



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Suthar Kishan Babulal**

**Subject: Offer Letter**

**Dear Kishan ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Saurab Pramod Bansode**

**Subject: Offer Letter**

**Dear Saurab ,**

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### The following terms and conditions:

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5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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Dated:

**SIGN:-**

**(Name:-**



Office 201, 2nd Floor above McDonald's Wall,  
Street 24, Near Cipla Foundation,  
Warje, Pune, Maharashtra 411058

[www.amplesoftech.com](http://www.amplesoftech.com)

05 April 2021

Dear Ganpati Khot,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion. **Your joining date will be on or before 10<sup>th</sup> May 2021.**

Your total Fixed compensation **Cost to the Company will be Rs. 2,00,000/- Per Annum** (Two Lakhs Only) subject to statutory deduction.

If you wish to resign while on or after probation period you have to serve notice period of 30days with **Ample SofTech Systems** or else Full & Final settlement will not be done.

On the day of joining, you are requested to bring all the documents in original and photocopies as listed below, the original certificate shall however to be returned to you on the same day.

- 2 Passport Size Photographs
- Aadhar Card
- Pan Card
- Academic Qualification Certificate
- Bank Account Details

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

**Ample SofTech Systems**



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05 April 2021

Dear Yash Rohidas Khonde,

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Dear Priyanka Shivaji Etane,

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Dear Pradnyesh Ashok Chavan,

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05 April 2021

Dear Aparna Pramod Salunke,

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05 April 2021

Dear Neha Dattatraya Bhalerao,

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05 April 2021

Dear Ganesh Dhavale,

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05 April 2021

Dear Ashwini Prabhakar Jachak,

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05 April 2021

Dear Shital Sanjay Patil,

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# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Shubham Vijay Bankar**

**Subject: Offer Letter**

**Dear Shubham ,**

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**MS. Kaveri Bhausahab Nagade**

**Subject: Offer Letter**

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**MR. Shubham Jairam Chillal**

**Subject: Offer Letter**

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We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Govind Gawas

Subject: Offer Letter

Dear Govind ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Suraj Ananda Manjare**

**Subject: Offer Letter**

**Dear Suraj ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

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1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Dnyaneshwar Laxman Dhokane**

**Subject: Offer Letter**

**Dear Dnyaneshwar,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
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O S - GBE / GBT					
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8 HR DUTY	442	11500	12376	14144	14586
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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)



7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Sonawane Suraj Dattatray**

**Subject: Offer Letter**

**Dear Suraj ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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O S - GBE / GBT					
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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MS. Sayli Kiran Bharambe**

**Subject: Offer Letter**

**Dear Sayli ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Omkar Bhanudas Bhalekar**

**Subject: Offer Letter**

**Dear Omkar ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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3. Passport sized 5 colored photographs (Colored)
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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Harshad Raju Pawar**

**Subject: Offer Letter**

**Dear Harshad ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

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<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Abhishek Dhananjay Giri**

**Subject: Offer Letter**

**Dear Abhishek ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

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2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Kamble Maruti Vinayak**

**Subject: Offer Letter**

**Dear Maruti ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Deepak Dilip Dhokane**

**Subject: Offer Letter**

**Dear Deepak ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Swapnil Dagde

Subject: Offer Letter

Dear Swapnil ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

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4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Govind Kulkarni

Subject: Offer Letter

Dear Govind ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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O S - GBE / GBT					
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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

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7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Kalpesh Suresh Khadgar

Subject: Offer Letter

Dear Kalpesh ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Satish Vishwanath Pawar**

**Subject: Offer Letter**

**Dear Satish ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Vaibhav Chandrakant Kumbhar**

**Subject: Offer Letter**

**Dear Vaibhav ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MS. Snehal Satish Pawar**

**Subject: Offer Letter**

**Dear Snehal ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Akshay Bagad

Subject: Offer Letter

Dear Akshay ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

MISS. Wakchaure Shubhada Sunil

Subject: Offer Letter

Dear Shubhada ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# KOLBRO GROUP

215, Satyam Apartment, Wardha Road, Dhantoli, Nagpur-440012  
Web: [www.kolbrogroup.com](http://www.kolbrogroup.com) | Email: [kolbro.group@gmail.com](mailto:kolbro.group@gmail.com)

## Offer Letter

**Date: 15/02/2021**

Dear Satyajeet,

We are pleased to confirm that you have been selected to work for Kolbro Group. We are delighted to make you the following job offer.

The position we are offering you is that of **Site Engineer** with an annual cost to company of Rs. 3,00,000/-. Accommodation, food, and travel expenses will be provided as part of the employment package.

As per our discussion, we would like you to start work on 01/03/2021. Please report to Shailesh Rathod for documentation and orientation at Ulhasnagar office. If this date is not acceptable, please contact us immediately.

If you have any Questions or require further clarification, please feel free to contact Rohit Kulkarni at [rohikul78@gmail.com](mailto:rohikul78@gmail.com).

We are confident you will be able to make a significant contribution to the success of Kolbro Group. We look forward welcoming you on board.

**Anish Sunny**







## Letter of Intent

April 19, 2021

**Sangita Rajendra Khaire**

**Siddhant College of Engineering, Pune**

**Dear Sangita Rajendra Khaire,**

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

**Yours faithfully,**

**For HEXAWARE TECHNOLOGIES LIMITED**

**Monica Mathur**

**Vice President, Recruitment-India & APAC**



**HEXAWARE TECHNOLOGIES LTD.**

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500  
(CIN) : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Pankaj Dhormare

Subject: Offer Letter

Dear Pankaj ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Ganesh Modake**

**Subject: Offer Letter**

**Dear Ganesh ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Sandeep Yadav**

**Subject: Offer Letter**

**Dear Sandeep ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Sourabh Khatal**

**Subject: Offer Letter**

**Dear Sourabh ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
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3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
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9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)



7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**

HRD/InfosysBPM/1001997423

16-November-2021

Mr. Romy Francis Parkhe

N1 305, River residency  
Chikali, Jadhavwadi  
PUNE

**STRICTLY PRIVATE & CONFIDENTIAL**

Dear Romy Francis Parkhe,

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

- |                           |                                |
|---------------------------|--------------------------------|
| a) Role                   | : Process Specialist           |
| b) Role designation       | : Technical Process Specialist |
| c) Job Level              | : 3A                           |
| d) Date of Joining        | : 28-November-2021             |
| e) Location of Posting    | : Bangalore                    |
| f) Gross Salary per month | : Rs. 45833/-                  |

The details of your salary are in Appendix 1

You will devote the whole of your time and attention to the business of the Organization 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 Organization in all matters and will observe the utmost good faith towards the Organization and keep secret all information, which you may obtain with regard to the business and affairs of the Organization.

**Details of CTC:**

**A. Fixed Components**

- |                              |             |
|------------------------------|-------------|
| i) Basic Salary              | : Rs. 14646 |
| ii) Fixed Dearness Allowance | : Rs. 1100  |
| iii) Basket of Allowances*   | : Rs. 21999 |

\* This basket is to be used towards HRA, LTA, Medical, Children's Education and Conveyance. You may want to split the basket as per your tax plans.

**B. Statutory Components**

- |                                 |            |                               |
|---------------------------------|------------|-------------------------------|
| i) Company's contribution to PF | : Rs. 1890 | <i>12% of (Basic + FDA)</i>   |
| ii) Gratuity                    | : Rs. 757  | <i>4.81% of (Basic + FDA)</i> |
| iii) Bonus                      | : Rs. 3149 |                               |

**C. Variable Pay (at 100% payout) : Rs. 2292**

Variable Pay is not a guaranteed part of your compensation and will be paid based on individual and Company performance measures as decided by the company.

## 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.

- 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.
- 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 2.

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

## 2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2<sup>nd</sup> 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, company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 <sup>th</sup> standard marks card*	Mandatory
2	12 <sup>th</sup> 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 numbers (mandatory)
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate(if applicable)	Mandatory
8	NSR registration number or ITPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license/Passport/PAN Card/Voter's ID	Mandatory
12	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 who fail to submit the passport within three months from the date of joining.

\*\*\* 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.



#### 4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

#### 5. National Skills Registry

The Organization has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Organization. You will also have to produce the proof of registration when you join the organization. Failure to produce the proof of registration as acceptable to the organization on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit [www.nationalskillsregistry.com](http://www.nationalskillsregistry.com).

#### 6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

#### 7. Transfer/Secondment

Please refer to the 1<sup>st</sup> page of this Letter of Offer for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or a affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

#### 8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of probation. The period of probation can be extended for a further period at the sole discretion of the Company. Please note that as per the Company's policies, all confirmations take place only on the 1<sup>st</sup> working day of a month. If the date of joining of an employee falls between the 1<sup>st</sup> and 15<sup>th</sup> day (both days inclusive) of a month, then the employee would be confirmed effective 1<sup>st</sup> day of the 7<sup>th</sup> month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16<sup>th</sup> and the last day (both days inclusive) of a month, then the employee would be confirmed on 1<sup>st</sup> day of the 8<sup>th</sup> month subject to fulfillment of all criteria related to confirmation.



During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you **30 calendar days' prior notice or basic and dearness allowance and basket of allowances** in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

#### **9. Notice Period**

As an employee of the Organization, you will be required to give either (a) 60 calendar days' notice or (b) two month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Organization's discretion. Similarly, the Organization can terminate your services by giving 60 calendar days' notice or salary in lieu thereof, at the Organization's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Organization, the Organization can terminate your services by giving you up to 60 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

#### **10. Training Period and Process**

Upon joining the Organization, you may be required to undergo training programs for a minimum period of four (4) weeks. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete a training program, the Organization is free to take suitable action as it deems fit which can include termination of your employment.

#### **11. Organizational Rules**

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

#### **12. Personal taxation**

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Organization does not accept any responsibility for its accuracy.

#### **13. Termination of employment**

Your services with the Organization may be terminated by either party upon giving a written notice of 60 calendar days or salary in lieu of such notice.

The Organization may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days notice in writing of its intention to do so. Further the Organization reserves the right to terminate the service for your failure to pass the Organization training norms on internal training on soft skill and process.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Organization's service rules which is detrimental to the business or interests of the Organization.

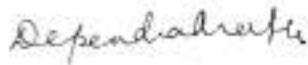
#### 14. Other Terms & Conditions

- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other organization/entity engaged in any form of business activity without the consent of the Organization. The consent may be given subject to any terms and conditions that the Organization may think fit and may be withdrawn at any time at the sole discretion of the Organization.
- All or any of the privilege and benefits extended can be altered or withdrawn by the Organization at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the organization as applicable to your category of employees, which may change from time to time.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur  
Senior Vice President & Head Human Resource Development – BPM  
Infosys BPM Ltd.  
Building 48, 4th Floor,  
Section 1,  
Electronic City, Hosur Road,  
Bangalore - 560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come. Yours  
sincerely,



**Dependra Mathur**  
Senior Vice President & Head Human Resource Development – BPM

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your name                      Location

**Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Organization. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Letter of Offer shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.**



**APPENDIX-1**

<b>COMPENSATION DETAILS</b>	
<b>Name</b>	<b>Romy Francis Parkhe</b>
<b>Role Designation</b>	<b>Technical Process Specialist</b>
<b>Job Level</b>	<b>3A</b>
<b>Date of Joining</b>	<b>28-November-2021</b>
<b>Location of Posting</b>	<b>Bangalore</b>
<b>Fixed Components</b>	<b>Amount in INR per month</b>
Basic	14646
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	21999
<b>Sub Total 1</b>	<b>37745</b>
<b>Statutory Components</b>	
Company Contribution to Provident Fund	1890
Gratuity	757
Bonus	3149
<b>Sub Total 2</b>	<b>5796</b>
<b>Variable Components</b>	
Variable Pay**	2292
<b>Sub Total 3</b>	<b>2292</b>
<b>Gross Salary per month - Sub Total 1+2+3</b>	<b>45833</b>
<b>Total Annual CTC</b>	<b>549996</b>

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause I of this letter

<b>Voice Allowance</b> (paid monthly on allocation to a voice process)	Rs 2500
<b>Shift Allowance</b> (paid monthly if you are working in night shift)	As applicable

\* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

\*\* Variable Pay (VP) is based on individual employee performance and level. This is not a guaranteed part of compensation and will be based on company policy.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

<b>Offered by:</b> Date: 16-November-2021  Sign your name <u>Hemlata</u> Print your name 9008491      HRD  Emp No      Dept. Name	<b>Candidate:</b> Date: _____, 20____  Sign your name <u>Romy Francis Parkhe</u> Print your name	SAP data provided by: Date: _____, 20____  Sign your name: <u>_____</u> Print your name: _____  Emp No      Dept. Name	SAP data received by: Date: _____, 20____  Sign your name: <u>_____</u> Print your name: _____  Emp No      Dept. Name
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APPENDIX-2

Shift Definition			
In Time	Total Hours	Out Time	Shift
<b>Shift 2 - From 2:30 PM to 5:29 PM</b>			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
<b>Shift 3 - From 5:30 PM - 2:29 AM</b>			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
<b>Shift 4 - From 2:30 AM - 5:30 AM</b>			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
<b>Shift 1 - After 5:31 AM (anytime swipe after 5:31)</b>			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
<b>Shift 1-After 12:30 PM- 2:30 PM</b>			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
<b>Shift 0-After 6:30 AM (any time after 6:30 AM)</b>			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

**Shift Allowance Payout Scenarios**

(Optional: Shift Allowance cycle is from 1<sup>st</sup> - 30<sup>th</sup>/31<sup>st</sup> of the previous month)

**Shift 0:**

Refer appendix above for timings, this shift is not eligible for any allowance.

**Shift 1:**

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

**Shift 2:**

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

**Shift 3:**

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

**Shift 4:**

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month.



APPENDIX 3

ADDENDUM TO EMPLOYMENT LETTER

I, \_\_\_\_\_ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number \_\_\_\_\_ effective from \_\_\_\_\_. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly/majority owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place: \_\_\_\_\_ Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_ Employee Name: \_\_\_\_\_

Employee Number: \_\_\_\_\_

Acknowledged by Infosys BPM Limited:

#### APPENDIX-4

##### Deductions\*

Deduction	Description	Month of Deduction	Approximate Amount
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13 <sup>th</sup> /14 <sup>th</sup> month from joining	Up to Rs. 133/day*
Transport* (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 400* -Rs. 2,500*

\*The amounts mentioned above are indicative and may vary based on location of posting.

\*The above amounts are subject to change.

● The first deduction mentioned above will be made in the 13<sup>th</sup>/14<sup>th</sup> month from joining. In case you leave the company before that, this amount will be deducted from your Full & Final Settlement.

## COPYRIGHT NOTICE

This Quality System is the property of Infosys BPM Limited. All ideas and information contained within the Quality System is the intellectual property of Infosys BPM Limited. These documents are not for general distribution and are meant for use only by the person/persons they are specifically issued to. These documents shall not be loaned or given to anyone outside Infosys BPM, including its customers. Copying or unauthorized distribution of these documents, in any form or means including electronic, mechanical, photocopying or otherwise is illegal.

### Revision History

Ver. Rev	Date	Author	Approved By	Description
2.1	June'17	Vasantha	Dependra Mathur	Deleted clause specifying BGV and NSR cost to be deducted from employee
2.2	December'17	Sakshi	Dependra Mathur	Added Aadhar as mandatory document to be shared on the date of joining and changed Infosys BPO to Infosys BPM
2.3	March'18	Sakshi	Dependra Mathur	Clause for working in shifts rephrased
2.4	April'19	Anju Mathew	Dependra Mathur	Addition of offer validity clause
2.5	December'19	Anju Mathew	Dependra Mathur	Deleted clause Specifying the Medical fitness clause and employee fitness report.  Added new shift allowance details
3.0	March'21	Sushil	Mahua Chakraborty	Replaced Raghavendra K signature and Role Designation by Dependra Mathur signature and role designation
3.1	June'21	Sushil	Mahua Chakraborty	Updated Dependra Mathur Role Designation.



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Gaurav Bandpatte**

**Subject: Offer Letter**

**Dear Gaurav ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Prasad Doke

Subject: Offer Letter

Dear Prasad,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Ashish Waghumbare**

**Subject: Offer Letter**

**Dear Ashish ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Rahul Wagh

Subject: Offer Letter

Dear Rahul ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



Office 201, 2nd Floor above McDonald's Wall,  
Street 24, Near Cipla Foundation,  
Warje, Pune, Maharashtra 411058

[www.amplesoftech.com](http://www.amplesoftech.com)

05 April 2021

Dear Snehal Lokhande,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion. **Your joining date will be on or before 10<sup>th</sup> May 2021.**

Your total Fixed compensation **Cost to the Company will be Rs. 2,00,000/- Per Annum** (Two Lakhs Only) subject to statutory deduction.

If you wish to resign while on or after probation period you have to serve notice period of 30days with **Ample SofTech Systems** or else Full & Final settlement will not be done.

On the day of joining, you are requested to bring all the documents in original and photocopies as listed below, the original certificate shall however to be returned to you on the same day.

- 2 Passport Size Photographs
- Aadhar Card
- Pan Card
- Academic Qualification Certificate
- Bank Account Details

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

**Ample SofTech Systems**





HR/AL/2020

020 3915 7139

extern.vaibhav.kishor.kshirsagar@volkswagen.co.in

August 02, 2020

Your Reference  
Your Letter from  
Our Reference  
Lastname  
Fax  
E-Mail  
Date

To,  
Mr Rushikesh  
Pune

**Sub: Appointment Letter**

Dear Rushikesh,

We are pleased to inform you that you are hereby offered employment in Volkswagen IT Services India Pvt. Ltd. (VWITS), herein after referred to as "Company" and required to join on or before **August 05, 2020**. This offer is based on your application for employment, and our subsequent discussions and interview. You will be employed by the Company on grade **10** as **Software Engineer Trainee** in the **VWITS** based out of **Special Economic Zone ("SEZ") unit at Pune** on the following terms and conditions:

Offer and Compensation Package: Your total annual remuneration (Cost to Company) will be INR. 382632 (INR Three Lakh Eighty Two Thousand Six Hundred and Thirty Two). The detailed breakup of your remuneration is enclosed in Annexure 'I'. All other allowances shall be as per statutory provisions and as per Company rules/policies as applicable. Your salary has been fixed so as to include any overtime work if any. Your employment will be governed by the policies, rules and guidelines of the Company as applicable to you from time to time; however your attention is particularly drawn to the following points:

**Duties:** You shall perform all tasks and duties as assigned to you by your superiors. You shall also undertake to do all duties and tasks including the work ancillary and incidental to your duties.

**Place of work:** This offer of employment is specific for 'Volkswagen IT Services India Pvt. Ltd.', which is being setup in a Special Economic Zone ("SEZ") Unit at Pune. On acceptance of this Appointment letter, you shall agree to follow the rules and regulations pertaining to the SEZ unit and all legal compliances

Volkswagen  
IT Services India Pvt. Ltd.

Embassy Techzone,  
9<sup>th</sup> Floor, L3 Congo Building,  
Rajiv Gandhi Infotech Park,  
Hinjewadi - Phase II,  
Pune - 411057,  
Maharashtra, India

Phone: +91-20-3915 7000  
www.vwits.in

CIN: U72900PN2015FTC155340





as applicable, in relation to the SEZ, which shall be duly communicated to you from time to time.

You undertake to devote your time and attention exclusively to the activities and assignments entrusted to you by your superiors pertaining to the SEZ unit. Under no circumstances you shall directly or indirectly engage in any activity or employment which is outside the SEZ unit unrelated to the business of the company. However, you shall be permitted to participate in training programmes for development of your skills and knowledge even though such programmes are conducted outside the SEZ notified area

**Improvements:** You understand the unique nature of the industry and the market conditions in which the Company is operating. Continuous upgradation of the product(s) and the processes, product designs, services provided etc. are being undertaken continuously and you shall participate and co-operate to implement and abide by such changes as incorporated by the Company from time to time.

**Improvements and intellectual property rights:** All employees who, during the period of their employment with the Company shall make any invention, improvement or technical modification ("improvement") relating to the products or the manufacturing process produced or used within the Company, shall immediately send a written report with their proposal to the Company, enclosing all relevant documentation. The Company shall inform the employee within 3 months whether it will accept the improvement he proposed or not. In case the Company should not accept the respective improvement, the employee shall be entitled to offer such improvement to a third person subject to prior approval by the Company in writing. The Company shall obtain the exclusive and unlimited right to make use of all works that may be subject to copyright law and are the result of any activities carried out within the framework of employment by the Company, including but not limited to improvements which are the result of planning, engineering, technical development and the use of computer programs. The conditions under which such rights of utilization are transferred to the Company shall be the subject of agreements.

These provisions shall not be affected by termination of employment at the Company by either of the parties i.e. employer or employee in accordance with terms of employment conditions or statutory right.

**Whole time employment:** You are employed as a full time employee and you shall not undertake any job or employment or enter into any business independently and / or in association with any competitor of the Company and it's business directly or indirectly and / or also not to advise or render consultancy services of any kind and

any manner to the competitor of company during your services with Volkswagen IT Services India Pvt. Ltd., failing which you shall be liable to pay liquidated damages as determined by the Company at its sole discretion and you hereby authorize the Company to deduct the said amount from your legal



dues resulting from separation. In case the dues are insufficient you shall be required to make good the balance amount within 30 days of separation or from the date the notice is issued to you by the Company.

**Transfers:** Your services are transferable. As such you may be transferred by short notice to any existing or future department / branch/ office/establishment / works/ etc. of the Company or its collaborators / associates or holding company or subsidiaries of any of these Companies in India or abroad, either existing or newly setup in future, as the case may be.

You shall abide by the rules and regulations of conduct, performance and discipline prevailing at such place of transfer. The Company shall issue such orders based on the exigencies of business and other requirements. Such transfer orders can be issued to the employee in the same grade and position or otherwise as the Company deems fit.

Such transfers cannot be refused by any employee and any such refusal if not accepted by the Company may be treated as resignation by the employee.

**Retirement:** You shall retire on attaining the age of 60 years.

**Discharge:** It is mandatory to give three months' notice after confirmation of employment for resignation/termination of the employment from either side. In case of resignation from the services of the company Management reserves the right to accept the resignation before the end of notice period, subject to:-

- a) Proper clearance in writing being obtained from concerned departments,
- b) The employee obtaining a written confirmation from the Head of the Department [HOD] where he was working stating that all assignments entrusted to the employee have been completed in full to the satisfaction of the concerned HOD,
- c) Proper handover of the assets of the company and tasks/charge of assignments have been given to the HOD and Clearance in the prescribed form is obtained from the HOD in this regard,
- d) Payment of proportionate Gross salary for the shortfall in the notice period prior to departure of employment is made to the company by way of a Full and Final Settlement.

The Company will also be entitled to terminate the services of employee by giving three months' notice or Gross salary in lieu thereof, unless it is a case of severe indiscipline on the part of the employee involving offences under the Indian Penal Code, in which case the cessation of employment will be immediate effect without any notice and without any compensation to the employee.





**Confidentiality:** Any information relating to the process, product recipes, technology, design, technical knowhow, administration methods, systems, procedures and other security arrangements of the Company, that you may acquire by being employed in the Company or during the course of your training or work should be treated as strictly confidential and you shall not disclose either by word of mouth or in writing to any outsider, in order to safeguard the interest of the Company.

**Confidentiality of Compensation:** The contents pertaining to the overall earnings including the annual benefits are strictly confidential. Any unauthorised leakage or passing out of the information by you within the organisation or otherwise will be viewed as a serious violation by the Management and it may involve implications up to the immediate termination of your employment.

**Compliance and Integrity:** The Company encourages its employees to follow the highest standards in integrity, compliance and company values. During your employment with the Company, you shall be governed by various Company policies, procedures, rules and regulations, including amendments thereto, which are applicable to all employees. You are required to read and understand the VWITS Code of Conduct and other compliance policies and strictly adhere to their requirements and act in line with the respective legal frameworks as well as with the applicable legal standards for the specific work task of the employee. Anyone found to be in violation of the Code of Conduct or other policies or laws must expect consequences as per the nature of non-compliance.

**Background Verification:** The Company will conduct background checks prior to joining or after your joining date to validate all the credentials provided by you. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents. If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concern regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that VWITS may as per the need of the business can do more check related to your background after getting promotion or transfer.

**Performance Incentive (P.I):** The performance incentive will be paid annually & it will be subject to the assessment of your performance by your departmental head. The P.I can vary from 0% to 150%. The decision of the



departmental head in terms of releasing the incentive will be discretionary and no argument in this regard by the employee shall be entertained by the Management.

**The following may kindly be noted:**

a) The above offer is made on the basis of and subject to the information provided by you in your application and during the interviews. In case at a later date it is seen that the data provided by you is Incorrect and/or misleading, then Company retains the right to withdraw this offer at any time.

b) In all cases the interpretations regarding the service rules shall be as per the Model / certified standing orders prevailing at that time.

We hope this would be a beginning of a long and successful association.

Yours sincerely,

**For Volkswagen IT Services India Pvt. Ltd.**

**Premal Buddhdev**

**Head - HR & Administration**

**Jan Drbohlav**

**Director**

I have read and understood the terms of this appointment letter and hereby accept the same and have affixed my signature as a token of my acceptance thereof.

-----  
**(Rushikesh Kohinkar)**



Annexure: I

<b>Name</b>	<b>: Rushikesh Kohinkar</b>	
<b>Job Title</b>	<b>: Software Engineer Trainee</b>	
<b>Level</b>	<b>: 10</b>	
<b>Component</b>	<b>Annual (INR)</b>	<b>Monthly (INR)</b>
Basic Salary	180000	15000
House Rent Allowance	27000	2250
Medical Reimbursement	15000	1250
Conveyance Allowance	19200	1600
Personal Allowance	52647	4387
Professional Attire Allowance	0	0
Children's Education Allowance	2400	200
Total Monthly Components	296247	24687
Leave Travel Allowance (LTA)*	15000	-
Ex-gratia / Bonus**	15000	-
Total Annual Components	30000	-
Provident Fund (Employer Contribution)	21600	1800
Total CTC w/o PI	<b>347847</b>	-
Performance Incentive (@ 100%***)	34785	-
Total CTC with PI	382632	

**Retiral Benefits:**

- 1) Provident Fund: Employer's contribution towards Provident Fund will be 12% of Basic as shown in the above structure.
- 2) Gratuity: Gratuity as per Gratuity Act, 1972

**Other Benefits:**

- 1) Group Personal Accident, Group Health Insurance & Group Term Life Insurance as per company policy.
- 2) Subsidized Canteen & Transportation facility as per existing policy.

**Note**

- \* Flexible & can be added to monthly Personal allowance. LTA can be maximum up to INR 1.00 Lac per annum.
- \*\* Flexible & can be converted into monthly component.
- \*\*\* PI is a part of Gross CTC and varies from 0% to 150% in actual, whereas 100% has been considered in CTC.

Namrata Trivedi

Amit Khatri





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Audumbar Gavane

Subject: Offer Letter

Dear Audumbar ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



Office 201, 2nd Floor above McDonald's Wall,  
Street 24, Near Cipla Foundation,  
Warje, Pune, Maharashtra 411058

[www.amplesoftech.com](http://www.amplesoftech.com)

05 April 2021

Dear Sachin Singh ,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion. **Your joining date will be on or before 10<sup>th</sup> May 2021.**

Your total Fixed compensation **Cost to the Company will be Rs. 2,00,000/- Per Annum** (Two Lakhs Only) subject to statutory deduction.

If you wish to resign while on or after probation period you have to serve notice period of 30days with **Ample SofTech Systems** or else Full & Final settlement will not be done.

On the day of joining, you are requested to bring all the documents in original and photocopies as listed below, the original certificate shall however to be returned to you on the same day.

- 2 Passport Size Photographs
- Aadhar Card
- Pan Card
- Academic Qualification Certificate
- Bank Account Details

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely.

**Ample SofTech Systems**





# KOLBRO GROUP

215, Satyam Apartment, Wardha Road, Dhantoli, Nagpur-440012

Web: [www.kolbrogroup.com](http://www.kolbrogroup.com) | Email: [kolbro.group@gmail.com](mailto:kolbro.group@gmail.com)

## Offer Letter

**Date: 15/02/2021**

Dear Dhawal T. ,

We are pleased to confirm that you have been selected to work for Kolbro Group. We are delighted to make you the following job offer.

The position we are offering you is that of **Site Engineer** with an annual cost to company of Rs. 3,00,000/-. Accommodation, food, and travel expenses will be provided as part of the employment package.

As per our discussion, we would like you to start work on 01/03/2021. Please report to Shailesh Rathod for documentation and orientation at Ulhasnagar office. If this date is not acceptable, please contact us immediately.

If you have any Questions or require further clarification, please feel free to contact Rohit Kulkarni at [rohitkul78@gmail.com](mailto:rohitkul78@gmail.com).

We are confident you will be able to make a significant contribution to the success of Kolbro Group. We look forward welcoming you on board.

**Anish Sunny**





# KOLBRO GROUP

215, Satyam Apartment, Wardha Road, Dhantoli, Nagpur-440012

Web: [www.kolbrogroup.com](http://www.kolbrogroup.com) | Email: [kolbro.group@gmail.com](mailto:kolbro.group@gmail.com)

## Offer Letter

**Date: 15/02/2021**

Dear Amol ,

We are pleased to confirm that you have been selected to work for Kolbro Group. We are delighted to make you the following job offer.

The position we are offering you is that of **Site Engineer** with an annual cost to company of Rs. 3,00,000/-. Accommodation, food, and travel expenses will be provided as part of the employment package.

As per our discussion, we would like you to start work on 01/03/2021. Please report to Shailesh Rathod for documentation and orientation at Ulhasnagar office. If this date is not acceptable, please contact us immediately.

If you have any Questions or require further clarification, please feel free to contact Rohit Kulkarni at [rohikul78@gmail.com](mailto:rohikul78@gmail.com).

We are confident you will be able to make a significant contribution to the success of Kolbro Group. We look forward welcoming you on board.

**Anish Sunny**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Rushikesh Sutar**

**Subject: Offer Letter**

**Dear Rushikesh,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
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DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

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8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Pradeep Patil**

**Subject: Offer Letter**

**Dear Pradeep ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Gawas Kishor Namdev**

**Subject: Offer Letter**

**Dear Kishor ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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2. Your date of entry into the service of the Company is **.01-03-2021**
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<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
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4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Yadav Ganesh Ghanshyam

Subject: Offer Letter

Dear Ganesh ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

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5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Sourabh Tanaji Kamble**

**Subject: Offer Letter**

**Dear Sourabh ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
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2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Wani Kunal Sanjay**

**Subject: Offer Letter**

**Dear Kunal ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Pawar Rajendra

Subject: Offer Letter

Dear Rajendra ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Mahadik Snehal Anil**

**Subject: Offer Letter**

**Dear Snehal ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



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Dated:

**SIGN:-**

**(Name:-**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Naikade Kishor Dnyaneshwar

Subject: Offer Letter

Dear Kishor,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Kadam Suraj Sahebrao**

**Subject: Offer Letter**

**Dear Suraj ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Pratik Dilip Shinkar**

**Subject: Offer Letter**

**Dear Pratik,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Latake Vinayak Ramchandra**

**Subject: Offer Letter**

**Dear Vinayak ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

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11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

MR. Mahabare Tushar Dasharath

Subject: Offer Letter

Dear Tushar ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MR. Santosh Rathod**

**Subject: Offer Letter**

**Dear Santosh ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

15-02-2021

To

**MS. Mule Sarika Baburao**

**Subject: Offer Letter**

**Dear Sarika ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Chakan Phase II Nanekar Wadi Taluka Khed, Pune, Maharashtra 410501**

1. You shall be designated as :- **O S - GBE / GBT**  
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.01-03-2021**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Chakan Phase II Nanekar Wadi Taluka Khed,  
Pune, Maharashtra 410501**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

MISS. Waghmare Shraddha Sunil

Subject: Offer Letter

Dear Shraddha ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

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5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

**MR. Chalke Omkar Manohar**

**Subject: Offer Letter**

**Dear Omkar ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### **The following terms and conditions:**

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

**MR. Momin Afaan Mahamad**

**Subject: Offer Letter**

**Dear Momin Afaan Mahamad ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### **The following terms and conditions:**

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)



7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

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1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

***Dhoot Transmission Pvt.Ltd.***

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

**MR. Patil Nikhil Prakash**

**Subject: Offer Letter**

**Dear Nikhil ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

**MR. Kumbhar Shantaram Vasant**

**Subject: Offer Letter**

**Dear Shantaram ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### **The following terms and conditions:**

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

<b>O S - GBE / GBT</b>					
<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
<b>9 HR DUTY</b>	<b>497</b>	<b>12900</b>	<b>13400</b>	<b>14898</b>	<b>15392</b>

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

MISS. Tilekar Swapnali Kisan

Subject: Offer Letter

Dear Swapnali ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**





# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

**MISS. Kaware Darshana Chandrakant**

**Subject: Offer Letter**

**Dear Darshana ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

MISS. Bhangare Swati Bhagaji

Subject: Offer Letter

Dear Swati ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
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9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

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2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

**MR. Waghmare Ashish Ramesh**

**Subject: Offer Letter**

**Dear Ashish ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



-----  
I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

MR. Gawand Akash Dadaram

Subject: Offer Letter

Dear Akash ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

You shall be designated as :- **O S - GBE / GBT**

National Apprenticeship Training Scheme (NATS)

1. Your date of entry into the service of the Company is **.03-05-2021**
2. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)



7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



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I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

MISS. Salunke Komal Maharudra

Subject: Offer Letter

Dear Komal ,

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

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1. Your date of entry into the service of the Company is **.03-05-2021**
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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

5. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT ) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

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3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



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Dated:

**SIGN:-**

**(Name:-**



# Dhoot Transmission Pvt.Ltd.

## Offer Letter

19-04-2021

To

**MR. Chaudhari Shrikrushna Arvind**

**Subject: Offer Letter**

**Dear Shrikrushna ,**

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

### **The following terms and conditions:**

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -‘GBE’ / ‘GBT’** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

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<b>DUTY TIME</b>	<b>per day</b>	<b>26 day</b>	<b>26 day</b>	<b>30 day</b>	<b>31 day</b>
<b>8 HR DUTY</b>	<b>442</b>	<b>11500</b>	<b>12376</b>	<b>14144</b>	<b>14586</b>
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\* +Incentive Rs. 1000/- as applicable. **Facility:** Transportation free ( company pay daily 10 ) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

3. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

4. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

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We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

**For**

**Dhoot Transmission Pvt.Ltd.**

**Plot no: A-1/4,MIDC, Shendra Industrial Estate,  
(Aurangabad, Maharashtra).**



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Dated:

**SIGN:-**

**(Name:-**



Office 201, 2nd Floor above McDonald's Wall,  
Street 24, Near Cipla Foundation,  
Warje, Pune, Maharashtra 411058

[www.amplesoftech.com](http://www.amplesoftech.com)

05 April 2021

Dear Priyanka Pawar,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion. **Your joining date will be on or before 10<sup>th</sup> May 2021.**

Your total Fixed compensation **Cost to the Company will be Rs. 2,00,000/- Per Annum** (Two Lakhs Only) subject to statutory deduction.

If you wish to resign while on or after probation period you have to serve notice period of 30days with **Ample SofTech Systems** or else Full & Final settlement will not be done.

On the day of joining, you are requested to bring all the documents in original and photocopies as listed below, the original certificate shall however to be returned to you on the same day.

- 2 Passport Size Photographs
- Aadhar Card
- Pan Card
- Academic Qualification Certificate
- Bank Account Details

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

**Ample SofTech Systems**



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05 April 2021

Dear Amol Gawli ,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

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Sincerely,

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05 April 2021

Dear Krithika Sirdeshpande,

We are Glad to inform you that you have been selected to work in our organization.

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05 April 2021

Dear Komal Jachak,

We are Glad to inform you that you have been selected to work in our organization.

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05 April 2021

Dear Manish Bhargava,

We are Glad to inform you that you have been selected to work in our organization.

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We look forward to welcoming you on board.

Sincerely,

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05 April 2021

Dear Pranit Yadav ,

We are Glad to inform you that you have been selected to work in our organization.

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05 April 2021

Dear Ganesh Dhavale ,

We are Glad to inform you that you have been selected to work in our organization.

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Sincerely.

**Ample SofTech Systems**



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05 April 2021

Dear Maruf Imad ,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

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Sincerely.

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05 April 2021

Dear Ashwini Patil ,

We are Glad to inform you that you have been selected to work in our organization.

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Sincerely,

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05 April 2021

Dear Vishwajit Bhosale ,

We are Glad to inform you that you have been selected to work in our organization.

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05 April 2021

Dear Vishal Pange ,

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05 April 2021

Dear Suresh Choudhari ,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

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Sincerely.

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05 April 2021

Dear Akash Gurnale ,

We are Glad to inform you that you have been selected to work in our organization.

We are pleased to offer you the position of **Software Developer** at **Ample SofTech Systems**. We feel confident that you will contribute your skills and experience towards the growth of our organization.

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- Pan Card
- Academic Qualification Certificate
- Bank Account Details

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

**Ample SofTech Systems**



## Letter of Intent

April 19, 2021

**Sai Deepak Kopadda**

**Siddhant College of Engineering, Pune**

**Dear Sai Deepak Kopadda,**

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

**Yours faithfully,**

**For HEXAWARE TECHNOLOGIES LIMITED**

A handwritten signature in black ink that reads "Monica Mathur".

**Monica Mathur**

**Vice President, Recruitment-India & APAC**



**HEXWARE TECHNOLOGIES LTD.**

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500  
(CIN) : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



## Letter of Intent

April 19, 2021

Pooja.A

Siddhant College of Engineering, Pune

Dear Pooja.A

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Vice President, Recruitment-India & APAC



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## Letter of Intent

April 19, 2021

Swapnil T.

Siddhant College of Engineering, Pune

Dear Swapnil T. ,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

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Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

A handwritten signature in black ink that reads "Monica Mathur".

Monica Mathur

Vice President, Recruitment-India & APAC



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