terms and conditions of the Company's Standing Orders.

ENDORSEMENT

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

For TEAMLEASE SERVICES LIMITED

(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name: VIJAY MARUTI BHALERAO

Doc ID: TL/04234A34C69

TeamLease™
Putting India to Work

(Authorized Signatory) Name: VIJAY MARUTI BHALERAO

Salary Annexure

Employee No: 2159064

Particulars	Amounts
ESIC - Employer	450
Stipend	13838
TotalAmount	14288
Amount In Words(Rs)	Fourteen Thousand Two Hundred Eighty Eight rupees

Net Pay Annexure

EARNINGS	Amounts
Stipend	13838
Gross Earnings	**13838**
DEDUCTION *	**Amounts**
Employee ESI	104
Professional Tax	200
Total Deduction	**304**
Net Salary	**13534**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

Doc ID: TL/04234A34C69

TeamLease™
Putting India to Work

your responsibilities in ensuring a safe workplace.

Akole Taluka Education Society's Technical Campus Akole, Dist.Ahmednagar

Doc ID: TL/04234A34C69

TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad
500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001,India
CIN L64200MH1986PLC041370

Ref: 805795 /1870067/Permt/Rev-1

Date:24-May-2021

Mr. Vijay Muktaram Jumbad
At Waghrul dongargaon Post Chikali
Taluka: Bandnapur Jalna
Aurangabad (MAH) - 431213
Phone No: 9673284916

Subject - Offer of Appointment

Dear **Mr. Vijay Muktaram Jumbad,**

It is our pleasure to welcome you once again to Tech Mahindra Limited.

1. Please refer to our earlier Letter **805795/1870067/Perm Dated 22-Apr-21**. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Software Engineer** on **U2** band, operating out of our **PUNE** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 425,000 (Indian Rupees Four Lakh Twenty-Five Thousand).** Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**

5. You are required to join on **24-May-2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **VINCY VARGHESE** at 9:30 AM to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. This Offer of Appointment supersedes all our earlier communication in this regard.

9. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [redacted] latest by .

Jumbad

Mastek
Trust. Value. Velocity

Date: 22nd March, 2022

Ref: HRD/22/Mar/

Ms. Dipali Bhabad
404, D wing, Casa Urbano,
Downtown Cluster, Palava Phase 2,
Khoni-Taloja Road, Dombivli East
Maharashtra 421204.

Letter of Offer

Dear Dipali,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of **"Trainee Software Engineer"** in Grade **T2,** at an Annual Cost to the Company of **INR 3.60** lacs per annum.

The detailed terms and conditions of your Offer will be as per **Annexure I and II**.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before **Monday, the 28th March, 2022** at **Mumbai**

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……..

Date:-……

Akole Taluka Education Society's Technical Campus Akole, Dis.A.Nagar

S

HR-Rec: /18-19/404338

MR. Nilesh Narayan Shelke
Sangamner

Sub -: Offer cum Appointment letter for the post of Field Credit Officer

Dear Nilesh,

This is with reference to your application for the above mentioned position. As per our discussions with you; we are pleased to offer you, your appointment as **Field Credit Officer** at our **Sangamner_Jantaraja Road.** Your **Grade** shall be **A1** and HR designation would be **Executive** in **Asset Credit** Department. This offer of appointment is subject to the terms and conditions not limited to below mentioned terms but also include the Annexure(s) attached hereto and/or any form of communication or office orders, circulars, communicated or to be communicated to you:

1. Your basic salary plus allowances in accordance with the Banks rules are in force for the time being, and from time to time shall be as per the enclosed Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.
2. Annexure II lists out the broad terms and conditions of service governing your employment with the Bank. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of,the policies of the Bank as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.
3. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer cum appointment letter within Three days from the date of this letter, this conditional appointment shall become absolute. In case of your failure to fulfil any or all of these terms and conditions within the aforesaid period of Three days from the date of this letter, this offer cum appointment letter shall be automatically revoked and no claim and/or disputes shall be entertained.
4. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The Bank reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.
5. This offer is valid subject to your acknowledgement & acceptance within 72 hours, sharing of resignation-submission copy from current employer within seven days and resignation acceptance copy from current employer within 2 weeks of receiving this offer. Each one of these terms are interrelated and breach of anyone shall be considered as breach of all the terms and conditions, which will lead to revoking of the offer made and all the terms & conditions of this offer to be treated as null and void.

You will **Report** to **Mr. Nilesh Narayan Shelke** You are requested to report at the below mentioned address:

AU SMALL FINANCE BANK LIMITED.
Nucleus Mall, 3rd Floor, Sadhu Vaswani Road,Agarkar Nagar, Pune - 411001

This offer cum appointment is valid subject to your joining on or before **DOJ: October 26, 2019.**

Please sign and return the duplicate of this letter to your recruiter partner in token of acceptance of the offer cum appointment letter. We look forward to work with you at AU SMALL FINANCE BANK LIMITED.

Yours faithfully,
For AU Small Finance Bank Limited

Authorized Signatory

Annexure I			
AU SMALL FINANCE BANK LIMITED			
SALARY BREAK-UP SHEET			
NAME	**Nilesh Narayan Shelke**		
HR DESIGNATION	Executive		
FUNCTIONAL DESIGNATION	Field Credit Officer		
GRADE	A1		
DATE OF JOINING	October 24, 2019		
BUSINESS UNIT	Retail Bank		
PRODUCT	Wheels		
DEPARTMENT	Asset Credit		
JOB FAMILY	Field Credit Officer		
LOCATION	Sangamner_Jantaraja Road		
FIXED CTC (A1)			
PARTICULARS		**CTC Amount (Rs)**	
SALARY PAYMENT		**Monthly**	**Annually**
Basic		6,875.00	82,500.00
House Rent Allowance		3,438.00	41,256.00
Education Allowance		200.00	2,400.00
Leave Travel Allowance		573.00	6,876.00
Special Allowance		1,289.00	15,468.00
Statutory Bonus		1,375.00	16,500.00
TOTAL GROSS PAY		13,750.00	165,000.00
RETIRAL BENEFITS			
Employer PF Contribution	Minimum	1,162.00	13,944.00

Gratuity	331.00	3,972.00
FIXED COST TO COMPANY (CTC) A1	15,243.00	182,916.00
JOB SPECIFIC ALLOWANCES (A2)		
Stability Allowance	0.00	0.00
City Compensation Allowance	0.00	0.00
VARIABLE PAY		
*Performance Bonus (Variable)	0.00	0.00
Driver Salary Reimbursement	0.00	0.00
Fix Incentive	0.00	0.00
TOTAL (A2)	**0.00**	**0.00**
TOTAL COST TO COMPANY (TCTC) A1+A2 Minus Other Benefits	**15,243.00**	**182,916.00**
OTHER BENEFITS (A3)		
Group Medicliam (GMC)	480.00	5,760.00
Group Personal Accident Insurance (GPA)	25.00	300.00
Group Term Life Insurance (GTLI)	85.00	1,020.00
TOTAL (A3)	**590.00**	**7,080.00**
TOTAL COST TO COMPANY(TCTC) A1+A2+A3	**15,833.00**	**189,996.00**

BENEFITS DESCRIPTION	
Appraisal	You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from date of Joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.
*Performance Bonus	You will be eligible for performance bonus basis your performance and company policy.
Group personal Accident Policy	Covered under GPA policy of sum assured as per Company Policy, effective from the date of endorsement in policy.
Group Term Life Policy	Covered under GTLI policy of sum assured amount by the company, shall effective from the date of endorsement. The one time premium of the same will be recovered from your salary every year depending upon the calculation provided by the insurance company.
Mediclaim Policy	You will be eligible for Mediclaim as per Company mediclaim policy.
Conveyance	Conveyance expense will be reimbursed for official visits as per company policy.
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.
Bond	You will have to sign a 2 Year bond with organization at the time of joining.
Foreign Tour Eligibility	As per applicable programmes run by the company time to time.
NOTE	
Professional Tax as per rules shall be deducted	

For AU SMALL FINANCE BANK LIMITED

Authorized Signatory

AU SMALL FINANCE BANK

ANNEXURE II

Terms and Conditions of Appointment

1. Performance Payment

The performance payment is calculated and paid by two methods, first is annual bonus and second one is monthly/quarterly incentive plan. The first method is an annual amount dependent on the rating that one receives during the annual appraisals. The payment is calculated taking into account four factors: joining date of employee, basic salary, grade, performance of the employee (i.e. the rating) and performance of the Bank (a Bank factor is decided every year depending on the performance of the Bank in the previous financial year). The second method is monthly/quarterly incentive plan calculated on the basis of individual performance and paid accordingly. You will be eligible for the performance payment if you depending on the work assigned to you. A resigned employee shall not be entitled for bonus or incentive payments.

2. Travel allowances

The employees undertaking travel on official business are entitled to certain travel allowances depending on their grade as per our travel policy. The details of these allowances are available with the Human Resources and Administration Department.

3. Provident Fund

You would be eligible to become a member of the Provident Fund Scheme as per terms and conditions governing such benefits, on your appointment. On becoming a member, you will contribute every month an amount as prescribed under the Provident Fund Rules, the Bank contributing a like amount.

4. Probation

You shall be on probation period according to your grade as per the probation policy. You will be confirmed after the probationary period if your work and conduct are found satisfactory. The Management reserves the right and shall have the sole discretion either to extend the probationary period or to dispense with your services at any time during the probation period by a written notice applicable to your grade if your performance or conduct, at the discretion of the Management, does not come up to its expectations. You can resign from the Banks service during the probationary period by giving written notice for a period as applicable to your grade. After confirmation either party will be required to give notice period as defined in policy according to your grade, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy.

5. Remuneration

The agreed remuneration shall be paid to you through a transfer of funds to a Bank account which you will need to open. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including, if applicable, any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The remuneration shall be paid monthly in arrears and net of any withholding taxes and other deductions (whether in respect of set-off, counterclaim, duties, taxes including service tax if applicable, charges, levies or otherwise). The Bank shall provide you with a certificate of tax deduction at source in respect of all amounts withheld from amounts payable to you.

It is agreed and understood that the remuneration payable by the Bank to you shall constitute full and adequate compensation for all employment and other services rendered by you to the Bank. You shall not be automatically entitled to receive from the Bank or its affiliates, any additional payments, commissions, bonuses or compensation for employment and other services rendered to the Bank. Payment if any of the above nature will be solely at Bank's discretion.
The Bank shall be entitled to deduct from the remuneration or compensation or any other amounts payable to you as per this appointment letter any and all amounts as may be owed by you to the Bank, including advances and loans.

6. Service subject to rules
Your services would be governed by the Bank policies, rules and regulations in force for the time being and from time to time. You agree to comply with all the Bank policies, rules and procedures as may be applicable to the employees of the Bank from time to time.

During the period of your employment with the Bank, you shall not engage in any other profession, employment, occupation, consultancy or other business and shall endeavor your best to promote the Banks interests.

7. Transfer
Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred, to any of the Banks establishments, divisions and/or associates/affiliates situated in any part of India, in such capacity as the Bank may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

8. Withholding of increments
The increments in your grade will not be automatic but will be subject to performance and as per our performance appraisal and merit increase guidelines applicable that year plus regular attendance and good conduct.

9. Termination
The Bank may terminate your employment with the Bank at any time due to just cause per bank policies, by providing prior written notice, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy of the Bank. Please note that all the policies are in addition to but not in derogation with each other.
You agree that, at the time you leave the employment of the Bank, you will deliver to the Bank (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, other documents or property, or reproductions of any aforementioned items developed by you pursuant to your employment with the Bank or otherwise belonging to the Bank, its affiliates, successors or assigns. You shall have no right of retention of the assets or documents of the Bank.
If you leave the Bank within one year of joining and have received any joining bonus / sign on bonus or relocation reimbursement, you will be liable to repay the amount at the time of separation.

10. Notification to new employer
Upon termination of your employment with the Bank for any reason, whatsoever you hereby grant consent to notify to any of your subsequent employer(s).

11. Certificates and Testimonials
Certified copies of your certificates and testimonials, including the proof of your age, together with originals, may please be submitted for verification, to the Human Resources Department.

12. Change in Status
You should keep the Bank informed about any change in your address, educational qualifications and marital status.

13. Declaration under Companies Act
In accordance with provision of Companies Act, 2013, you are requested to make a declaration whether you are in any way related to or you have business connections with any of the Directors of the Bank.

14. Weekly Working
Your working week will be as per the practice followed in the establishment/department/section in which you are posted. The Bank shall not be required to pay any overtime wages to you for employment services performed outside working hours or on public holidays.

15. Leave
You will be entitled to paid leave in accordance with the leave policy of the Bank. The facilities, amenities and leave granted to employees in excess of the statutory requirements do not form part of the conditions of service and are subject to change at the discretion of the Management.

16. Public Holidays
The Public Holidays observed by the Bank are subject to adjustment or reduction from time to time.

17. Confidentiality
Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential/ personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Bank.
You will not, either during your employment with the Bank or after termination of such employment, divulge to anyone any information, secret, accounts or dealings relating to the Banks business, its affairs or its clients, service providers, sub-contractors or vendors, other than to the Directors of the Bank or their authorized representatives. During the period of your employment, you shall not, without the written authority of the Bank, publish any written articles or deliver any talk on any subject related to your profession or participate as a member of any organization connected with your profession. During the period of your employment, you shall not make any public statement, or author any book, report or writing, in relation to the business or affairs of the Bank. You shall also not make any statement in writing, verbal, audio/audio & visual on social media.
On discontinuation of your employment, you will return to the Bank, all papers and documents and all other property pertaining to the Bank or affairs of the Bank or its client or any of its associates or branches, which may be in your possession, and will not retain any copy or extract therefrom.In case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be personally liable to the Bank, our customers and third parties.

18. Inventions
All work product developed or invented by you in the course of performance of your employment with the Bank shall belong to the Bank. You hereby assign and agree to assign to the Bank all of its intellectual property rights (including moral rights) in and to any products developed, inventions, written materials, electronic data and other materials and documents created in the course of your employment with the Bank. You shall not retain any rights or interest in any property, materials, products, data or documents created in the course of your employment with the Bank.
Both during and after the termination of your employment with the Bank, you agree to execute without any compensation all such other deeds and documents and do all such acts as may be reasonably required by the Bank for further and better protecting the Bank's rights to all and any property, materials, products, data or documents created by you in the course of your employment with the Bank.
Both during and after the term of your employment with the Bank, you agree not to publish, directly or indirectly, except with the prior written consent of the Bank, any information in relation to any intellectual property, confidential information or trade secrets of the Bank.

19. Data Protection
For the purposes of the data protection by signing of this letter, you consent to the Bank and such other persons and entities designated by the Bank collecting, holding and processing personal data relating to you whether provided to the Bank or otherwise received by the Bank for all purposes, including, but not limited to: administering and maintaining personnel records; paying and reviewing salary and other remuneration and benefits; providing and administering benefits; undertaking performance appraisals and reviews; maintaining sickness and other absence records; taking decisions as to your fitness for work; providing references and information to future employers, and if necessary, governmental and quasi-governmental bodies for social security and other purposes; providing information to future purchasers of the Bank or of the business(es); surveillance where criminal activity is suspected;

monitoring e-mail/internet usage; transferring information about you to a country or territory outside India.

20. Non-Disparagement

At all times while dealing with the customers or prospective customers of the Bank you shall represent yourself as an employee of the Bank, and all agreements entered by you with them shall be for and on behalf of the Bank.

You shall not make any communication or engage in any conduct that is or can be reasonably be construed as disparaging of the Bank or their Officers, Directors, Employees, Agents, Shareholders Strategic business partners, products or services.

21. Remedies

In the event of a breach or a threatened breach the Bank shall in addition to any other remedies provided herein or otherwise available by law have the right and remedy to have covenants specifically enforced by any court having equity jurisdiction.

22. Agreement not to Solicit Employees, Suppliers and Customers

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any supplier of the Bank or any of its affiliates to cease to supply or restrict or vary the terms of supply.

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any customer or client of the Bank or any of its affiliates to cease to procure such products and/ or services.

During the term of your employment and after termination of your employment with the Bank, you will not directly or indirectly solicit, recruit, induce or persuade any of the employees of the Bank or any of its affiliates to leave their employment or take away such employees, or attempt to solicit, induce, recruit, encourage to leave their employment or attempt to take away employees.

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or "anything of value" in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

23. Prohibitions under FCPA and PCA

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or anything of value in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

24. Governing Law and jurisdiction

This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Jaipur (Rajasthan) whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of whatsoever nature.

25. Retirement

The last date of employment for a retiring employee at AU Small Finance Bank has to be the last working day of the month in which the employee completes 60 years of age.

I hereby confirm that I will abide by the Code of Conduct- Prevention of Insider Trading Policy ("Code") of Bank and Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 2015 ("Regulations") and any amendment made therein time to time. Also if I would have access to any unpublished price sensitive information (referred as "UPSI") then I shall be strictly governed by Code of Bank and shall ensure the confidentiality of the UPSI received about AU SMALL FINANCE BANK LIMITED.I further, confirm that said code and Regulations shall be binding on me for a period of six months from the date of relieving.

For AU Small Finance Bank Limited

AUTHORIZED SIGNATORY

Acknowledgement and Acceptance

I hereby accept this offer-cum-appointment letter on the above-mentioned terms and conditions and agree to abide by the rules & regulations of the Bank as are in force from time to time. The current issue of the rules has been read and understood by me before signing this letter.

Joining Date : _____

Candidate Name : _____

Candidate Signature : _____

Date of acceptance : _____

Akole Taluka Education Society's Technical Campus Akole Dist.Ahmednagar

S

HR-Rec: /18-19/404523

MR. Shubham Dnyandev Gunjal
Sangamner

Sub -: Offer cum Appointment letter for the post of Field Credit Officer

Dear Shubham,

This is with reference to your application for the above mentioned position. As per our discussions with you; we are pleased to offer you, your appointment as **Field Credit Officer** at our **Sangamner_Jantaraja Road.** Your **Grade** shall be **A1** and HR designation would be **Executive** in **Asset Credit** Department. This offer of appointment is subject to the terms and conditions not limited to below mentioned terms but also include the Annexure(s) attached hereto and/or any form of communication or office orders, circulars, communicated or to be communicated to you:

1. Your basic salary plus allowances in accordance with the Banks rules are in force for the time being, and from time to time shall be as per the enclosed Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.
2. Annexure II lists out the broad terms and conditions of service governing your employment with the Bank. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of,the policies of the Bank as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.
3. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer cum appointment letter within Three days from the date of this letter, this conditional appointment shall become absolute. In case of your failure to fulfil any or all of these terms and conditions within the aforesaid period of Three days from the date of this letter, this offer cum appointment letter shall be automatically revoked and no claim and/or disputes shall be entertained.
4. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The Bank reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.
5. This offer is valid subject to your acknowledgement & acceptance within 72 hours, sharing of resignation-submission copy from current employer within seven days and resignation acceptance copy from current employer within 2 weeks of receiving this offer. Each one of these terms are interrelated and breach of anyone shall be considered as breach of all the terms and conditions, which will lead to revoking of the offer made and all the terms & conditions of this offer to be treated as null and void.

You will **Report** to **Mr. Gunjal Mahendra Shamrao**. You are requested to report at the below mentioned address:

AU SMALL FINANCE BANK LIMITED.
Nucleus Mall, 3rd Floor, Sadhu Vaswani Road,Agarkar Nagar, Pune - 411001

This offer cum appointment is valid subject to your joining on or before **DOJ: November 03, 2019.**

Please sign and return the duplicate of this letter to your recruiter partner in token of acceptance of the offer cum appointment letter. We look forward to work with you at AU SMALL FINANCE BANK LIMITED.

Yours faithfully,
For AU Small Finance Bank Limited

Authorized Signatory

Annexure I			
AU SMALL FINANCE BANK LIMITED			
SALARY BREAK-UP SHEET			
NAME	Shubham Dnyandev Gunjal		
HR DESIGNATION	Executive		
FUNCTIONAL DESIGNATION	Field Credit Officer		
GRADE	A1		
DATE OF JOINING	November 03, 2019		
BUSINESS UNIT	Retail Bank		
PRODUCT	Wheels		
DEPARTMENT	Asset Credit		
JOB FAMILY	Field Credit Officer		
LOCATION	Sangamner_Jantaraja Road		
FIXED CTC (A1)			
PARTICULARS		**CTC Amount (Rs)**	
SALARY PAYMENT		**Monthly**	**Annually**
Basic		6,875.00	82,500.00
House Rent Allowance		3,438.00	41,256.00
Education Allowance		200.00	2,400.00
Leave Travel Allowance		573.00	6,876.00
Special Allowance		1,289.00	15,468.00
Statutory Bonus		1,375.00	16,500.00
TOTAL GROSS PAY		13,750.00	165,000.00
RETIRAL BENEFITS			
Employer PF Contribution	Minimum	1,162.00	13,944.00

Gratuity	331.00	3,972.00
FIXED COST TO COMPANY (CTC) A1	15,243.00	182,916.00
JOB SPECIFIC ALLOWANCES (A2)		
Stability Allowance	0.00	0.00
City Compensation Allowance	0.00	0.00
VARIABLE PAY		
*Performance Bonus (Variable)	0.00	0.00
Driver Salary Reimbursement	0.00	0.00
Fix Incentive	0.00	0.00
TOTAL (A2)	**0.00**	**0.00**
TOTAL COST TO COMPANY (TCTC) A1+A2 Minus Other Benefits	**15,243.00**	**182,916.00**
OTHER BENEFITS (A3)		
Group Medicliam (GMC)	480.00	5,760.00
Group Personal Accident Insurance (GPA)	25.00	300.00
Group Term Life Insurance (GTLI)	85.00	1,020.00
TOTAL (A3)	**590.00**	**7,080.00**
TOTAL COST TO COMPANY(TCTC) A1+A2+A3	**15,833.00**	**189,996.00**

BENEFITS DESCRIPTION	
Appraisal	You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from date of Joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.
*Performance Bonus	You will be eligible for performance bonus basis your performance and company policy.
Group personal Accident Policy	Covered under GPA policy of sum assured as per Company Policy, effective from the date of endorsement in policy.
Group Term Life Policy	Covered under GTLI policy of sum assured amount by the company, shall effective from the date of endorsement. The one time premium of the same will be recovered from your salary every year depending upon the calculation provided by the insurance company.
Mediclaim Policy	You will be eligible for Mediclaim as per Company mediclaim policy.
Conveyance	Conveyance expense will be reimbursed for official visits as per company policy.
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.
Bond	You will have to sign a 2 Year bond with organization at the time of joining.
Foreign Tour Eligibility	As per applicable programmes run by the company time to time.
NOTE	
Professional Tax as per rules shall be deducted	

For AU SMALL FINANCE BANK LIMITED

Authorized Signatory

AU SMALL FINANCE BANK

ANNEXURE II

Terms and Conditions of Appointment

1. Performance Payment

The performance payment is calculated and paid by two methods, first is annual bonus and second one is monthly/quarterly incentive plan. The first method is an annual amount dependent on the rating that one receives during the annual appraisals. The payment is calculated taking into account four factors: joining date of employee, basic salary, grade, performance of the employee (i.e. the rating) and performance of the Bank (a Bank factor is decided every year depending on the performance of the Bank in the previous financial year). The second method is monthly/quarterly incentive plan calculated on the basis of individual performance and paid accordingly. You will be eligible for the performance payment if you depending on the work assigned to you. A resigned employee shall not be entitled for bonus or incentive payments.

2. Travel allowances

The employees undertaking travel on official business are entitled to certain travel allowances depending on their grade as per our travel policy. The details of these allowances are available with the Human Resources and Administration Department.

3. Provident Fund

You would be eligible to become a member of the Provident Fund Scheme as per terms and conditions governing such benefits, on your appointment. On becoming a member, you will contribute every month an amount as prescribed under the Provident Fund Rules, the Bank contributing a like amount.

4. Probation

You shall be on probation period according to your grade as per the probation policy. You will be confirmed after the probationary period if your work and conduct are found satisfactory. The Management reserves the right and shall have the sole discretion either to extend the probationary period or to dispense with your services at any time during the probation period by a written notice applicable to your grade if your performance or conduct, at the discretion of the Management, does not come up to its expectations. You can resign from the Banks service during the probationary period by giving written notice for a period as applicable to your grade. After confirmation either party will be required to give notice period as defined in policy according to your grade, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy.

5. Remuneration

The agreed remuneration shall be paid to you through a transfer of funds to a Bank account which you will need to open. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including, if applicable, any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The remuneration shall be paid monthly in arrears and net of any withholding taxes and other deductions (whether in respect of set-off, counterclaim, duties, taxes including service tax if applicable, charges, levies or otherwise). The Bank shall provide you with a certificate of tax deduction at source in respect of all amounts withheld from amounts payable to you.

It is agreed and understood that the remuneration payable by the Bank to you shall constitute full and adequate compensation for all employment and other services rendered by you to the Bank. You shall not be automatically entitled to receive from the Bank or its affiliates, any additional payments, commissions, bonuses or compensation for employment and other services rendered to the Bank. Payment if any of the above nature will be solely at Bank's discretion.
The Bank shall be entitled to deduct from the remuneration or compensation or any other amounts payable to you as per this appointment letter any and all amounts as may be owed by you to the Bank, including advances and loans.

6. Service subject to rules
Your services would be governed by the Bank policies, rules and regulations in force for the time being and from time to time. You agree to comply with all the Bank policies, rules and procedures as may be applicable to the employees of the Bank from time to time.

During the period of your employment with the Bank, you shall not engage in any other profession, employment, occupation, consultancy or other business and shall endeavor your best to promote the Banks interests.

7. Transfer
Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred, to any of the Banks establishments, divisions and/or associates/affiliates situated in any part of India, in such capacity as the Bank may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

8. Withholding of increments
The increments in your grade will not be automatic but will be subject to performance and as per our performance appraisal and merit increase guidelines applicable that year plus regular attendance and good conduct.

9. Termination
The Bank may terminate your employment with the Bank at any time due to just cause per bank policies, by providing prior written notice, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy of the Bank. Please note that all the policies are in addition to but not in derogation with each other.
You agree that, at the time you leave the employment of the Bank, you will deliver to the Bank (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, other documents or property, or reproductions of any aforementioned items developed by you pursuant to your employment with the Bank or otherwise belonging to the Bank, its affiliates, successors or assigns. You shall have no right of retention of the assets or documents of the Bank.
If you leave the Bank within one year of joining and have received any joining bonus / sign on bonus or relocation reimbursement, you will be liable to repay the amount at the time of separation.

10. Notification to new employer
Upon termination of your employment with the Bank for any reason, whatsoever you hereby grant consent to notify to any of your subsequent employer(s).

11. Certificates and Testimonials
Certified copies of your certificates and testimonials, including the proof of your age, together with originals, may please be submitted for verification, to the Human Resources Department.

12. Change in Status
You should keep the Bank informed about any change in your address, educational qualifications and marital status.

13. Declaration under Companies Act
In accordance with provision of Companies Act, 2013, you are requested to make a declaration whether you are in any way related to or you have business connections with any of the Directors of the Bank.

For AU Small Finance Bank Limited

AUTHORIZED SIGNATORY

Acknowledgement and Acceptance

I hereby accept this offer-cum-appointment letter on the above-mentioned terms and conditions and agree to abide by the rules & regulations of the Bank as are in force from time to time. The current issue of the rules has been read and understood by me before signing this letter.

Joining Date : _____

Candidate Name : _____

Candidate Signature : _____

Date of acceptance : _____

14. Weekly Working
Your working week will be as per the practice followed in the establishment/department/section in which you are posted. The Bank shall not be required to pay any overtime wages to you for employment services performed outside working hours or on public holidays.

15. Leave
You will be entitled to paid leave in accordance with the leave policy of the Bank. The facilities, amenities and leave granted to employees in excess of the statutory requirements do not form part of the conditions of service and are subject to change at the discretion of the Management.

16. Public Holidays
The Public Holidays observed by the Bank are subject to adjustment or reduction from time to time.

17. Confidentiality
Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential/ personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Bank.
You will not, either during your employment with the Bank or after termination of such employment, divulge to anyone any information, secret, accounts or dealings relating to the Banks business, its affairs or its clients, service providers, sub-contractors or vendors, other than to the Directors of the Bank or their authorized representatives. During the period of your employment, you shall not, without the written authority of the Bank, publish any written articles or deliver any talk on any subject related to your profession or participate as a member of any organization connected with your profession. During the period of your employment, you shall not make any public statement, or author any book, report or writing, in relation to the business or affairs of the Bank. You shall also not make any statement in writing, verbal, audio/audio & visual on social media.
On discontinuation of your employment, you will return to the Bank, all papers and documents and all other property pertaining to the Bank or affairs of the Bank or its client or any of its associates or branches, which may be in your possession, and will not retain any copy or extract therefrom.In case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be personally liable to the Bank, our customers and third parties.

18. Inventions
All work product developed or invented by you in the course of performance of your employment with the Bank shall belong to the Bank. You hereby assign and agree to assign to the Bank all of its intellectual property rights (including moral rights) in and to any products developed, inventions, written materials, electronic data and other materials and documents created in the course of your employment with the Bank. You shall not retain any rights or interest in any property, materials, products, data or documents created in the course of your employment with the Bank.
Both during and after the termination of your employment with the Bank, you agree to execute without any compensation all such other deeds and documents and do all such acts as may be reasonably required by the Bank for further and better protecting the Bank's rights to all and any property, materials, products, data or documents created by you in the course of your employment with the Bank.
Both during and after the term of your employment with the Bank, you agree not to publish, directly or indirectly, except with the prior written consent of the Bank, any information in relation to any intellectual property, confidential information or trade secrets of the Bank.

19. Data Protection
For the purposes of the data protection by signing of this letter, you consent to the Bank and such other persons and entities designated by the Bank collecting, holding and processing personal data relating to you whether provided to the Bank or otherwise received by the Bank for all purposes, including, but not limited to: administering and maintaining personnel records; paying and reviewing salary and other remuneration and benefits; providing and administering benefits; undertaking performance appraisals and reviews; maintaining sickness and other absence records; taking decisions as to your fitness for work; providing references and information to future employers, and if necessary, governmental and quasi-governmental bodies for social security and other purposes; providing information to future purchasers of the Bank or of the business(es); surveillance where criminal activity is suspected;

monitoring e-mail/internet usage; transferring information about you to a country or territory outside India.

20. Non-Disparagement

At all times while dealing with the customers or prospective customers of the Bank you shall represent yourself as an employee of the Bank, and all agreements entered by you with them shall be for and on behalf of the Bank.

You shall not make any communication or engage in any conduct that is or can be reasonably be construed as disparaging of the Bank or their Officers, Directors, Employees, Agents, Shareholders Strategic business partners, products or services.

21. Remedies

In the event of a breach or a threatened breach the Bank shall in addition to any other remedies provided herein or otherwise available by law have the right and remedy to have covenants specifically enforced by any court having equity jurisdiction.

22. Agreement not to Solicit Employees, Suppliers and Customers

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any supplier of the Bank or any of its affiliates to cease to supply or restrict or vary the terms of supply.

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any customer or client of the Bank or any of its affiliates to cease to procure such products and/ or services.

During the term of your employment and after termination of your employment with the Bank, you will not directly or indirectly solicit, recruit, induce or persuade any of the employees of the Bank or any of its affiliates to leave their employment or take away such employees, or attempt to solicit, induce, recruit, encourage to leave their employment or attempt to take away employees.

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or "anything of value" in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

23. Prohibitions under FCPA and PCA

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or anything of value in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

24. Governing Law and jurisdiction

This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Jaipur (Rajasthan) whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of whatsoever nature.

25. Retirement

The last date of employment for a retiring employee at AU Small Finance Bank has to be the last working day of the month in which the employee completes 60 years of age.

I hereby confirm that I will abide by the Code of Conduct- Prevention of Insider Trading Policy ("Code") of Bank and Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 2015 ("Regulations") and any amendment made therein time to time. Also if I would have access to any unpublished price sensitive information (referred as "UPSI") then I shall be strictly governed by Code of Bank and shall ensure the confidentiality of the UPSI received about AU SMALL FINANCE BANK LIMITED.I further, confirm that said code and Regulations shall be binding on me for a period of six months from the date of relieving.

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

HR-Rec: /18-19/404322

MR. Akshay Vitthal Mungase
Sangamner

Sub -: Offer cum Appointment letter for the post of Field Credit Officer

Dear Akshay,

This is with reference to your application for the above mentioned position. As per our discussions with you; we are pleased to offer you, your appointment as **Field Credit Officer** at our **Sangamner_Jantaraja Road.** Your **Grade** shall be **A1** and HR designation would be **Executive** in **Asset Credit** Department. This offer of appointment is subject to the terms and conditions not limited to below mentioned terms but also include the Annexure(s) attached hereto and/or any form of communication or office orders, circulars, communicated or to be communicated to you:

1. Your basic salary plus allowances in accordance with the Banks rules are in force for the time being, and from time to time shall be as per the enclosed Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.
2. Annexure II lists out the broad terms and conditions of service governing your employment with the Bank. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of,the policies of the Bank as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.
3. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer cum appointment letter within Three days from the date of this letter, this conditional appointment shall become absolute. In case of your failure to fulfil any or all of these terms and conditions within the aforesaid period of Three days from the date of this letter, this offer cum appointment letter shall be automatically revoked and no claim and/or disputes shall be entertained.
4. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The Bank reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.
5. This offer is valid subject to your acknowledgement & acceptance within 72 hours, sharing of resignation-submission copy from current employer within seven days and resignation acceptance copy from current employer within 2 weeks of receiving this offer. Each one of these terms are interrelated and breach of anyone shall be considered as breach of all the terms and conditions, which will lead to revoking of the offer made and all the terms & conditions of this offer to be treated as null and void.

You will **Report** to **Mr. Gunjal Mahendra Shamrao**. You are requested to report at the below mentioned address:

AU SMALL FINANCE BANK LIMITED.
Nucleus Mall, 3rd Floor, Sadhu Vaswani Road,Agarkar Nagar, Pune - 411001

This offer cum appointment is valid subject to your joining on or before **DOJ: October 24, 2019.**
Please sign and return the duplicate of this letter to your recruiter partner in token of acceptance of the offer cum appointment letter. We look forward to work with you at AU SMALL FINANCE BANK LIMITED.

Yours faithfully,
For AU Small Finance Bank Limited

M Sai Sudhanarayana

Authorized Signatory

Annexure I			
AU SMALL FINANCE BANK LIMITED			
SALARY BREAK-UP SHEET			
NAME	Akshay Vitthal Mungase		
HR DESIGNATION	Executive		
FUNCTIONAL DESIGNATION	Field Credit Officer		
GRADE	A1		
DATE OF JOINING	October 24, 2019		
BUSINESS UNIT	Retail Bank		
PRODUCT	Wheels		
DEPARTMENT	Asset Credit		
JOB FAMILY	Field Credit Officer		
LOCATION	Sangamner_Jantaraja Road		
FIXED CTC (A1)			
PARTICULARS		**CTC Amount (Rs)**	
SALARY PAYMENT		**Monthly**	**Annually**
Basic		6,875.00	82,500.00
House Rent Allowance		3,438.00	41,256.00
Education Allowance		200.00	2,400.00
Leave Travel Allowance		573.00	6,876.00
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Statutory Bonus		1,375.00	16,500.00
TOTAL GROSS PAY		13,750.00	165,000.00
RETIRAL BENEFITS			
Employer PF Contribution	Minimum	1,162.00	13,944.00
Gratuity		331.00	3,972.00
FIXED COST TO COMPANY (CTC) A1		15,243.00	182,916.00
JOB SPECIFIC ALLOWANCES (A2)			
Stability Allowance		0.00	0.00
City Compensation Allowance		0.00	0.00
VARIABLE PAY			
*Performance Bonus (Variable)		0.00	0.00
Driver Salary Reimbursement		0.00	0.00
Fix Incentive		0.00	0.00
TOTAL (A2)		**0.00**	**0.00**
TOTAL COST TO COMPANY (TCTC) A1+A2 Minus Other Benefits		**15,243.00**	**182,916.00**
OTHER BENEFITS (A3)			

Group Medicliam (GMC)	480.00	5,760.00
Group Personal Accident Insurance (GPA)	25.00	300.00
Group Term Life Insurance (GTLI)	85.00	1,020.00
TOTAL (A3)	**590.00**	**7,080.00**
TOTAL COST TO COMPANY(TCTC) A1+A2+A3	**15,833.00**	**189,996.00**

BENEFITS DESCRIPTION

Appraisal	You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from date of Joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.
*Performance Bonus	You will be eligible for performance bonus basis your performance and company policy.
Group personal Accident Policy	Covered under GPA policy of sum assured as per Company Policy, effective from the date of endorsement in policy.
Group Term Life Policy	Covered under GTLI policy of sum assured amount by the company, shall effective from the date of endorsement. The one time premium of the same will be recovered from your salary every year depending upon the calculation provided by the insurance company.
Mediclaim Policy	You will be eligible for Mediclaim as per Company mediclaim policy.
Conveyance	Conveyance expense will be reimbursed for official visits as per company policy.
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.
Bond	You will have to sign a 2 Year bond with organization at the time of joining.
Foreign Tour Eligibility	As per applicable programmes run by the company time to time.

NOTE

Professional Tax as per rules shall be deducted

For AU SMALL FINANCE BANK LIMITED

MSai Sivanarayana

Authorized Signatory

Akole Taluka Education Society's Technical Campus Akole, Dist.Ahmednagar

Ivangel Sales & Services Pvt. Ltd.

PRIVATE & CONFIDENTIAL
2 January 2020
To,
Mr. BANDU SANTOSH DONGARE

H. No 386, malwadi Kalas, Vishrantwadi, Pune, Maharashtra-411015

Emp Code: IV16079
Location: Pune

Dear Mr. BANDU SANTOSH DONGARE

Sub: Letter of Appointment

With reference to your application for employment and subsequent interview and discussions you had with us, we have the pleasure to appoint you as **Associates** on deputation for **kotak Mahindra Bank Ltd** on the following Terms & Conditions:

1. **Place of Work**: Initially you will be working at Pune and it is transferable at any point of time. Subsequent. change in location (if any) will be intimated in due course.
2. **Joining Date**: As per our records, your joining date is **19-Dec-19.**
3. **Validity**: This appointment is valid till **31-March-2020**
4. **Salary**: Your monthly and annual CTC inclusive of all allowances and reimbursement will be as follows:

CTC Breakup:

Particulars	Monthly Amount (Rs)	Annual Amount (Rs)
Basic	10650	127800
HRA	2891	34692
Special Allowance	0	0
Bonus	887	10644
Employer PF	1278	15336
Employer ESI	469	5628
CTC	16175	194100

IMPORTANT NOTE:

a) Salary mentioned above will be subject to statutory deduction (like Provident Fund. ESI and P. Tax) as per rates applicable from time to time.

b) All payments will be made by account payee cheque only.

5. **Notice Period:** Notice of termination of employment from either side will be 30 days or salary in lieu of notice.
6. **Office Timings:** You will abide by the rules and regulations of the client for whom you will be deputed.
7. **Office Property and Equipment:** At the time of separation (resignation/termination) you need to submit the following to process your full & final settlement:

(A.)Photo ID card (B).Resignation Letter (C). Company documents/property issued to you

8. **Termination**:

a) In case performance is not satisfactory .

b) In case your services are not required by the client for whom you are deputed due to business reasons.

c) Without notice should you be guilty at any time of neglect, insubordination or breach of any of the terms of your appointment, or commit any fraudulent act.

d) Without notice for absence without prior written permission to us /client for whom you are deputed.

9. **Confidentiality:**

Since the nature of your work requires you to handle confidential information, You will be responsible for maintaining secrecy and confidentiality. You shall not at any time during your term or after its termination, , divulge, directly or indirectly, any knowledge, information or documents whether relating to Client's processes, operations, procedures, transactions, acquired by you in the course of your term concerning the business or affairs of the Client.

Please return the copy of the **Appointment Letter & TRAI Letter** enclosed after affixing your signature atthe appropriate place in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at Ivangel Sales & Services Pvt. Ltd with the acceptance of your first salary from Ivangel Sales & Services Pvt. Ltd will be conclusive proof of your acceptance of terms & conditions.

Best Regards,
Ivangel Sales & Services Pvt. Ltd.

Authorized Signatory

92C, Alipore Road
Beside Durgapur Bridge
Kolkata : 700 027

E-mail : maneesh.mathur@ivangel.in
Web Site : www.ivangel.in
CIN # U51109WB1999PTC089263

T : 033 24487640 / 3083
F : 033 2448 4417

Ivangel Sales & Services Pvt. Ltd.

[illegible]

[illegible]

[illegible]

Mr. SANJOY SANTOSH DONERAM

H. No. 180, [illegible] Kalas, Vishrantwadi, Pune, Maharashtra-411015

Dear Mr. SANJOY SANTOSH DONERAM

Sub: Letter of Appointment

With reference to your application for employment and subsequent interview we had discussions, you had with us, we have the pleasure to inform you as Associate on deputation for Tamil Nadu Electricity Board (TNEB) on the following Terms & Conditions:

1. Place of Work: Initially you will be working at Pune and then Kalakkadu, Tirunelveli along with other [illegible] as may be assigned to you. Your place of work will be mutually decided.
2. Joining Date: As per our records, your joining date is 17-Nov-17.
3. Validity: This appointment is valid till 31-March-2018.
4. Salary: Your monthly and annual CTC (including of all allowances and reimbursements) will be as follows:

[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

[illegible]

a) Salary mentioned above will be paid on a monthly basis [illegible] (Time Keeping Sheet, Pay Slip) [illegible] completing four hours time.

b) All payments will be made by account payee [illegible]

c) Weekly Leave: [illegible] of working days [illegible]

d) Other Benefits: You will abide by the rules and regulations of the client for which you will be deployed.

e) Other Expenses and Reimbursements: At the time of separation (resignation/termination) you need to submit the following to process your full & final settlement:

(A) Proof of ID and (B) Relieving Letter (C) Complete documentation/papers issued to you

5. Termination:

a) In case the [illegible] is not satisfactory

b) In case your services are not required by the client for a long time you are deployed due to business reasons.

c) Without notice should you be guilty of any [illegible] or negligent conduct or breach of any of the terms of your appointment, or commit any criminal act [illegible]

d) Without notice in absence without prior written permission from the client for whom you are deployed.

6. Confidentiality:

During the course of your work requires you to handle confidential information. You will be responsible for maintaining secrecy and confidentiality. You shall not at any time during your term of office disclose, divulge or [illegible] any knowledge, information or documents which relating to Client's processes, operations, documentations supplied to you during the course of your term concerning the business or affairs of the Client.

[illegible]

Please return the copy of the Appointment Letter is TRUE Letter confirmed after affixing your signature with [illegible] in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. In case we do not receive your acknowledgement copy within a period of 15 days from the date of posting, your assignment at Ivangel Sales & Services Pvt. Ltd with be assumed of your flat salary from Ivangel Sales & Services Pvt. Ltd will be terminated by you for your acceptance of terms & conditions.

Yours faithfully,

Ivangel Sales & Services Pvt. Ltd

Authorised Signatory

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Ivangel Sales & Services Pvt. Ltd.

Date: 02-Jan-20

Address proof Certificate

This is to certify that Mr. BANDU SANTOSH DONGARE, Employee Code # **IV16079** has joined our organization on 19-Dec-19 and He is working on deputation with kotak Mahindra Bank Ltd since 19-Dec-19 to till date.

He is working at the below mentioned address:-

KMBL-C/o House no.386, Malwadi, Kalas,
Pune-411015

Yours Sincerely,
For Ivangel Sales & Services Pvt Ltd

Authorised Signatory

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

92C, Alipore Road
Beside Durgapur Bridge
Kolkata : 700 027

E-mail : maneesh.mathur@ivangel.in
Web Site : www.ivangel.in
CIN # U51109WB1999PTC089263

T : 033 24487640 / 3083
F : 033 2448 4417

TeamLease™
Putting India to Work

Date: 19 Aug 2019

Mr SHUBHAM TAJANE
123AT POST

SHEKEIWADI 422601

Employee No: 1687486
Dear Mr SHUBHAM TAJANE

Appointment Letter

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

1. Your contract will commence from 17 Aug 2019 and expire on 16 Aug 2020 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 19 Aug 2019 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2. You hereby agree to be liable for the following terms and conditions:

   i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
   ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
   iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
   iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
   v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
   vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
   vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
   viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
   ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.

3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.

4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.

5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com
Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051

TeamLease™
Putting India to Work

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

9. The salary payout will be made latest by 9th of the following month.

10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

13. The Company reserves the right to conduct background verification through an external agency for which company may share your personal and employment details with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated.

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

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

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

For TEAMLEASE SERVICES LIMITED | Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name: SHUBHAM TAJANE

Doc ID: TL/66B35A88893

TeamLease™
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Salary Annexure

Employee No: 1687486

Particulars	Amounts
Basic	7456
House Rent Allowance	3727
Employer PF Contribution	895
ESIC - Employer	393
Statutory Bonus	888
TotalAmount	13359
Amount In Words(Rs)	Thirteen Thousand Three Hundred Fifty Nine rupees

Net Pay Annexure

EARNINGS	Amounts
Basic	7456
House Rent Allowance	3727
Statutory Bonus	888
Gross Earnings	**12071**
DEDUCTION *	**Amounts**
Employee ESI	91
Employee PF	895
Professional Tax	200
Total Deduction	**1186**
Net Salary	**10885**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

**Employee contribution towards insurance premium would be deducted from monthly salary, if opted for floater policy under the Group Medical Coverage.

Akola Taluka Education Society's Technical Campus Akola, Dist.Ahmednagar

Doc ID: TL/66B35A88893

TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com
Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051

Akole Taluka Education Society's
Technical Campus, Akole
At. Post - Akole, Tal.- Akole, Dist.- Ahmednagar, Pin - 422 601 (MS)
Phone - (02424) 221123, 221124, Fax - (02424) 221245
Email - akole2011@gmail.com Web. - www.akolecollege.com
(Approved by AICTE & Recongnized by Govt. of Mah., Affilated to University of Pune, Pune / MSBTE)

ATES/TC/Admin/51/2019 **Date :- 29/07/2019**

To,
Mrs. Ugale Pratima R
Indira Nagar,
Tal-Sangamner, Dist-A.Nagar
422605

Subject: - **Offer Letter.**

Dear Madam,

In response to your application for the post of **Assistant Professor (MCA)** and subsequent interview conducted on **26th July 2019**, I am pleased to inform you that you have been selected as **Assistant Professor,** Further you are also informed to report Institute within 15 days with your all original documents and testimonials.

Regards,

PRTambe

Dr. Prashant R. Tambe
Director,
DIRECTOR
Akole Taluka Education Society's
Technical Campus, Akole
Tal.Akole, Dist.A'Nagar

Akole Taluka Education Society's Technical Campus Akole, Dist.A'Nagar

Akole Taluka Education Society's Technical Campus Akole, Dist.A'Nagar

DUROFIT DUROFIT TECHNOLOGIES PVT. LTD.

E-mail : info@durofit.in, durofit@durofit.in website : www.durofit.in

Gat No. 280/6, Near UGC Lab, Nanekarwadi, Chakan, Tal. Khed, Dist. Pune 410 501, Maharashtra, INDIA.

TÜV AUSTRIA

OFFER LETTER

Date : 27/07/2019

Dear Candidate Name : **GHULE MOHINI ANNASAHEB**

I am pleased to confirm our offer and your acceptance to join **Durofit Technologies Private Limited Chakan,** in the position of Accountant.

She will start date will be on 1st August 2019...

She will be compensated as follows:

- Monthly base salary in the amount of Rs. 15000/-
- On the first day of the first month following She has ninety (60) day introductory period She will be eligible for benefits as described in your employee handbook, including, but not limited to Medical, Dental, Vision, 401k and life insurance.

To indicate your acceptance of this offer, please sign below and return to me. This letter, along with the (**Durofit Technologies Private Limited** handbook, which you will receive at the start of employment, set forth the terms of your employment with **Durofit Technologies Private Limited**

We know she will find working here to be a rewarding and career enhancing experience.

We are excited about the opportunity to work with she as we create an even stronger company.

Sincerely,

For Durofit Technologies Private Limited

HR Manager

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

युनाइटेड इंडिया इन्स्यूरेन्स कंपनी लिमिटेड

(भारत सरकार का उपक्रम)

UNITED INDIA INSURANCE CO. LTD.

(Government of India Undertaking)

क्षेत्रीय कार्यालय काकडे बिज़ आइकन, यूनिट संख्या २०२-२०७, दूसरी मंजिल, सीटीएस नं २६८७ बी,
भाम्बुर्डा, शिवाजीनगर, पुणे महाराष्ट्र ४११०१६, ०२०.२५५९०००

Regional Office, Kakade Bizz Icon, Unit no 202-207, 2nd Floor, CTS no. 2687 B,
Bhamburda, Shivajinagar, Pune- 411016, 020-25590000.

Website:- www.uiic.co.in.

CIN U93090TN1938GOI000108

Date:27/08/19

To

Mr. AKSHAY ROHIDAS PANSARE
MU PANSARWADI PO TAL AKOLE AKOLA AHMEDNAGAR 422601

Dear Sir / Madam,

Sub: Appointment Letter as Agent - Agency Code NO - UII162900AGN0006134

We refer to your application dated 05/07/2019 for appointment to act as an Insurance Agent. We are pleased to appoint you as an agent of United India Insurance Co. Ltd. with effect from 27/08/2019. You will be governed by the guidelines and regulations issued by the authority Ref:IRDA/AGTS/CIR/GLD/046/03/2015 dated 17.03.2015 and the provisions of the Insurance Act 1938, as amended from time to time. Please quote the Agency Code Number in all correspondence.

We draw your attention to Sec.42 (5) of the Insurance Act 1938, (as amended by Insurance Law Amendment Act 2015. We request you to take note of this and act in a responsible manner while conducting your day to day operations. We further refer to Sec.41 with respect to rebate which is prohibited by the said section. We are *enclosing the Code of Conduct* as prescribed by the authority. In addition, the following shall also be adhered to:

1. You shall not divert the business of our company to any other company.
2. You are advised to adhere to the minimum business guarantee norms fixed by the company, from time to time.
3. Your attention is also drawn to the above mentioned IRDA guidelines regarding *Suspension of Appointment of an Agent* which provide for suspension / revocation of appointment, inter-alia, in the following circumstances:

   Failure to comply with Code of Conduct and directions issued by authority

   Failure to comply with the provisions of Insurance Act 1938 (4 of 1938) and IRDA Act 1999 (41 of 1999).

   Failure to comply with MBG (Minimum Business Guarantee) norms.

a) In major cities Mumbai, Delhi, Kolkata,Pune Hyderabad, Bangalore, & Ahmedabad	Rs.75000 premium & 15 policies per annum
b) In all other centres	Rs.50000 premium & 10 policies per annum

   Failure to produce any information required by insurer or authority.

   Failure to cooperate for inspection conducted by IRDA

   Failure to resolve complaints of policy holders

   Failure to give a satisfactory reply to authority in this regard.

Thanking you,

Akole Taluka Education Society's Technical Campus Akole Dis Ahmednagar

Yours faithfully,

(Designated Official)

United India Insurance Co. Ltd. R.O. Pune

encl Code of Conduct, as per Sec. VIII of IRDA Guidelines

Preview unavailable

Sahyadri Farms
seeding goodness
Sahyadri Farmers Producer Company Ltd.

OFFER LETTER

Date: 19/09/2016

Mr.Vinit Raosaheb Navale
A/P – Maldad
Tal- Sangamner Dist A.Nagar
Subject: - Offer Letter
Reference: - Your application and personal Interview

Dear Vinit,

Congratulations! We are pleased to inform you that subsequent to your application and based on the interviews you had with us, you are selected for the position of "Trainee – Chemist" your location of work on joining will be at Mohadi, considering your qualifications and pedigree till date, your compensation will be **Rs.132280/- (Rupees One Lac Thirty Two Thousand Two Hundred Eighty Only)** per year (a detailed break up will be provided to you along with the appointment letter on your joining our organization). This employment offer is subject to you being found medically fit by our company's empanelled doctors as well as your credentials mentioned in your resume being found authentic via our third party verification agency.

This offer is valid till 22/09/2016 in case we do not hear from you about your acceptance of this employment offer by this date via return email , it shall be presumed that you have declined this employment offer, accordingly this offer letter will be deemed to be withdrawn and cancelled.

We look forward to hearing from you soon to inform you next steps. In case you wish to clarify anything regarding this employment offer, kindly do so before the last date of this offer letter.

For **Sahyadri Farmers Producer Co. Ltd.,**

Authorized Signatory

Sahyadri Farmers Producer Co. Ltd. NASHIK

Survey No. 1102/8, Behind Police Head Quarter, A/P Adgaon, Nashik 422003
Maharashtra, India, Phone: +91-253-2023497
Website : www.sahyadrifarms.com, Email : info@sahyadrifarms.com

Sahyadri Farms
seeding goodness
Sahyadri Farmers Producer Company Ltd.

Appointment Letter

Date: 12/05/2017

Mr. Vinit Raosaheb Navale

Address :- At Post : Maldad, Tal - Sangamner, Dist - A.Nagar-422608

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear **Vinit,**

Welcome to the **Sahyadri Farmers Producer Company Ltd** family!!!
Subsequent to your application and based on your interview/s with us, we are pleased to appoint you as **QA – Chemist** effective 23/03/2017 at **Mohadi** location on the following terms and conditions:

1. **Designation:** You will be designated as **QA – Chemist.**

2. **Probation:** You will be on Probation for six months from 23/03/2017.

3. **Date of Confirmation:**
You will be confirmed in the services of the company post a probation appraisal at the end of the sixth month from the date of your joining. Your confirmation in the services of the company will be subject to your successful performance and good conduct during your probation period.

4. **Role:** Your role, position and/or department may vary from time to time, according to the need of the company, mutually in discussion with you.

5. **Remuneration:**
Your compensation structure in detail is attached with this appointment letter. Kindly speak/ get in touch with HR department in case you need any clarification.

6. **Place of work:**
The location of your employment **upon joining** will be **Mohadi,** however, the company may require you to travel within India or outside India as per exigencies of work or may change the location of your employment, in accordance with the company's business needs either at the existing locations or at any location which may come into existence in future.

7. **Company Policies:**
You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department immediately. Please note that

Survey No. 1102/8, Behind Police Head Quarter, A/P Adgaon, Nashik 422003
Maharashtra, India, Phone: +91-253-2023497
Website : www.sahyadrifarms.com, Email : info@sahyadrifarms.com
CIN U01403MH2010PTC211392

RJIL/58144440/11677124/100619/1600 **Date: 10 Jun 2019**

Sayali Rahane

E401, Dreamland CHS,
Sector 4 , Navi Mumbai,
Sanpada, Maharashtra - 400705

Offer cum Appointment Letter

Dear **Sayali Rahane**,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Graduate Engineer Trainee** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Navi Mumbai.**

However, during employment with the Company , you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **20 Jun 2019**.

02. COMPENSATION:

i.Fixed Pay: INR 3,19,865/-(INR THREE LAKH NINETEEN THOUSAND EIGHT HUNDRED SIXTY FIVE only) per annum

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals : INR 20,147/-(INR TWENTY THOUSAND ONE HUNDRED FORTY SEVEN only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

Reliance Jio Infocomm Limited: CIN U72900GJ2007PLC105869
Registered Office: Office - 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad-380006, Gujarat, India.
Tel no: 079-35600100, www.jio.com

CTC is indicative cost to the company and will include the various components of pay that are being offered by the Company for being chosen by you, as per your requirements and subject to prevailing policy and rules. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1-B. For your reference, in Annexure 1-C,** we have covered each component of compensation in detail.

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

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

Sincerely yours,

Reliance Jio Infocomm Ltd

AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.
I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Reliance Jio Infocomm Limited: CIN U72900GJ2007PLC105869
Registered Office: Office - 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad-380006, Gujarat, India.
Tel no: 079-35600100, www.jio.com

Sayali Rahane

RJIL/58144440/11677124/100619/1600

ANNEXURE 1-A			
Name : Sayali Rahane			
Compensation Break-up			
Components		Amount in INR	
		Monthly	Annually
A] Fixed Pay			
1.	Basic Salary	9,988	1,19,853
2.	Residual Choice Pay	4,659	55,910
3.	Medical Reimbursement	1,250	15,000
4.	Food Coupon	2,750	33,000
5.	Gift Coupon	417	5,000
6.	Leave Travel Allowance	1,665	19,975
Vehicle			
7.	Company Vehicle Scheme	Refer Annex 1B & 1C	
8.	Vehicle Insurance	Refer Annex 1B & 1C	
9.	Fuel & Maintenance	Refer Annex 1B & 1C	
Housing			
10.	House Rent Allowance	3,995	47,941
Insurance			
11.	Group Personal Accident Insurance Premium	48	570
12.	Group Term Life Insurance Premium	46	550
13.	Medical insurance Premium	1,839	22,066
Total - Fixed Pay [A]		26,655	3,19,865

Reliance Jio Infocomm Limited: CIN U72900GJ2007PLC105869

Registered Office: Office - 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad-380006, Gujarat, India.
Tel no: 079-35600100, www.jio.com

Sayali Rahane

RJIL/58144440/11677124/100619/1600

ANNEXURE 1-A			
Name : Sayali Rahane			
Compensation Break-up			
Components		**Amount in INR**	
		Monthly	**Annually**
B] Retirals			
1.	PF - Employer Contribution (12% of Basic Salary)	1,199	14,382
2.	Gratuity / Ex-gratia (4.81% of Basic Salary)	480	5,765
Total - Retirals [B]		**1,679**	**20,147**
C] Bonus			
1.	Bonus (As per Act)	832	9,988
Total Bonus [C]		**832**	**9,988**
Total - Committed Pay [A] + [B] + [C]		**29,167**	**3,50,000**
D] Performance Linked Incentives			
1.	Performance Linked Incentive	0	0
Total - Performance Linked Incentive [D]		**0**	**0**
Total CTC [A] + [B] + [C] + [D]		**29,167**	**3,50,000**

The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

Reliance Jio Infocomm Limited: CIN U72900GJ2007PLC105869

Registered Office: Office - 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad-380006, Gujarat, India.
Tel no: 079-35600100, www.jio.com

Sayali Rahane

RJIL/58144440/11677124/100619/1600

ANNEXURE 1 - B			
Name : Sayali Rahane			
Ref	**Components**	**Details**	**Remarks**
A.1	**Basic Salary**	This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution	**Fully Taxable**
A.2	**Residual Choice Pay**	Balance amount of Fixed Pay, if any, will be paid as 'Residual Choice Pay'	**Fully Taxable**
A.3	**Medical Reimbursement**	Upto INR 15,000 per annum	**Fully Taxable**
A.4	**Food Coupon**	Maximum limit prescribed under this element is INR 33,000/- per annum. (Sodexo or Ticket Restaurant 'Meal Vouchers')	**Tax Free**
A.5	**Gift Coupon**	Maximum limit prescribed under this element is INR 5000/- per annum. (Sodexo / Accor / Reliance Retail Coupons)	**Tax Free**
A.6	**Leave Travel Allowance**	1. Maximum limit prescribed under this element is upto 2 month's basic salary. 2. Maximum 2 times, in a block of 4 years (e.g. 01.01.2018 - 31.12.2021) 3. Can be carried forward one time for next block.	**Tax Exempted**
A.7	**Company Leased Vehicle Scheme (4)**	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. EMI shall be calculated on negotiated interest rates, on monthly reducing balance basis for the period selected as per Policy.	**Tax Exempted [upto the value of EMI]**
A.8	**Company Leased Vehicle Insurance (4)**	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Employees would be required to purchase the insurance directly through the third party provider.	**Tax Exempted**

Sayali Rahane

RJIL/58144440/11677124/100619/1600

ANNEXURE 1 - B			
Name : Sayali Rahane			
Ref	**Components**	**Details**	**Remarks**
A.9	**Fuel and Maintenance Reimbursement**	Limits for Fuel & Maintenance for Own and Lease Plan Vehicles are as under: Four Wheeler - INR 1,80,000 per annum Two Wheeler - INR 24,000 per annum	**Tax Exempted (Taxable perquisite Notional Value)- INR 1800 per month if cubic capacity of engine is less than or equal to 1600 cc)- INR 2400 per month if cubic capacityof engine is more than or equal to 1600 cc)**
A.10	**House Rent Allowance**	1. Mumbai/Kolkata/Delhi/Chennai least of the following : A] Allowance actually received. B] Rent paid in excess of 10% of Basic Salary C] 50% of Basic Salary 2. Any city in India other than the ones mentioned above: Least of the following : A] Allowance actually received B] Rent paid in excess of 10% of Basic Salary C] 40% of Basic Salary	**Tax Exempted**
A.11	**Group Personal Accident Insurance Premium (3)**	Mandatory debit of INR 570 per annum. Sum insured is INR 25 Lacs	-
A.12	**Group Term Life Insurance Premium (3)**	Mandatory Debit of INR 550 per annum Sum insured is INR 10 Lacs.	-

Akole Taluka Education Society's Technical Campus Akole Nagar

HDFC BANK
We understand your world

HDFC Bank Ltd
I Think Techno Campus Building
Alpha Next to Kanjur Marg Railway
Station (East) Kanjur Marg (E)
Mumbai - 400 042

Employee Code : 222672

Personal & Confidential

Date of Joining : July 31, 2019

Name : DESHMUKH SANTOSH ATMARAM

Location : Pune

Dear DESHMUKH SANTOSH ATMARAM ,

Further to the interview & discussion you had with us, we are pleased to offer you as Sales Officer, in HDFC Securities (cost code: 121) at branch (1115), Pune on the following terms and conditions:

BAND	:	SO.	
Basic Salary	:	*7500*	*Rs. /-pm*
HRA	:	*2500*	*Rs. /-pm*
Total	:	*10000*	*Rs. /-pm*

(The above compensation will be payable to you every month in the salary. You may claim income tax exemption as applicable within the parameters of the applicable tax structure)

Provident Fund:

You will be covered under the Bank's Provident Fund Trust. The Bank shall contribute 12% of your base salary towards provident and pension funds in accordance with applicable laws.

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Station (East) Kanjur Marg (E)
Mumbai - 400 042

Annexure - A

Remuneration:

Basic Salary	Total Salary – HRA
HRA	Fixed
Total Salary	Basic Salary + HRA

Incentives:

You will be eligible for monthly Performance Linked Incentive Pay, as per the policy of the Bank.

Benefits:

- 1 Mediclaim cover of Rs.1,00,000/- for self and spouse (Parents and Children not covered).
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and /or, as per Bank policy

I read & understand the Annexure – A.

Signature of Applicant
Name:
Date:

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Station (East) Kanjur Marg (E)
Mumbai - 400 042

The details of your remuneration and benefits are given in Annexure.

1. Probationary Period:

i. You will be on probation for a period of six months or such extended period as may be decided by the Bank based on your performance during the probation period.

ii. On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

2. Notice Period:

i. In case you decide to leave the Bank's services during probation period, you will be required to give fifteen days notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the salary in lieu of the notice period so reduced/waived off. Bank, during your probation, at its discretion can decide to relieve you by giving fifteen days notice or Salary in lieu of notice.

ii. In case you decide to leave the Bank's services after confirmation, you will be required to give thirty days notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay the Bank the salary for the notice period so reduced/waived off. Bank, after confirmation at its discretion can decide to relieve you by giving month's notice or Salary in lieu of notice.

3. Job description:

Your duties and responsibilities will be explained to you on your joining the bank. However, you shall execute and perform all such duties that may be assigned to you by the Bank from time to time and the Bank reserves its right to change these at its discretion.

4. Location & Transfer:

Your initial place of posting will be Pune. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

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Mumbai - 400 042

5. Secrecy:

It is a condition of your employment that you will not, for whatever reason, divulge without an express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your employment with the Bank.

6. Alternative Employment:

During the course of your employment with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

7. Termination of employment:

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination, suppression of facts, falsification of documents or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

8. Conditions Precedent:

a) Bank reserves the right to seek references from your current / previous employer (s), at any stage, subsequent to your acceptance of this offer letter.

b) The self-declaration given by you in respect of your medical fitness is in order.

c) The Bank receiving attested copies of all your degrees and professional qualifications certificates, if any.

d) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing or the results are awaited and basis which you have been interviewed and offered and submission of pass certificate within one month of publication of result.(If applicable)

e) The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

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Station (East) Kanjur Marg (E)
Mumbai - 400 042

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by return copy of this letter, duly signed by you, within two days of receipt. In case no confirmation is received within the above mentioned period the appointment letter shall be deemed to have been withdrawn.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,
For HDFC Bank Limited

Ranga Subramanian
Vertical Head HR - Sales

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Date:

This is a System generated letter hence Signature is embossed on the same.

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

Date : 17/Jan/2019

RAHUL REVANAND ADHAV
AT POST LINGDEVTAL AKOLE
DIST AHAMD NAGER

Dear : RAHUL REVANAND ADHAV

Sub: Offer of appointment as :JR ASST

We are pleased to offer you for the post of in the Company on the following terms and conditions

1. Post offered : JR ASST

2. Place of posting

You are presently posted in the **YERWADA BRANCH PUNE MAHARASTRA** but liable to be transferred to any present or proposed branches of the Company in the same or different capacity.

3. Date of Joining

You are required to report for duty on October
08/01/2019 YERWADA BRANCH PUNE MAHARASTRA. If you require any change in the date of joining, it should be taken up with Human Resource Management Department at the Administrative office well in advance. Your appointment will be effective from the date of your joining duty.

4. Probation/Confirmation

You will be on probation for a period of six months. Based on your performance your services will be confirmed with the company in writing after six months. If your performance is not found to be satisfactory or up to the expected level, your probation period will be extended for a further period of 6 months at the discretion of the Management. During probation period, your services are liable to be terminated without assigning any reason.

Contd .. Page : 2

5. Background Verification

The Company shall conduct a background check of the employee through an authorized agency. If, as a result of this background check, it is found that any false statement has been made in the personal data relating to educational qualifications etc. furnished to the company or have not disclosed a material information resulting in your being offered this position, the Management may take such action as it is deems fit, including termination of your employment with immediate effect.

6. Agreement

At the time of joining, you are required to execute an Agreement with the Company along with a surety accepting the terms and conditions of the offer letter etc.

7. Scale of pay

You are placed in the regular scale of pay of Plus Dearness Allowance as per the cost of living index calculated under the rules of Kerala Shops and Establishment Act, 1960.Other benefits like Provident Fund, PF linked with pension scheme, Gratuity, Medi-claim/ESI, Bonus, Leave encashment, etc commence from date of joining duty. The total salary would be Rs. **10113/-** (Rupees Ten **thousand one hundred tharteen** only) (Basic pay Rs. **7643** + V.D.A. Rs. **2470/-** as per the prevailing rate of Dearness Allowance) per month. The annual increment in basic pay will be awarded at the discretion of Management after appraisal of the performance of the employee.

8. Eligibility for leave

You will be eligible for leave of one day per month during the first year of service in the Company. Once you complete one year of service in Manappuram Finance Limited, you will be eligible for 12 days Casual Leave, 12 days Sick Leave & 12 days Earned Leave.

Contd .. Page : 3

Registered & Corporate Office : (CIN-L65910KL1992PLC006623) IV/470A (old) W638A(New), Manappuram House, Valapad, Thrissur, Kerala - 680 567, India
Tel : 0487 - 3050100, 3050108 Fax : 0487 - 2399298 E mail : mail@manappuram.com Website : www.manappuram.com

9. Voluntary retirement/Resignation

You are required to give a notice of minimum one month, if you wish to resign from the service of the Company. In the event of failure to do so, you will be liable to compensate the Company with an amount equal to the salary and allowance for the actual days of deficiency in such notice. The security deposit will be refunded after the expiry of 12 months from the date of relieving from the service. Any sum due to the Company from the employee. will be deducted from the security deposit. You will not join any of our competitor within 12 months of leaving the organization.

10. Secrecy Clause

You may kindly note that confidentiality in your work in relation to any information of the Company is paramount and shall not be divulged to any third party unless with prior permission from the Management. Incase employee neglects to maintain secrecy and loss/damage is suffered to company ,even after termination of employment, you will be held liable for the same and such disputes will be referred to a sole arbitrator appointed by the company whose decision will be binding on both parties.

11. Loyalty & Ethics

You may serve the company diligently and loyally and devote your best efforts, full time and energy to such services. You will not engage in any other employment during employment with company and warrants that employee is not subjected to any agreement with a prior employer or other party, which would restrict the performance of his duty in this company. All business activities should be conducted in accordance with the directives, policies and instructions of the company, in a professional manner so as to maintain ethics, professional standards, goodwill and reputation of the company.

Contd .. Page : 4

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Tel : 0487 - 3050100, 3050108 Fax : 0487 - 2399298 E mail : mail@manappuram.com Website : www.manappuram.com

12. Security Deposit

You will have to deposit an amount of Rs.25,000/-(Rupees Twenty Five thousand only) towards security deposit. This will be deposited with Nationalized /Scheduled Commercial Bank. You will be eligible for interest at the rate applicable to deposits of the Bank and such security deposit will be refunded after expiry of 12 months from the date of relieving from the service. Any sum due to the Company from you will be deducted from the security deposit.

This Security amount can be paid in lump sum or in 25 equal continuous monthly Installment of Rs1000/- (One Thousand Only) from your Salary.

In case monthly deduction from your salary towards the security deposit of Rs.25,000/ - is not yet completed, then you will have to continue to contribute the balance amount or it will be deducted from your salary until the amount reaches Rs.25,000/-.

13. Restriction from soliciting with company's clients and business relations

During the course of the employment and thereafter employee shall not engage in any position or activity that would involve in soliciting or knowingly communicating with the company's clients, business partner or entity that the employee had business relations with, during the course of his employment.

14. Gratuity

Gratuity will be paid as per the provisions of the Gratuity Act as and when you become eligible for the same.

15. Safe custody of Company Assets

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

Contd .. Page : 5

Registered & Corporate Office : (CIN-L65910KL1992PLC006623) IV/470A (old) W638A(New), Manappuram House, Valapad, Thrissur, Kerala - 680 567, India
Tel : 0487 - 3050100, 3050108 Fax : 0487 - 2399298 E mail : mail@manappuram.com Website : www.manappuram.com

16. Termination

If at any time in our opinion, which is final in this matter you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you. In addition to that, the failure to produce or non-submission of any certificate in proof of educational qualification, experience, police verification certificate, etc call for by the company at the time of joining also cause termination of your service without any notice.

17. Acceptance of Commission/Gratification

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

18. Appointment in good faith

This offer of appointment as JR ASST

is being issued to you on the basis of the information relating to your qualification, experience etc, furnished by you in your application including Bio-data at the time of your interview and subsequent discussion. If it transpires that you have made a false statement or have not disclosed a material fact resulting in your being offered this appointment, the management may take such action as it deems fit in its sole discretion, including termination of your employment.

Contd .. Page : 6

Registered & Corporate Office : (CIN-L65910KL1992PLC006623) IV/470A (old) W638A(New), Manappuram House, Valapad, Thrissur, Kerala - 680 567, India
Tel : 0487 - 3050100, 3050108 Fax : 0487 - 2399298 E mail : mail@manappuram.com Website : www.manappuram.com

19. Dress code

You will comply with the prevailing dress code applicable to employees, while in service with the Company.

20. Documents to be Produced

a) Copies of your certificates, testimonials, proof of age, Mark sheets. Qualification, experience etc duly attested by a Gazetted Officer.

b) Four Recent Passport size photographs.

c) Physical Fitness Certificate from a Medical Officer not below the rank of an Asst. Surgeon.

d) Relieving letter from your present employer, if applicable.

e) Stamp paper worth Rs.200/-

f) Police Verification Certificate from the nearest police station.

g) Copy of Adhar card/ National Population Register (NPR) and Copy of PAN card.

h) Bank account details with IFSC code.

Please sign and return the duplicate copy of this appointment letter to us as a token of your acceptance of the terms and conditions mentioned therein.

We welcome you to Manappuram family and look forward to a long and mutually beneficial relationship.

With best wishes,

For Manappuram Finance Limited.

Akole Taluka Education Society's Technical Campus Akole, Dist. Ahmednagar

Registered & Corporate Office : (CIN-L65910KL1992PLC006623) IV/470A (old) W638A(New), Manappuram House, Valapad, Thrissur, Kerala - 680 567, India
Tel : 0487 - 3050100, 3050108 Fax : 0487 - 2399298 E mail : mail@manappuram.com Website : www.manappuram.com

Datametica Solutions Pvt. Ltd.
502, 5th Floor, Zero1ne, Mundhwa,
Koregaon Park Extension, Pune - 411036, INDIA
Phone: +91 20 6644 6300
www.datametica.com

datametica

Ref: DM/HR/2019-20/1141
Date: 9th January 2020.

CONFIDENTIAL

Akshay Deshmukh,

SUB: Offer Letter

Dear Akshay,

With reference to your application and interviews, we are pleased to offer you position of Associate Engineer at DataMetica Solutions Private Limited. Your compensation on a cost to the company (CTC) basis will be Rs.3,50,000/- (Three Lakhs Fifty Thousand Only) per annum and will be payable as per details mentioned in your Appointment Letter.

All applicable taxes, including taxes levied on the remuneration, benefits / perquisites payable to the you provided by the Company, statutory contributions made by the company on your behalf shall be entirely borne and paid by you.

After six months and subject to successful completion of probation, you would be placed as confirmed employee with an annual compensation of Rs.4,20,000/- (Rupees Four Lakhs Twenty thousand per annum). A detailed letter of appointment containing other terms and conditions will be issued to you on joining. On joining, you will be governed by company's policies and procedures from time to time.

We would be grateful if you please return the duplicate copy of this letter, duly signed by you as token of your acceptance of the above terms and conditions and indicate your date of joining which should not be later than 13th January 2020.

We welcome you to the family and wish you a prosperous stint with us.

Yours truly,
For **DataMetica Solutions Private Limited**
For DataMetica Solutions Pvt. Ltd.
Director

Authorized Signatory
I accept the above terms and conditions
Signature:
Date:

Datametica Solutions Pvt. Ltd.
502, 5th Floor, Zero1ne, Mundhwa,
Koregaon Park Extension, Pune - 411036, INDIA
Phone: +91 20 6644 6300
www.datametica.com

datametica

Annexure – I

Compensation Structure		
Name : Akshay Deshmukh		
Particulars	**Amount per month (In Rs.)**	**Amount per annum (In Rs.)**
(A) Cash Components		
Basic Salary	21,500	258,000
Total of Cash Components	**21,500**	**258,000**
(B) Allowances		
House Rent Allowance	1,075	12,900
Conveyance Allowance	-	-
Medical Reimbursement	-	-
Telephone expenses Reimbursement	-	-
Leave Travel Assistance	-	-
Research Allowance	-	-
Book & Periodicals Reimbursement	-	-
Children Education Allowance	-	-
Children Hostel Allowance	-	-
Special Personal Allowance	958	11,490
Total In-Hand Salary	**23,533**	**282,390**
(C) Mandatory Debits		
Group Personal Accident Insurance	167	2,000
Group Mediclaim Insurnace	833	10,000
Employee's Contribution to PF	1,800	21,600
Total of Mandatory Debits	**2,800**	**33,600**
(D) Retiral and Other Benefits		
Company Contribution to EPF	1,800	21,600
Gratuity	1,034	12,410
Total of Retiral and Other Benefits	2,834	**34,010**
Net/Fixed Salary	**29,167**	**350,000**
Committed Bonus /Performance Linked Variable Incentive (as applicable)		-
Total Cost to Company		**350,000**
Please Note:-		
*Your compensation will be subject to statutory deductions, as applicable.		
*Committed Bonus or Performance Linked Variable Incentive will be disbursed as per the policy		
*Gratuity amount will be payable as per Payment of Gratuity Act		

Akole Taluka Education Society's
Technical Campus, Akole
At./Post. Tal. Akole, Dist. Ahmednagar – 422 601
Tel. 02424 221123/ 24, Web. www.atestc.com, email- akole2011@gmail.com,
Approved by AICTE, New Delhi, Recognized by DTE, Govt. of Maharashtra and affiliated to Savitribai Phule Pune University, Pune

DATE: 04/03/2021

NOTICE

All Students of MBA I/II year are hereby to inform that, there is Recruitment drive in Innovative retail concept Pvt. Ltd., Pune **(Big Basket).** Submit Your Resume on or before 5th March 2021 through E-mail to tpo.atestc@gmail.com for any queries contact to Prof. Tamboli A.S. or Prof. Malavadkar P.S.

Asst. TPO

TPO

Director

DIRECTOR
Akole Taluka Education Society's
Technical Campus, Akole
Tal Akole. Dist.A'Nagar

Akole Taluka Education Society's Technical Campus Akole, Dist.A.Nagar

Akole Taluka Education Society's
Technical Campus, Akole
At./Post. Tal. Akole, Dist. Ahmednagar – 422 601
Tel. 02424 221123/ 24, Web. www.atestc.com, email- akole2011@gmail.com,
Approved by AICTE, New Delhi, Recognized by DTE, Govt. of Maharashtra and affiliated to Savitribai Phule Pune University, Pune

DATE: 04/03/2021

NOTICE

All Students of MBA I/II year are hereby to inform that, there is Recruitment drive in Innovative retail concept Pvt. Ltd., Pune **(Big Basket).** Submit Your Resume on or before 5th March 2021 through E-mail to tpo.atestc@gmail.com for any queries contact to Prof. Tamboli A.S. or Prof. Malavadkar P.S.

Asst. TPO

TPO

Director

DIRECTOR
Akole Taluka Education Society's
Technical Campus, Akole
Tal Akole. Dist.A'Nagar

Akole Taluka Education Society's Technical Campus Akole, Dist.A'Nagar

DIRECTOR
Alok Tulu Education Society's
Technical Campus, Akole
Tal Akole, Dist. Ahmednagar

Date: 8/5/2019

Off Campus Recruitment 2019

Innovative Retail Concepts Pvt. Ltd., (Big Basket)

Innovative Retail Concepts Pvt. Ltd., Pune (Big Basket) conducted employee referral drive for MBA- 2019 batch (Specialization - Marketing). Four Students of ATES's Technical Campus, Akole appeared for the process. Big Basket conducted Application test and Personal interview. Two students got selected in this drive with highest pay package of 3.26 Lpa.

1. UPASANI SHUBHAM SANJAY

2. NARAD PRASHANT BHAGCHAND

Mr Shubham Sanjay Upasani, **May 6th, 2019**

Pune

LETTER OF OFFER

Dear Shubham,

Congratulations!!

We are pleased to offer you an Employment with **Innovative Retail Concepts Pvt. Ltd.,** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **"Business Development Executive" Grade 6B** and will be based at our **Pune** Locatior
2. Your date of joining will be on or before **13th May, 2019**.
3. You will be entitled to receive compensation of (CTC) **Rs. 3,26,280 PA.**
4. Your fixed salary will be **Rs 2,66,280 PA** (Breakup as per Annexure A) and on-target variable pay will be **Rs. 60,000 PA** (to be paid quarterly). The terms and conditions of your variable pay will be guided by the Variable Pay Policy of the Company.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You need to submit the following documents on your joining date:
   a) Two copies of Date of Birth proof (passport / birth certificate / S.S.C certificate).
   b) Copy of Academic Certificates (all from 10th to Highest).
   c) Copy of Resignation Letter with acknowledgement.
   d) Copy of Relieving letter from previous employer.
   e) Proof of compensation last drawn (3 Months salary slips - Original).
   f) Four passport size colour photographs (Recent).
   g) Copy of PAN card (Mandatory).
   h) Copy of AADHAR Card (front & back) with Date of Birth in DD/MM/YYYY format (Mandatory).
   i) Personal bank account Passbook copy or Cancelled cheque (with name printed on cheque).

   DO NOT PROVIDE COLOUR PHOTOCOPY OF ANY DOCUMENT. CARRY ALL THE ORIGINAL DOCUEMNTS FOR VERIFICATION.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Innovative Retail Concepts Pvt. Ltd.,

Vaibhav Shinde
Ast Manager - HR

Annexure – A

Name: Shubham Sanjay Upasani.

Designation: Business Development Executive

Annual Salary Components	
Components	Per Annum
Basic + DA	118,848
HRA	59,424
Conveyance	24,000
Statutory Bonus	9,912
FCA	4,200
Skill Allowance	24,000
Monthly Fixed Incentive	6,000
Other Allowance	5,628
Gross Compensation	**252,012**
Employer's PF	14,268
Employer's ESI	-
Total CTC	**266,280**

Monthly Break Up	
Earnings	Amount
Basic + DA	9,904
HRA	4,952
Conveyance	2,000
Statutory Bonus	826
FCA	350
Skill Allowance	2,000
Monthly Fixed Incentive	500
Other Allowance	469
Gross Compensation including ESI	**21,001**
Employer's PF	1,189
Employer's ESI	-
Total CTC	**22,190**

Monthly Deductions	
Components	Amount
Employee PF	1,189
Employee ESI	
Professional Tax	As per State L
LWF	As per State L
Income Tax	As per Income Tax L
Total Deductions	**1,189**
Net Pay (Excluding PT, IT & LWF)	19,812

Please Note: Professional Tax deduction is applicable as per state's statutory law. Labour Welfare Fund deduction is applicable as per state's statutory laws.

ESIC deduction will be applicable as per statutory law (If applicable), IT deduction is applicable at actuals (If applicable)

INNOVATIVE RETAIL CONCEPT PRIVATELIMITED

Mr Narad Prashant Bhagchand, **May6th,2019**

Pune

LETTER OF OFFER

Dear

Narad,Congratulations

!!

We are pleased to offer you an Employment with **Innovative Retail Concepts Pvt. Ltd.,** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are asunder:

1. Youwillbedesignatedas"**BusinessDevelopmentExecutive"Grade6B**andwillbebasedatour**Pune**Location
2. Your date of joining will be on or before **13th May,2019**.
3. Youwillbeentitledtoreceivecompensationof(CTC)**Rs.3,26,280PA.**
4. Your fixed salary will be **Rs 2,66,280 PA** (Breakup as per Annexure A) and on-target variable pay will be **Rs. 60,000 PA** (to be paid quarterly). The terms and conditions of your variable pay will be guided by the Variable Pay Policy of theCompany.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on yourjoining.
6. You need to submit the following documents on your joining date:
   a) Two copies of Date of Birth proof (passport / birth certificate / S.S.C certificate).
   b) Copy of Academic Certificates (all from 10th to Highest).
   c) Copy of Resignation Letter with acknowledgement.
   d) Copy of Relieving letter from previous employer.
   e) Proof of compensation last drawn (3 Months salary slips - Original).
   f) Four passport size colour photographs (Recent).
   g) Copy of PAN card (Mandatory).
   h) Copy of AADHAR Card (front & back) with Date of Birth in DD/MM/YYYY format (Mandatory).
   i) Personal bank account Passbook copy or Cancelled cheque (with name printed on cheque).

   DO NOT PROVIDE COLOUR PHOTOCOPY OF ANY DOCUMENT. CARRY ALL THE ORIGINAL DOCUEMNTS FOR VERIFICATION.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Innovative Retail Concepts Pvt. Ltd.,

Vaibhav Shinde
Ast Manager - HR