



KOLBRO GROUP

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

Web: www.kolbrogroup.com | Email: kolbro.group@gmail.com

Offer Letter

Date: 10/04/2023

Dear Sneha,

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. 2,28,000/-. 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 24/04/2023. 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.

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





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Offer Letter

Date: 10/04/2023

Dear Akash,

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.

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Offer Letter

Date: 10/04/2023

Dear Dinesh,

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.

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Offer Letter

Date: 10/04/2023

Dear Arjun,

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Offer Letter

Date: 10/04/2023

Dear Dipak,

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Offer Letter

Date: 10/04/2023

Dear Shubham,

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Offer Letter

Date: 10/04/2023

Dear Abhishek,

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.

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Offer Letter

Date: 10/04/2023

Dear Amir,

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.

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Anish Sunny





KPS

CONSTRUCTION

CIVIL | ARCHITECT | CONTRACTS | CONSULTANTS

Offer Letter

Date: 17/04/2023

To,

Mr. Bhushan Sonawane

Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Bhushan,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

We would like you to give confirmation over this offer immediately. Your date of joining will be 02nd May 2023.

Regards
KPS Construction

GSTIN :
27AAVFK6083A1Z2

www.kps.construction construction.kp2552@gmail.com
Add: Abhinandan Apartment, Near RMD College
Warje, Pune - 411 052



KPS

CONSTRUCTION

CIVIL | ARCHITECT | CONTRACTS | CONSULTANTS

Offer Letter

Date: 17/04/2023

To,
Mr. Naseer Inamdar
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Naseer,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

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Offer Letter

Date: 17/04/2023

To,
Ms. Sneha Markad
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Sneha,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

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Offer Letter

Date: 17/04/2023

To,

Mr. Tarang Jachak

Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Tarang,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

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Offer Letter

Date: 17/04/2023

To,
Mr. Ajinkya Kalbhor.
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Ajinkya,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

We would like you to give confirmation over this offer immediately. Your date of joining will be 02nd May 2023.

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Offer Letter

Date: 17/04/2023

To,
Mr. A.B.Chinchwade
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Chinchwade,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

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CONSTRUCTION

CIVIL | ARCHITECT | CONTRACTS | CONSULTANTS

Offer Letter

Date: 17/04/2023

To,
Mr. Prashant Patil
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Prashant,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

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Offer Letter

Date: 17/04/2023

To,
Ms. Vaishnavi Pardhe
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Vaishnavi,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

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Add: Abhinandan Apartment, Near RMD College
Warje, Pune - 411 052

Dec 27, 2022

Dear Ayush Anil Patil

Congratulations! With reference to your application for job and subsequent interview with us for a career in our organization. We are pleased to inform you that you have been selected for employment in Worldline Global Services Pvt Ltd. (herein referred as "WGS" or "Company") as **Trainee - Engineer** based at **Pune**.

We take this opportunity to thank and appreciate your decision to join WGS. You are requested to share your acceptance to this offer within **3 working days** of receipt and join us on or before **July 5, 2023**.

Kindly ensure a copy of duly accepted resignation letter is shared with us within 3 working days post acceptance of our offer. Your acceptance to the offer would also mean your consent to allowing Worldline Global Services Pvt. Ltd. to process and store your personal information as per applicable statutory and regulatory requirements and we may validate personal information as and when required.

This offer is valid subject to positive reference checks and other verifications carried out by the company. You are requested to complete the submission of requisite documents for background verification check within two business days from the date of joining the company. Your cooperation is solicited in this regard to enable us complete the necessary background checks on time.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

Looking forward to having you aboard soon, so that together we can deliver and achieve our goals..

Please turnover for your compensation structure and benefits in Annexure I & II. For the list of documents to be submitted to the company, refer to Annexure III.

Regards,

For **Worldline Global Services Pvt. Ltd.**

Jose Raj

Senior Vice President and Head – HR India & APAC

NB: Since this is electronically generated letter, this does not require any signature.

Annexure I:

NAME	:	Ayush Anil Patil
DESIGNATION	:	Trainee - Engineer
GCM Level	:	1
GCM Code	:	AD01
Expected DOJ	:	05 July 2023
Joining Location	:	Pune
Components		Amount (Rs.)
<u>Monthly Salary</u>		
Basic (per month)		25000
BOA (per month)		20798
Monthly Gross		45798
A Annual Gross		549570
Provident Fund		36000
Gratuity		14430
B Retirals		50430
Total (A+B) per Annum		600000
Performance Pay (As per company policy)		0
CTC Per Annum (A+B+C)		600000

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

- You will be eligible for Group Mediclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for a shift allowance if you work in rotating shifts under the 24/7 environment

- ⬇ Please note the CTC shown is a gross component and will have deductions of Provident Fund & professional tax as per statutory norms.
- ⬇ Company contribution towards PF is 12%.
- ⬇ Fringe Benefit Tax arising out of any of the above components will be deducted as and when applicable.

Annexure II:

UNDERSTANDING OF THE COMPENSATION STRUCTURE & EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ❖ Basic Salary
- ❖ Basket of Allowances (Flexi Pay)
- ❖ Retirals & Insurances Benefit
- ❖ Performance Linked Variable Pay (PLVP)

The details for each component falling under these heads are explained as following:

BASIC SALARY:

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

BASKET OF ALLOWANCES (FLEXI PAY):

Post joining the company, flexi declaration is open for employees to declare in the system between the first 10 days of every month.

HOUSE RENT ALLOWANCE (HRA): The HRA is payable maximum Up to 50% of the Basic salary and paid monthly. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

VOLUNTARY PROVIDENT FUND (VPF): VPF is a retirement benefit and a percentage of the basic salary. It is a voluntary fund contribution from the employee towards his provident fund account. This contribution is beyond the 12% of contribution by an employee towards his PF. The maximum contribution is up to 100% of his Basic Salary.

NATIONAL PENSION SCHEME (NPS): It is 10% of basic salary (PRAN number is mandatory). National Pension Scheme (NPS) is a voluntary contribution retirement savings scheme designed to enable the subscribers to make optimum decisions regarding their future through systematic savings during their working life. This also helps in saving Tax on your earning.

LEAVE TRAVEL ALLOWANCE (LTA): It is One month's basic salary. LTA is a tax exemption that is provided to the employees for travelling. The exemption is restricted to fare cost (with Family) for touring in India. The Leave Travel Allowance is an allowance given by the employers to their employees, which can be utilized when they go for a vacation. This can be claimed once in two years.

FOOD COUPONS: Rs.26,400/- per annum is provided as a benefit (on monthly basis). We provide Sodexo Meal card and is tax-exempt in the hands of the employee. Unlike the other components, the employee doesn't have to submit

any proof for this. Amount will be deducted from Salary any loaded on the cards, same can be used in many outlets and online shopping.

CHILDREN EDUCATION ALLOWANCE: Rs.2,400/- per annum. (1200 * 2 children) is provided as a benefit. The amount for reimbursement of Children Education allowance will be (fixed) per child. Note that the exemption is limited to 2 children. The amount is fixed irrespective of the actual expenses incurred by the employee.

OTHER ALLOWANCES: This will be the balancing amount and / or any amount to be paid on a monthly basis, subject to tax.

RETIRALS & INSURANCES BENEFIT:

EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND:

As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). WGS contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic is remitted to PF authorities towards Employees' Pension Scheme (EPS).

GRATUITY:

As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after three years of continuous service.

PERFORMANCE LINKED VARIABLE PAY (PLVP):

The scope of PLVP in your compensation structure will be governed based on your employee group in WGS. For employees joining us in GCM 5 (Global Competency Matrix) & above would have PLVP component in their salary which would be paid twice a year subject to the performance rating received in the preceding performance review period.

HEALTH INSURANCE:

GROUP MEDICLAIM INSURANCE:

You will be eligible for health insurance along with your direct family members Spouse + 2 Dependent Children (3rd child only in case of twins). The amount varies as per the GCM you are being hired at.

GROUP PERSONAL ACCIDENT INSURANCE:

You are covered under Personal Accident Insurance which covers accidental death , Permanent Partial Disability.

GROUP TERM LIFE INSURANCE:

You are covered under Term Life Insurance which covers Accidental / Natural/ Terrorism death.

PARENTAL INSURANCE POLICY:

We provide corporate parental health insurance to employee's dependents i.e. Parents and In-Laws (Father , Mother & In laws). This policy covers Pre -existing diseases , Pre and Post Hospitalization. The employee would pay the premium of parental policy through their salary.

HEALTH CHECK-UP:

You would be eligible for a regular health check as per the policy of the company. Once every year for employees above the age of 35yrs and once in every 2 years for employees below the age of 35 years. This cost would be reimbursed as per policy.

LEAVES:

You would be eligible for 22 Earned Leaves, 6 sick leaves and 12 public holidays in a year. Female employees would be also be eligible for 26 weeks of maternity leaves and male employees would be eligible for Paternity leaves of 5 days for birth or adoption of a child.

INTERNET EXPENSE REIMBURSEMENT:

As we are working in the hybrid model, during this time you will be eligible for a reimbursement of high speed internet services upto INR 800/- every month. All reimbursements are to be claimed on monthly basis and the same would be settled as per policy.

INCREMENTS AND PROMOTIONS:

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned as per policy of the company.

PROBATION:

You will be on probation for a period of six months from the date of your appointment. On completion of six months, you will be deemed confirmed. However the management reserves the right to extend the period, the same will be communicated to you before your confirmation date. During the probationary period & thereafter the appointment may be terminated by either party giving three months (90 days) notice.

MOBILITY:

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

RETIREMENT:

You will retire from service on attaining superannuation at the age of 60 years.

DISCLAIMER:

- Please note that all components mentioned above may or may not be a part of your compensation structure. WGS reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.
- You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Annexure III:**List of Documents to be Submitted to WGS on Date of Joining:**

Sr. No	List of documents	No. of Copies
1	Educational certificates: a. Post-Graduation (if applicable) – all Semesters b. Graduation – all semesters/years c. 12th Standard or equivalent d. 10th Standard e. Other Professional Qualification Certificates etc.)	1 each
2	Residence proof - electricity bill / ration card / passport copy, Register Agreement Copy, Aadhaar card (Aadhaar-Mandatory)	1 each
3	Identity proof - PAN card copy, Passport copy, Election Id, Aadhaar card etc., Driving license	1 each
4	Passport Size Photographs	4 copies
5	Resignation Letter, Relieving letter & Experience Certificate from Last employer, Salary Proofs & PF Passbook etc.	1 each
Please note only after submission of all the above mentioned documents, appointment letter will be issued.		

21
Dec 27, 2022

Dear Swati Jagadale

Congratulations! With reference to your application for job and subsequent interview with us for a career in our organization. We are pleased to inform you that you have been selected for employment in Worldline Global Services Pvt Ltd. (herein referred as "WGS" or "Company") as Trainee - Engineer based at Pune.

We take this opportunity to thank and appreciate your decision to join WGS. You are requested to share your acceptance to this offer within **3 working days** of receipt and join us on or before **July 5, 2023**.

Kindly ensure a copy of duly accepted resignation letter is shared with us within 3 working days post acceptance of our offer. Your acceptance to the offer would also mean your consent to allowing Worldline Global Services Pvt. Ltd. to process and store your personal information as per applicable statutory and regulatory requirements and we may validate personal information as and when required.

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For Worldline Global Services Pvt. Ltd.

Jose Raj

Senior Vice President and Head – HR India & APAC

NB: Since this is electronically generated letter, this does not require any signature.

Annexure I:

	NAME	:	Swati Jagadale
	DESIGNATION	:	Trainee - Engineer
	GCM Level	:	1
	GCM Code	:	AD01
	Expected DOJ	:	05 July 2023
	Joining Location	:	Pune
	Components		Amount (Rs.)
	Monthly Salary		
	Basic (per month)		25000
	BOA (per month)		20798
	Monthly Gross		45798
A	Annual Gross		549570
	Provident Fund		36000
	Gratuity		14430
B	Retirals		50430
	Total (A+B) per Annum		600000
C	Performance Pay (As per company policy)		0
	CTC Per Annum (A+B+C)		600000

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

- You will be eligible for Group Mediclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for a shift allowance if you work in rotating shifts under the 24/7 environment

- ⚡ Please note the CTC shown is a gross component and will have deductions of Provident Fund & professional tax as per statutory norms.
- ⚡ Company contribution towards PF is 12%.
- ⚡ Fringe Benefit Tax arising out of any of the above components will be deducted as and when applicable.

Annexure II:

UNDERSTANDING OF THE COMPENSATION STRUCTURE & EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ❖ Basic Salary
- ❖ Basket of Allowances (Flexi Pay)
- ❖ Retirals & Insurances Benefit
- ❖ Performance Linked Variable Pay (PLVP)

The details for each component falling under these heads are explained as following:

BASIC SALARY:

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

BASKET OF ALLOWANCES (FLEXI PAY):

Post joining the company, flexi declaration is open for employees to declare in the system between the first 10 days of every month.

HOUSE RENT ALLOWANCE (HRA): The HRA is payable maximum Up to 50% of the Basic salary and paid monthly. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

VOLUNTARY PROVIDENT FUND (VPF): VPF is a retirement benefit and a percentage of the basic salary. It is a voluntary fund contribution from the employee towards his provident fund account. This contribution is beyond the 12% of contribution by an employee towards his PF. The maximum contribution is up to 100% of his Basic Salary.

NATIONAL PENSION SCHEME (NPS): It is 10% of basic salary (PRAN number is mandatory). National Pension Scheme (NPS) is a voluntary contribution retirement savings scheme designed to enable the subscribers to make optimum decisions regarding their future through systematic savings during their working life. This also helps in saving Tax on your earning.

LEAVE TRAVEL ALLOWANCE (LTA): It is One month's basic salary. LTA is a tax exemption that is provided to the employees for travelling. The exemption is restricted to fare cost (with Family) for touring in India. The Leave Travel Allowance is an allowance given by the employers to their employees, which can be utilized when they go for a vacation. This can be claimed once in two years.

FOOD COUPONS: Rs.26,400/- per annum is provided as a benefit (on monthly basis). We provide Sodexo Meal card and is tax-exempt in the hands of the employee. Unlike the other components, the employee doesn't have to submit

any proof for this. Amount will be deducted from Salary any loaded on the cards, same can be used in many outlets and online shopping.

CHILDREN EDUCATION ALLOWANCE: Rs.2,400/- per annum. (1200 * 2 children) is provided as a benefit. The amount for reimbursement of Children Education allowance will be (fixed) per child. Note that the exemption is limited to 2 children. The amount is fixed irrespective of the actual expenses incurred by the employee.

OTHER ALLOWANCES: This will be the balancing amount and / or any amount to be paid on a monthly basis, subject to tax.

RETIRALS & INSURANCES BENEFIT:

EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND:

As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). WGS contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic is remitted to PF authorities towards Employees' Pension Scheme (EPS).

GRATUITY:

As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after three years of continuous service.

PERFORMANCE LINKED VARIABLE PAY (PLVP):

The scope of PLVP in your compensation structure will be governed based on your employee group in WGS. For employees joining us in GCM 5 (Global Competency Matrix) & above would have PLVP component in their salary which would be paid twice a year subject to the performance rating received in the preceding performance review period.

HEALTH INSURANCE:

GROUP MEDICLAIM INSURANCE:

You will be eligible for health insurance along with your direct family members Spouse + 2 Dependent Children (3rd Child only in case of twins). The amount varies as per the GCM you are being hired at.

GROUP PERSONAL ACCIDENT INSURANCE:

You are covered under Personal Accident insurance which covers accidental death , Permanent Partial Disability.

GROUP TERM LIFE INSURANCE:

You are covered under Term Life Insurance which covers Accidental / Natural/ Terrorism death.

PARENTAL INSURANCE POLICY:

We provide corporate parental health insurance to employee's dependents i.e. Parents and In-Laws (Father , Mother & In laws). This policy covers Pre -existing diseases , Pre and Post Hospitalization. The employee would pay the premium of parental policy through their salary.

HEALTH CHECK-UP:

WORLDLINE AW-4

You would be eligible for a regular health check as per the policy of the company. Once every year for employees above the age of 35yrs and once in every 2 years for employees below the age of 35 years. This cost would be reimbursed as per policy.

LEAVES:

You would be eligible for 22 Earned Leaves, 6 sick leaves and 12 public holidays in a year. Female employees would be also be eligible for 26 weeks of maternity leaves and male employees would be eligible for Paternity leaves of 5 days for birth or adoption of a child.

INTERNET EXPENSE REIMBURSEMENT:

As we are working in the hybrid model, during this time you will be eligible for a reimbursement of high speed internet services upto INR 800/- every month. All reimbursements are to be claimed on monthly basis and the same would be settled as per policy.

INCREMENTS AND PROMOTIONS:

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned as per policy of the company.

PROBATION:

You will be on probation for a period of six months from the date of your appointment. On completion of six months, you will be deemed confirmed. However the management reserves the right to extend the period, the same will be communicated to you before your confirmation date. During the probationary period & thereafter the appointment may be terminated by either party giving three months (90 days) notice.

MOBILITY:

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

RETIREMENT:

You will retire from service on attaining superannuation at the age of 60 years.

DISCLAIMER:

- Please note that all components mentioned above may or may not be a part of your compensation structure. WGS reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.
- You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Annexure III:

List of Documents to be Submitted to WGS on Date of Joining:

Sr.No	List of documents	No. of Copies
1	Educational certificates: a. Post-Graduation (if applicable) – all Semesters b. Graduation – all semesters/years c. 12th Standard or equivalent d. 10th Standard e. Other Professional Qualification Certificates etc.)	1 each
2	Residence proof - electricity bill / ration card / passport copy, Register Agreement Copy, Aadhaar card (Aadhaar-Mandatory)	1 each
3	Identity proof - PAN card copy, Passport copy, Election Id, Aadhaar card etc., Driving license	1 each
4	Passport Size Photographs	4 copies
5	Resignation Letter, Relieving letter & Experience Certificate from Last employer, Salary Proofs & PF Passbook etc.	1 each
Please note only after submission of all the above mentioned documents, appointment letter will be Issued.		



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

www.amplesoftech.com

8th April 2023

Dear Pritam Durge,

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 10th April 2023.**

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



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

www.amplesoftech.com

8th April 2023

Dear Saurabh Paslkar,

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 10th April 2023.**

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



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

www.amplesoftech.com

8th April 2023

Dear Bhushan Shirsat,

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 10th April 2023.**

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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Warje, Pune, Maharashtra 411058

www.amplesoftech.com

8th April 2023

Dear Omkar Patil,

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 10th April 2023.**

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

Offer Letter

Dear Rohit Dhole,

Issued on: 11th April 2023

We are pleased to inform you that you have been selected for Free Training & Placements. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

Full Stack Developer | Front End | Back End

Job Location : PAN India

Job Description

Job Profile: Full Stack Developer | Front End Developer | Back End Developer

Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,



Shyam Narayan
Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,
Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com



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

www.amplesoftech.com

8th April 2023

Dear Sunita Joshi,

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 10th April 2023.**

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

Offer Letter

Dear Shubham Ratnakar Mane,

Issued on: 11th April 2023

We are pleased to inform you that you have been selected for Free Training & Placements. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

Full Stack Developer | Front End | Back End

Job Location : PAN India

Job Description

Job Profile: Full Stack Developer | Front End Developer | Back End Developer

Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,



Shyam Narayan
Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,
Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com

Offer Letter

Dear Divyanshu Singh,

Issued on: 11th April 2023

We are pleased to inform you that you have been selected for Free Training & Placements. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

Full Stack Developer | Front End | Back End

Job Location : PAN India

Job Description

Job Profile: Full Stack Developer | Front End Developer | Back End Developer


Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,


Shyam Narayan
Director

*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068.
Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com

Offer Letter

Issued on: 11th April 2023

Dear Aditya Talekar,

We are pleased to inform you that you have been selected for Free Training & Placements. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

Full Stack Developer | Front End | Back End

Job Location : PAN India

Job Description

Job Profile: Full Stack Developer | Front End Developer | Back End Developer

Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,



Shyam Narayan
Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,

Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com

Offer of Employment

To,

Avadhoot Anil Chavan

Date: 12/11/2022.

Dear Avadhoot Anil Chavan,

We are extremely pleased to offer you a position of "**Solution Analyst**" with Sankey Business Solutions. Your date of joining will be confirmed after we get permission from your college.

Type of work

As a **Solution Analyst**, you will be required to learn multiple technologies and tools that is required to solve client's business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- Your overall annual CTC will be 4 lakhs per annum. You will be on Probation Period for six months during which your salary will be Rs.2,40,000/ year After Probation your annual CTC will be revised to Rs.4,00,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.1,00,000/- as a part of this annual package, to be given after completion of 18 months at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure II).

Offer of Employment

- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **17th November 2022** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:
 1. Proof of Academic Qualification (Class 10th Equivalent and above):
 - 10th & 12th mark lists
 - Under graduate / degree mark list and degree certificates
 - Post-Graduation mark list and degree certificates (if any)
 - Other qualifications - mark lists and certificates (if any)
 2. Proof of Identity i.e. PAN card, driving license, Electoral card
 3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learning.

Sandeep R Patil

Best Regards,
 Sandeep Patil
 Director,
 Sankey Business Solutions
 Email - sandeep@sankeysolutions.com
 Ph: +91 8291645656

The content of salary breaks up of 400,000/-
is as below

SALARY PACKAGE ON COST TO COMPANY BASIS		
ANNEXURE I		
Employee Name		
COMPONENTS	MONTHLY	ANNUAL
Basic	8700	104400
HRA	4350	52200
Travel Allowance	1600	19200
Medical Allowance	1250	15000
Other Allowance	7821	93852
Gross Salary (A)	23721	284652
Deduction:		
Provident Fund	1044	12528
Professional Tax	200	2500
ESIC	0	0
Total Deduction (B)	1244	15028
Net Salary	22477	269624
Other		
ESIC (Employer)	0	0
EPF (Employer)	1044	12528
Insurance benefits (C)	235	2819
CTC Without Bonus & Insurance	24765	297,181
CTC without Bonus (Including Insurance)	25000	300,000
Variable Pay		100,000
CTC (Including Bonus)		400,000

APPENDIX A

Employment Terms and Conditions: -

Profile Verification -

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities-

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company. It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time, employee, you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

Offer of Employment

Tax-

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions-

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters-

You will be required to learn the processes being followed at Sankey Business Solutions from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement-

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel-

You may also be required to travel and relocate for project purposes, as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

Posting / Transfer-

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company.

Medical-

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave-

Normal working hours of the company are 9:30AM to 7:30 PM. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month.

The company also provides 10 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights-

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to

further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non-Solicitation-

During your employment with Sankey Business Solutions and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Sankey Business Solutions. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure-

You agree that all the company and project related information is considered confidential and proprietary to Sankey Business Solutions. You shall hold the same in confidence and shall disclose it only to Sankey Business Solutions officers, directors, or employees with a specific need to know. You will not disclose, publish or otherwise reveal any of the Confidential Information received to any other party whatsoever. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity or business, or clients you have worked during the course of your employment and thereafter for a period of 1 year after the termination of your employment

with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with SankeyBusiness Solutions.

Personal Information-

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally, you will also be required to update the company of changes in your civil or marital status

Termination-

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), any physical company documents that you may have in your possession any other company assets within your control like apartments, leases etc You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify

employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period-

A notice of 2 months is required to be served during your employment with the company to terminate this contract. However, during the probation period of employment which is of 6 months, the notice period will be immediate or maximum one month. Notice period is considered to start from the point the termination letter is received to you from the Company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments-

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.

Sandeep R Patil

Best Regards,
Sandeep Patil
Director,
Sankey Business Solutions

Agreed to and accepted:

Candidate Name

Signature

Date & Place

SERVICE
AGREEMENT

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the "Company") and (hereinafter referred to as the "employee").

Effective Date:

This agreement shall be effective from the date of joining.

Declaration:

I, Mr. / Ms. _____ hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

WITNESS:

1) Name: _____

2) Name: _____

Address: _____

Address: _____

Contact No: _____

Contact No: _____

Candidate Name & Signature

Date & Place

Offer of Employment

Annexure II		
Parameters	Objectives	Target
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing & planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	Total	100%

Grade	Performance
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%

Private & Confidential

FPG/Implementer/ P02808

Date: 29th July,2022

Anjali Dhada

Letter of Appointment

Dear Anjali,

With reference to your application and subsequent interview you had with us, we are pleased to offer you employment with **Aptara New Media Pvt. Ltd.** As **Senior HTML Programmer** on the following terms and conditions:

TERMS AND CONDITIONS

1. That this appointment is effective from **01st July,2022**.
2. That your services are transferable from one section to other section, one department to another, one unit to another or from one job to another or from one location to any other location at company's or to any one of the company's subsidiaries or associates presently existing or which may be set up/acquired in future in India or abroad at the same terms and conditions of service or at more favorable terms and conditions at the sole discretion of the company.
3. That your salary shall be as set out as:

Basic (Monthly) Rs. 15,000/-only

In addition, you will be entitled to all benefits to your scale and grade, as per Company policy, laid down from time to time. Please refer **Annexure I** for details.

4. That you will be on probation for a period of **Six (6 Months)** months from the date of your joining. If found necessary probationary period may be extended at the discretion of the management or may be dispensed with earlier either during the probation or the extended period of probation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the probationary period or the extended period of probation

Aptara New Media Private Limited (SEZ Unit)

Registered Office : 0-100, First Floor Sector 12, Noida 201 301 U.P. | India

Works: SEZ Building - 4, Wing A, 1 st Floor, The Manjri Stud Farms Private Limited, SP Infocity, S. No.

209. Pune Saswad Road, Next to Satypuram Society, Phursungi, pune – 412 308 | India

CIN No. U74900UP2010PTC041146 | Phone: 020 – 6672 8000 | Email : aptarapune@aptaracorp.com

APTARA

5. That during the probation period this contract of employment is terminable by 1 month written notice or on payment of Basic Salary in lieu of notice period on either side without giving any reason thereof what so ever.
6. That after confirmation, except as otherwise set forth herein, your services may be terminated by either side by giving 2 months' notice in writing, or payment of Basic Salary or notice in lieu thereof.
Payment of Basic Salary in lieu of the applicable notice period will only be considered on mutual consent with the management.
If you are in moral breach of your responsibilities then your services can be terminated without giving any notice period or Basic Salary in lieu of that.
7. That the management reserves the right to bifurcate the salary components, as it deems right or merge with any other allowance/allowances, at present or during any time in future.
8. That your future increments / promotions and demotions will depend at the sole discretion of the management depending upon your efficiency, intelligence, regular attendance, sense of discipline, loyalty and good behavior and also subject to the prosperity of the organization.
9. You shall not absent yourself from your duties without any information, permission and sanction of the authorized official of the management and in case you do so, the same shall amount to contravention and thus repudiation of your employment contract and you shall in that case lose your lien on your employment with the management.
10. That the management shall have the right to require you to subject yourself at any time during employment with the company to medical examination. If you are not found medically fit, you may be discharged at any time by giving you one month's notice or salary in lieu thereof.
11. That you are required to achieve quality and performance standards set forth by the management for your level from time to time, which would be constantly monitored and in case of non-achievement of targets/performance standards before or after confirmation, your services are liable to be terminated. That you may be required to undertake travel on company's work as and when required. In case of such travel on company's business, you will be entitled to applicable travel expenses in accordance with the company's policies from time to time. In case you are nominated and sent for overseas training, you will be required to undergo a deployment agreement for overseas training, the terms and conditions of which shall be binding on you.
12. That you will be bound by the service rules, regulations and instructions/orders promulgated by the company from time to time in relation to conduct, discipline, medical, compensation and any other matter as though these service rules, regulations and orders were a part of this contract of employment

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CIN No. U74900UP2010PTC041146 | Phone: 020 - 6672 8000 | Email : aptarapune@aptaracorp.com

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13. That this appointment is subject to your not being relative of any Director of the company within the meaning of section 314 of the Companies Act 1956. In case in future, you happen to be related to any of the members of the Board of Directors of the company, you shall intimate the same to management in writing and continuance of your employment thereafter shall be on the compliance of provisions of section 314 of Companies Act 1956.
14. That you will automatically retire on attaining the age of 58 years. An extension may however, be given at the sole discretion of the management. You may be retired earlier if found medically unfit. Certificates submitted at the time of joining shall be all conclusive in determining date of birth.
15. That this appointment is subject to verification of your academic/technical qualifications, and other antecedents including previous experience, mentioned and declaration given by you in your application for appointment. In case the same is found to be false or incorrect, presently or any time in future, or you are found to have willfully suppressed any material information, you will be liable to removal from the services without any notice or payment and the appointment shall be considered null & void notwithstanding anything contained in this letter of appointment.
16. That while in the employment of the Company, you are in no way allowed to be employed in any other Company on a temporary or part time basis or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior consent of the Company. You will comply with all orders and directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.
17. You confirm that you have disclosed fully to the Company all of your business interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between Aptara New Media Pvt. Ltd. and you or any immediate relatives. You agree to disclose fully to the Company any such interests or circumstances which may arise during your employment immediately upon such interest or circumstances arriving.
18. This offer is subject to your signing the prescribed Proprietary Information agreement as per the Company's policies and practices at the time of joining the service and as amended from time to time by the management.
19. That the position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies

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CIN No. U74900UP2010PTC041146 | Phone: 020 - 6672 8000 | Email: aptarapune@aptaracorp.com


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20. That any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way affecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company.
21. That you shall be liable for prosecution under relevant laws if, upon termination of your employment with the Company, you do not return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control, or you share any information related to Company and its business to anybody or any other Company even after leaving.
22. That for all purposes, address of communication provided at time of joining will be considered final one. Any change of address of communication should be intimated to company within 3 days of any such change. All communication sent on such address shall be presumed to be served.
23. Kindly sign and return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein in the language you understand.

Yours sincerely,

For Aptara New Media Pvt. Ltd



Authorized Signatory

I, Anjali Dhada, Senior HTML Programmer, hereby state that I have understood in the language I understand all the above terms and conditions of my employment. I agree to abide by them in to.

Anjali Dhada

Signature.....

Aptara New Media Private Limited (SEZ Unit)

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Annexure-I (Benefits & Entitlements)

Name – Anjali Dhada
Designation – Senior HTML Programmer
Grade – Implementer

Monthly Level	Monthly Gross Salary Level	Part	Implementer
Fixed	Basic Pay		15000
Fixed	Statutory Bonus		3000
Fixed	HRA		1000
Fixed	Monthly Fix Gross	A	19000
Retiral	Employer's PF Contribution		1800
Retiral	Employer's ESI contribution		618
Retiral	Gratuity		722
Retiral	Personal Accident-GPA		120
Retiral	Employer's LWF Contribution		6
Retiral	Retiral Benefits	B	3266
Gross	Monthly Gross Salary	A	19000
CTC	Monthly Total CTC	A+B	22266
CTC	Annual CTC= (A+B)*12		267192

*Gratuity amount would be payable only in accordance with the conditions as contained in The Payment of Gratuity Act 1972.

For Aptara New Media Pvt. Ltd.

(Accepted & Agreed)



Authorized Signatory

Anjali Dhada

Aptara New Media Private Limited (SEZ Unit)

Registered Office: 0-100, First Floor Sector 12, Noida 201 301 U.P. | India

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CIN No. U74900UP2010PTC041146 | Phone: 020 – 6672 8000 | Email : aptarapune@aptaracorp.com

APTARACORP.COM



**E-Compusell
Private Limited**

97656 07868

1800 212 7110

ecompusell@gmail.com

info@ecompusell.com

www.ecompusell.com

HEAD OFFICE:

OFFICE NO.13, 1ST FLOOR, ADITYA CENTEEGRA,
F.C. ROAD, SHIVAJINAGAR, PUNE - 411 004.

GSTIN/UIN: 27AAECE4345H1ZO

CIN: U74999PN2016PTC166807

Date: 10 September, 2022

To,
Nikhil Siddappa Angadi
Gat 145, Shivtej Housing Society,
Tamhane Wastii, Triveni Nagar,
Talawade Rd.,
Pune-411 062.

Sub: Re Offer cum Appointment Letter for the Post of Designer/ Web Developer

Dear Nikhil,

Further to the interview had with us, we are pleased to present you with the offer of joining our organization as **Designer/ Web Developer**

- **Training Period:** You will be entitled to work as a trainee with us for a period of 2 months which will be effective from the date of commencement of this program. After completion of successful 2 months your performance will be reviewed from time to time during training. In case, your performance is not found in accordance with the standards then your training / probation period will be extended or, appointment letter will be issued.
- **Salary:** A sum of Rs. 30K (p. m.) will be paid.
- **Hours of Work:** The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Organization. The normal working hours are from 09.30 to 06.30 and you are expected to work not less than Nine hours each day, and if necessary for additional hours depending on your responsibilities. (OT) Overtime pay will be provided for additional hours of work.
- **Attendance:** Daily time attendance is compulsory on regular basis.
- **Reporting Structure:** Work report should be submitted to the concern department on daily basis.
- **Salary Deduction:** Professional Tax / IT or any other statutory deductions if applicable will be deducted from your salary.
- **Holidays:** Organization weekly off will be only on Sunday. The Organization shall notify a list of holidays in the beginning of each year.
- **Leaves:** Organization not offer paid leaves.
- **Incentives:** Sales Incentives will provide however, the Organization will be creating incentives programs as per profit of the products.
- **Confidential Information:** You must always maintain the highest degree of confidential and keep as confidential the records, documents and other Information relating to the business of the Organization



**E-Compusell
Private Limited**

97656 07868

ecompusell@gmail.com
info@ecompusell.com

1800 212 7110

www.ecompusell.com

HEAD OFFICE:

OFFICE NO.13, 1ST FLOOR, ADITYA CENTEEGRA,
F.C. ROAD, SHIVAJINAGAR, PUNE - 411 004.

GSTIN/UIN: 27AAECE4345HIZO

CIN: U74999PN2016PTC166807

which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Organization.

• **Your Offer valid from: 11 September 2022.**

• **Termination Clause:**

- I. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.
- II. If you wish to resign from the service of Organization, you will give the Organization one month's notice or forfeit the payment of the Basic salary for one month in lieu of the notice period.

• **Fuel Allowance Clause (Only for Sales Dept.):** Fuel allowance will be given as per Organization rules and you have to submit all fuel receipts for the same.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions and return the same to us.

Whilst welcomes you to the **E-compusell Pvt. Ltd.** we wish you good luck and a very bright career with us.

Sincerely,


(E-compusell Pvt. Ltd)

H.R. Manager


Employment Contract

This is the Contract between Robotics Centre Jalna

Mr/Mrs. Vinayak Bhagwan Wagh resident of Madhuban colony old Jalna. He has been appointed as "Trainer" at Robotics Centre Jalna.

The contract of employment will be in accordance with the following terms and conditions:

1. You shall not enter in to any contract or agreement with any other organization.
2. You will be with Robotics Centre Jalna for next One Year.
3. You will not be permitted to resign from Robotics Centre Jalna for next One years from the date you are signing this contract.


Name: Vinayak Bhawan Wagh

Date: 20/05/2022

Place: Jalna


Puja R. Bhaklad
ROBOTICS CENTRE
Ganpati Chembur, Jalna - 431 203
Behind P. K. S. JALNA-431 203
Ph-233198 Mob-772181132



Ganesh Ginning Mill



THE GANESH GINNING MILL

Combination of Education & Fun



VINAYAK WAGH

Ganpati Chambers, Ganesh Ginning MILL,
Behind Bus Stand, JALNA - 431 203.

☎ 02482-233196

✉ jalna@neorobos.co.in

🌐 www.neorobos.co.in



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

www.amplesoftech.com

8th April 2023

Dear Snehal Timgire,

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 10th April 2023.**

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

OFFER LETTER

Date: Nov 11, 2022

Employee Name: Mohsin Pathan

Dear Mohsin Pathan

It's a pleasure in appointing you to our Company as Case Processing Executive.

At Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

APPOINTMENT

- a. Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 30 days.
- b. You will be on probation for 6 six months from the date of joining. If in the opinion of the company, you are found suitable in the appointed post you will be confirmed.
- c. The retirement age is 58 years.
- d. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

COMPENSATION

You will be eligible to receive the compensation as per Annexure 1.

RESPONSIBILITIES

- e. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of AM INFOWEB, whether directly or indirectly.
- f. We at AM INFOWEB are committed to ensure "Integrity" in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of the terms of employment with AM INFOWEB. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced from time to time. As and when this happens, the Company will notify you and you will be required to comply with the same.
- g. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or this letter, shall immediately be brought to the notice your Business Unit Head.
- h. In connection with your employment and during the term of your employment you shall disclose and assign to AM INFOWEB as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

BACKGROUND VERIFICATION

This offer for employment is subject to the satisfactory completion of your background reference check, which includes verification of your past employment details based on the documents and information furnished by you at the time of joining AM INFOWEB and verification of all other documents submitted by you as a reference for your educational qualifications or any other credentials. In case you are unable to furnish necessary documents and information for completing your background reference check or in case you furnish any misleading information or false documents, AM INFOWEB reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies.

GENERAL

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between **AM INFOWEB** and you relating to the same subject matter.

For, AM INFOWEB PRIVATE LIMITED

Authorized Signatory:



Imtiyaz Malek
(Director Finance & Legal)

Agree to accept employment on the terms and conditions mentioned in the above letter.

Employee Name: Mohsin Pathan

Signature:


Mohsin Pathan (Nov 11, 2022 05:46 GMT+5.5)

NAME	Mohsin Pathan		
DOJ	14-Nov-22		
CTC (Yearly)	501840		
Incentive (Yearly)	84000		
Loyalty Bonus (Yearly)	60000		
CTC			
COMPENSATION COMPONENT	Ref	Monthly	Annually
Basic Salary		15,000	180,000
House Rent Allowance		6,000	72,000
Flexikitty Reimbursement		1,300	15,600
Transport Allowance		5,000	60,000
Total Fixed Pay	A	27,300	327,600
			0
Incentive at Minimum Level	B	0	0
Incentive at Maximum Level (3)	C	7,000	84,000
Gross Pay at Minimum Level	D = A + B	27,300	327,600
Gross Pay at Maximum Level	E = A + C	34,300	411,600
EPF @12%		1,800	21,600
ESI @0.75%		0	0
PT		200	2400
Total Deduction	F	2,000	24,000
Net Pay at Minimum Level	G = D - F	25,300	303,600
Net Pay at Maximum Level	H = E - F	32,300	387,600
Company contribution towards PF @12%		1,800	21,600
Company contribution towards ESIC @3.25%		0	0
Company contribution towards Gratuity		720	8,640
Loyalty Bonus		5,000	60,000
Total Company Contribution	I	7,520	90,240
Total Cost to Company (CTC)	J = E + I	41,820	501,840


Mohsin Pathan (Nov 11, 2022 05:46 GMT+5.5)

B. Note to Compensation Stack-up:

- (i) Gratuity payable As per Payment of Gratuity Act, 1972
- (ii) The Company provides following discretionary Insurance benefits as per Company Policy:
Mediclaim Benefit: For Self (INR 2 Lakhs).

- (1) Company's contribution to Provident Fund (PF): Company Contribution towards PF will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952 and is currently 12% of PF wages.**
- (2) Company's contribution to ESIC: Company Contribution towards ESIC will be as per THE EMPLOYEES' STATE INSURANCE ACT, 1948**
- (3) Variable Pay payout will be based on your current role band and process and will be paid in accordance with the Company policy.**
- (4) Loyalty Bonus payout will be based on your current role band and process and will be paid in accordance with the Company policy.**

Re: Performance Review



Gautam Kulkarni
Atharav Deshpande

26/8/2022



Dear Atharav,

Considering your performance, we are pleased to revise your salary to INR 3.6L per annum effective Aug 1, 2022.

Congratulations and keep up the good work.

Thanks & Regards,

Gautam Kulkarni - CoFounder

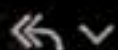
Vizitech Solutions Pvt. Ltd.

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Atharav Deshpande

26/8/2022



Reply to all



Atharav Deshpande

Mobile: +91-950-394-7530

Emergency: +91-956-135-1636

Blood Group: AB+ve

A.S.S.P.M International School and Junior College,

Address: Indrayani Nagar,
Sadguru Colony, Thergaon, Pune-33

Job Offer Letter

A.S.S.P.M International School and
Junior College,

Indrayani Nagar, Sadguru Colony,
Thergaon, Pune-33

Date: 01/04/2022

Aditi Sanjay Lokhande

Kunal Residency, A3, Flat no.1,
Thergaon, Pune-33

Dear Aditi Sanjay Lokhande

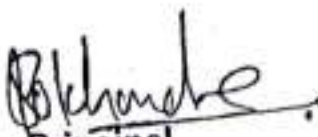
We are delighted to offer you a position at A.S.S.P.M International School and Junior College. We believe your skills and experience will be valuable assets to our team. According to our conversation, the position is Teacher, applied for will start at Date 15/04/2002 will be your starting date.

We are delighted to welcome you as a new teacher at A.S.S.P.M International School and Junior College. I hope that we together will work very hard to achieve the goals of our School and Junior College.

Sincerely,

Aditi Sanjay Lokhande
Teacher

Warm regards,
Principal Mrs. Komal Ma'am


Principal
A.S.S.P. Mandal
Thergaon Pune-33



A.S.S.P.M International School and Junior College
Indrayani Nagar, Opposite Sadguru Colony, Thergaon, Pune-33

Phone : 9356335199



A.S.S.P.M. International School & Junior College

**Sr.No.5/1, Indrayani, Nagar, Opposite Sadguru Colony,
Thergaon, Pune - 33**

Email : asspmschool@gmail.com

Contact No. 9356335199 / 9226731333



Principal

Name : Aditi S. Lokhande

Designation: Vice - Principal Madam

D.O.B. : 08/06/1994

Address : Sadguru Colony, Thergaon

Mob : 7276051233

एम. एन. थोरात
भारतीय जीवन बीमा निगम के लिए अध्यक्ष बल्लभ
मुख्य जीवन बीमा सलाहकार
M. N. THORAT
Member Chairman's Club for Agents
Chief Life Insurance Advisor
Agents Code No.: 42053 95B

LETTER OF APPOINTMENT

Personal & Confidential
04 March 2022

Prathamesh Dashrath Zende
c/o Dashrath Zende,
Bhagyarathi Housing Society,
Near Dnyandeep High School,
Rupeenagar, Talwade, Pune, 411062.

Dear Prathamesh,

We Refer to your recent interview for the **TRAINEE**
Position at LIC OF INDIA and are pleased to inform that we are offering
you the position with our company effective from 07th March 2022 under
the terms and conditions As Discussed.

Designation: Trainee
Location: Pune, Maharashtra
Reporting to: Manisha Thorat.



M. N. THORAT
Club Member, M007695B
Chief Life Insurance Advisor
Mob.: 9850570063
E-mail : thoratlic@gmail.com

● अधिकृत प्रीमियम संग्रहण केंद्र ● अधिकृत बीमा प्रतिनिधी नियुक्ति
● Authorised Premium Collection Center ● Authorised Agent Recruitment
कार्यालय : 95-B, चिंचवड शाखा, श्री गंगा कॉम्प्लेक्स, रामकृष्ण मठ प्रेक्षागृह के सामने, चिंचवड, पुणे - 411033
प्रा.अ. / निवास : "जयराज", कोयना हौ.सोसा., नवमहाराष्ट्र शास्त्रालय, रुपे नगर, तालुवा, डा. हवेली, जि. पुणे - 412114
दु.प्रा.प. : (प्रा.अ.) 8087990218 (मो) 9850570063, 9762741983 ई-मेल : thoratinsurance@gmail.com / वेबसाइट : www.thoratinsurance.com

Off.: 95-B, Chinchwad Br., Gheewala Complex, Opp. Ramkrishna More Prekshagriha, Chinchwad, Pune - 411033
P.O./Res.: "Jai Raj", Koyana Hou. Soci., Nr. Navmaharashtra School, Rupee Nagar, Talwade, Tal. Haveli, Dist. Pune - 412114
Tel.: (Pvt. Off.) 8087990218 (M) 9850570063, 9762741983 E-mail : thoratinsurance@gmail.com / Website : www.thoratinsurance.com



लीय आयुर्विमा महामंडळ
ली जीवन बीमा निगम
INSURANCE CORPORATION OF INDIA

Valid Upto: 06/03/2023



ip Id: 004
me: Prathamesh D. Zende
te Of Birth: 19/05/2000

dress: Bhagyarithi Housing Society,
Near Dyandeep High School,
Rupeenagar, Talwade,
Pune-411062

ntact No: 7709094698
e of Issue: 07/03/2022

Holder's Signature

Signature & Stamp of Issuing Authority



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

www.amplesoftech.com

8th April 2023

Dear Aditi Patil,

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 10th April 2023.**

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



Solace Infotech Pvt. Ltd.



Name : Kiran Chattar

Emp-Id : 281

Blood Gr : N/A

**4th Floor, Samraat Nucleus,
Mumbai Naka, Nashik - 422011**

**207, Supreme HQ Headquarters, NH-4,
Baner, Pune, Maharashtra 411021**

☎ 7558319470

<https://www.solaceinfotech.com/>

Date: 27th July 2022

Address: 301, Sanjay Pathare Building, Lane no 8 end, Tulja bhawani nagar, Kharadi, Pune

Mr. Kiran Chattar

We are pleased to offer you position of **Associate Software Consultant**. The terms and conditions of your employment are as follows:

Section-I: Administrative

- | | | | |
|----|---|---|---|
| a) | Your Position | : | Associate Software Consultant |
| b) | Your Senior Officer to whom you will report | : | Team Leader or any other senior official(s) of Solace Technologies. |
| c) | Location | : | Nashik, MH |
| d) | Address | : | 4th Floor, Samraat Nucleus, Mumbai Naka, Nashik |
| e) | Hours of Work | : | Normally 8 hours a day, days a week |
| f) | Reporting Date | : | 22 nd March 2022 |
| g) | Nature of Duties | : | You will be responsible for daily development of our client project and any work assigned related to mobile development as per your skill sets. |

Section-II: Financial Data

Salary and Allowance:

- | | | | |
|-------|-------------------------|---|---------------------|
| i) | Basic Pay | : | Rs. 11200 per month |
| ii) | House Rent Allowance | : | Rs. 4480 per month |
| iii) | Medical Allowance | : | Rs. 2800 per month |
| iv) | Educational Allowance | : | Rs. 2800 per month |
| v) | Conveyance Allowance | : | Rs. 2800 per month |
| vi) | Entertainment Allowance | : | Rs. 4120 per month |
| vii) | Professional Tax | : | Rs. 200 per month |
| viii) | Other Future Deductions | : | Rs. 3600 per month |

Total Rs.

32000 per month

***Note: Salary to be kept confidential and not to be disclosed to any third party**

18 January, 2022

To,

Mrs. Snehal Pawar

Emp. ID: MS420

Subject: Confirmation Letter

Dear Snehal,

This is in continuation with your appointment letter dated on **14 July, 2021**.

The Management is pleased to inform you that your services are hereby confirmed with effect from **1 January, 2022**.

The other terms and conditions are the same as to your prior appointment letter.

Thanking You.

Yours faithfully,

For Millennium Semiconductors India Private Limited

Anil Choubey

Sr. Manager – HR and Admin

**** This is a computer-generated document. No signature is required.****



MILLENNIUM
SEMICONDUCTORS



Snehal Pawar

Emp. Code : MS420

Department : Supply Chain

Designation : Sr. Executive

Bld. Gr. : B +ve

Emgcy No. : 8698750824

Issuing Authority

Emp Sign

August 26, 2019

Akshay Sarak

AT: KAMATH, POST: GHANAND,
TAL: ATPADI,
DIST: SANGLI

Dear Akshay,

LETTER OF APPOINTMENT

On behalf of Belden India Private Limited "The Company", I have great pleasure in formally offering you the position of "Production Operator". Please refer to the below set forth terms and conditions of your employment.

Your initial place of posting will be Pune, India. However your services may be transferred to any one of our branches/Associate/Group companies on same terms and conditions.

COMMENCEMENT

Your services commence date will be August 26, 2019. At this date, you should ensure your entire previous obligation with your former employer has been completed. The company reserves the right to consider such an impediment to be a cause for termination of employment.

Before commencing duty, you should produce appropriate evidence of your qualifications, date of birth and other relevant information.

HOURS OF WORK

The normal work week is from Monday to Saturday. You may also be required to work additional hours from time to time as your work load dictates.

PROBATIONARY PERIOD

You will be on a 12 months Trainee period from your date of commencement, unless such period is extended by the company.

REMUNERATION AND BENEFITS

Base salary: Your commencing annual base salary will be INR 1,80,000 (Rupees One Lakh Eighty Thousand only) which will pay you in 12 equal instalments. The salary for the month will be paid on 25th of each month. The detailed breakup of your salary will be decided mutually as per the Company's salary policy.

Individual Income Tax (IIT): You are liable for your IIT of any income in India.

LEAVE

In addition to the announced public holidays, you will be entitled to 7 days of Sick Leave and 7 days of Casual Leave for each completed year of service. During the first year of service, your leave will be calculated on a pro-rata basis from your date of joining. This leave may be accumulated or utilized as per the rules of the company detailed in the employee handbook.

CONFIDENTIALITY

Your employment is subject to you signing of Belden Code of Business Conduct & Ethics and returning this along with a signed duplicate of this letter (attached). The Belden Code of Business Conduct & Ethics should be initialed by you on each page, and signed on the last page.

COPYRIGHT

All Company software, design and invention including that developed for the company by or under the supervision of yourself (if any) shall remain the sole property of the Company and shall not be used to any purpose other than those authorize by Director of the Company.

TERMINATION OF EMPLOYMENT

During your "Trainee" period, if either you or the Company wishes to terminate your appointment, one (1) month notice must be given by either party.

After your "Trainee" period, if either you or the Company wishes to terminate your appointment, either party must give two (2) month's notice in writing. The Company reserves the right to make an equivalent payment in lieu of notice.

Your employment may be terminated without notice for any serious breach of this agreement or for misconduct, incompetence or behaviour, which is prejudicial to the business or interests of the company as per the stated policy of the company.

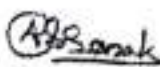
Please indicate your acceptance, by signing and returning the duplicate of this appointment letter.

Once again, I wish you well in your career with Belden and look forward to working with you.

Yours truly,


Ranjeet Ratil
Human Resources Manager

I hereby acknowledged that I have read and understand the terms and conditions of employment detailed above and accept employment on that basis.


Akshay Sarak

Signed:

Date: 01/01/2020

BELDEN

SENDING ALL THE RIGHT SIGNALS



Name : Akshay Sarak

Blood Group : O⁺

Emergency Contact : 9766524337

Belden India Pvt. Ltd.

Plot No. D-228/1, Chakan MIDC Phase II,
Village Bhamboll, Tal. Khed, Pune - 410 507.

Phone : 02135 - 638700

Date: 05-02-2020

Name: Kiran Shailesh Sathe

Address: Survey No-42/21, Nashik road,
Shivaji wadi, Moshi, Alandi Rural,
Alandi, Pune- 412105

Dear Kiran,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Conneqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **05-02-2020**, failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Pune**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice and payment in lieu thereof.

You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	11808.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 200% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.	
PERFORMANCE PAY (5% of the Basic Stipend)	590.00
C. GROSS STIPEND (A + B)	12398.00

During the period of training you will be paid Stipend of Rs. 11808.00 per month. Tax Deductions will be as applicable.

You are eligible for Performance Incentive: This will be payable on a monthly basis. The payout shall vary from 0% to 200% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards,

For Conneqt Business Solutions Limited.



Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: **Kiran Shallesh Sathe**

Date: 05-02-2020



CONNECT

BUSINESS SOLUTIONS LIMITED



KIRAN

KIRAN SHAILESH SATHE

241879

Blood Group - B+ve

K.C. Dori Gaurav T. 221 Park, 2nd Floor, 2nd No. 101, 1st
G. 11 Mar 14, Pune Road, Pune, 411 016 Tel: 820 8713 8408

A SUBSIDIARY OF QUESS CORP



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

www.amplesoftech.com

8th April 2023

Dear Omkar Chikhale,

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 10th April 2023.**

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



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

www.amplesoftech.com

8th April 2023

Dear Rokade D.,

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 10th April 2023.**

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

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- 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



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

www.amplesoftech.com

8th April 2023

Dear Sarthak Babar,

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 10th April 2023.**

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

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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.

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- 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



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

www.amplesoftech.com

8th April 2023

Dear Rohan Kadam,

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 10th April 2023.**

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.

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- 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



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

www.amplesoftech.com

8th April 2023

Dear Tejshri Kadlag,

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 10th April 2023.**

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

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- 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



Letter of Intent

October 20, 2022

Ishwari Pawar

Siddhant College of Engineering, Pune

Dear Ishwari Pawar ,

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 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



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

23 February 2023

Service Agreement

This Agreement ("Agreement") is made on 23rd Day of Feb. 2023 at Noida and will be effective from 22nd Day of Feb. 2023.

BETWEEN

- Mr. TEJAS VIKAS BHALEKAR, S/O VIKAS BHALEKAR, AT SAWANE POST JITE, KHAIRE TARF BIRWADI, RAIGARH MH-402302, DVOPB5016D (hereinafter referred to as the "Consultant")

AND

Denave India Private Limited a company incorporated under the Companies Act, 1956 with its principal place of business at A-154/A Second floor, Sector 63, Noida-201307 (hereinafter referred to as the "Client", which expression shall, unless repugnant to the context thereof, be deemed to mean and include the Customer and its affiliates, successors in interest, managers and permitted assigns) and represented by its authorized signatory as below

1. GUARANTEE: Consultant represents and warrants to Client that it has the experience and ability to perform the services entered into by this Agreement; that it will perform said services in a professional, competent and timely manner; that it has the power to enter into and perform this Agreement. The performance of this Agreement shall not infringe on or violate the rights of any third Party, nor violate any federal, state, and municipal laws including but not limited to any visa regulations and immigration laws. Consultant hereby agrees to indemnify the Client against any loss, damage or expenses incurred by it due to any act or omissions or any misrepresentation or non-compliance of applicable laws by the Consultant.

2. CONFIDENTIALITY: As a part of Consultant's work for Client, Consultant may create or come into possession of information or data which are trade secrets, know how, confidential information or otherwise considered secret by Client, including, but not limited to the Intellectual Property (hereinafter referred to collectively as "Data"). Consultant acknowledges such as the property of Client and agrees to maintain all aspects of Consultant's work in the utmost of confidence; to use such Data solely in connection with this Agreement; to limit the number of copies made of the Data; and to take all measures necessary to protect such Data and not to disclose it without Client's prior written permission. Consultant's obligations to maintain confidentiality under this Agreement extend to any clients of Client and similar Data owned by them, that Consultant comes to learn of as a result of Consultant's work hereunder.

Each Party agrees that all information and materials disclosed by the Parties regarding a proposed business deal between the parties, including the terms and conditions of this Agreement and the existence of the discussion between the Parties, will be considered and referred to collectively in this Agreement as "Confidential".

CIN: U85110DL1999PTC190362

+91 1203875100

www.denave.com

contact@denave.com

REGISTERED ADDRESS: 406A, Indraprastha Tower, 6, Commercial Complex, Wazirpur, Delhi-110032

Information". Confidential Information does not include information that is now or subsequently becomes generally available to the public through no fault or breach on the part of either Party; either Party can demonstrate to have had rightfully in its possession prior to disclosure to the receiving Party; is independently developed by either Party without the use of any Confidential Information; or either Party rightfully obtains from a third Party who has the right to transfer or disclose it.

3. NON DISCLOSURE AND NONUSE OF CONFIDENTIAL INFORMATION: The Parties shall not disclose, publish, or otherwise disseminate Confidential Information to anyone other than those of its employees and trusted sub Consultants with a need to know, and each Party shall take reasonable precautions to prevent any unauthorized use, disclosure, publication, or dissemination of Confidential Information. The Parties accept the Confidential Information for the sole purpose of evaluation in connection with either Party's business discussions with each other. Each Party shall not use Confidential Information otherwise for its own or any third Party's benefit without the prior written approval of an authorized representative of the disclosing Party in each instance. The foregoing restrictions on Confidential Information shall not apply to Confidential Information that is required to be disclosed in connection with any suit, action or other dispute related to the Confidential Information, or otherwise required to be disclosed as a matter of law.

4. TENURE

"This engagement will be governed by this agreement and would automatically come to an end on 21st Feb. 2024.

However, organization retains the option, at its entire discretion, to extend this engagement at any time after three months during the tenure of this agreement."

5. COST: The Consultant agrees to deliver all functionality for a total cost not to exceed **INR 800/- per Day**. This fee is subject to the prevailing tax norms in the country.

6. TERMINATION:

This agreement can be terminated from either side by giving a written notice of 15 days. Denave, however retains the right to terminate this agreement, in its entire discretion on a shorter notice if the consultant is in breach of any material terms of this agreement, which he fails to cure within a period of 15 days from the date of written notice thereof by the company.

After a required notice as above, has been intimated by either of the parties, the management retains the right to either require you to serve the full or part of notice period as above, or may at its entire discretion decide to waive off this requirement, partially or fully.

In the event the management decides to waive part or full of the notice period requirement, it may at its entire discretion insist on compensation / salary equivalent for the period waived, or may even waive that condition, partly or fully.

7. **PAYMENT:** The Consultant submits the invoice on 1st of the month along with the approval of respective department head to client and client would pay by 7th to 10th of the month.

8. **MISCELLANEOUS:** All Confidential Information remains the property of the disclosing Party and no license or other rights to Confidential Information is granted or implied hereby. All Confidential Information is provided "AS IS" and without any warranty, whether expressed or implied, as to its accuracy or completeness. Each Party hereby acknowledges that unauthorized disclosure or use of Confidential Information could cause irreparable harm and significant injury to the disclosing Party that may be difficult to ascertain. Accordingly, each Party agrees that the disclosing Party will have the right to seek and obtain immediate injunction relief to enforce obligations under this Agreement, in addition to any other rights and remedies each Party may have.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the later date written below.

Agreed & Accepted by:

Consultant

For Denave India Pvt. Ltd.



Abhishek Ghosh

DGM Human Resources

Place:

Date:



SmartShift Logistics Solutions Private Limited

Corporate Office: 2nd Floor, "Sona Tower", Bearing No. 2, 26-27-1 Krishna Nagar Industrial Area,
Hosur Main Road, Bengaluru - 560029, Karnataka

OFFER LETTER

20-03-2023

Dear Shivputra Sureshrao Biradar,

Please refer to the interview you had with us. We are pleased to offer you the position of Business Executive in our organization at LMS,SCMS Office,Mumbai, Maharashtra, India, (Registered Office) on the terms and conditions discussed and mutually agreed upon during the interview. You are requested to reach the office by 10.30 AM as per the address mentioned: .

Your remuneration as decided would be Rs. 258000 /- as annual CTC with statutory deductions, as applicable and inclusive of all the statutory payments, as applicable under the Payment of Bonus Act, 1965. A detailed appointment letter containing the breakup of annual CTC, terms and conditions of the appointment will be issued to you upon joining.

Please revert to us with the acceptance of this letter within 48 hours of issue of the letter.

You should report for joining on or before 21-03-2023. If you fail to join us on/ by the above mentioned date, this offer shall stand revoked & automatically cancelled without any further communication. Please note that your appointment will be subject to favourable background checks by us. Your date of joining is subject to successful completion of your onboarding formalities. In case of any discrepancy in the background check, your offer shall stand cancelled automatically.

Thanking you,

Yours truly

For **SmartShift Logistics Solutions Pvt. Ltd.**

Rizwan Khan

Rizwan Khan

Vice President - Human Resources



SmartShift Logistics Solutions Private Limited

Corporate Office: 2nd Floor, "Sona Tower", Bearing No. 2, 26-27, 3 Krishna Nagar Industrial Area,
Hosur Main Road, Bengaluru - 560029, Karnataka

Annexure I: Breakup of Annual CTC

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	169584	14132
HRA	44817	3735
Statutory Bonus	14126	1177
Gross	228527	19044
Provident Fund	22046	1837
Esic	7427	619
CTC	258000	21500
Total CTC	258000	21500

HRD/1001982598/21-22

Mr. Viraj Arun Jadhav
Flat No.21, B Building, Wing 3, Punyadham Society,
Tempo Chowk, Wadgaonsheri, Pune-14.
Pune-411014
India

Ph: +91-7499851582

Dear Viraj,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **18-Oct-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as Operations Executive is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR 18,581 per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of INR 461 per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 500,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 6,200,000 of which INR 3,200,000 is covered towards natural death, and INR 3,000,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 200. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

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 concerns 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 Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and 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 Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your diploma, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

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 require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.
As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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 full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.10.07 15:35:34 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Viraj Arun Jadhav
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	16,162

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
FIXED GROSS SALARY (1+2+3)	18,581
TOTAL GROSS SALARY	18,581

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (Subject to submission of Trainee Agreement)	12000	Nil	12	Nil
The above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*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				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

Ref No: 23506198

15-Dec-2022

Pradeep Paymode



Dear Pradeep,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Sr. Systems Engineer with Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be Bangalore.

Your annual total compensation will be **INR 6,50,000**. This includes an annual incentive target of **INR 1,00,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 16 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **09-Mar-2023**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Ardeshir R Dastur

AVP - Talent Acquisition

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

Signature:

Date:

Compensation and Benefits

Name: Pradeep Paymode Designation: Sr. Systems Engineer

Sl. No.	Description	Monthly	Yearly
1	Basic	25000	3,00,000
2	HRA*	12500	1,50,000
3	Conveyance Allowance*	1000	12,000
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF#	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	10616	1,27,400
	Annual Gross Compensation		6,50,000
	Incentive Indication (per annum)**		1,00,000
	Annual Total Compensation		7,50,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,69,500

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

**** Incentive target:**

Your incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 15-Dec-2022 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pradeep Paymode, (Age) residing at (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written

consent, directly or indirectly employ or engage with any other person, business or entity whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or adverse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will

specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or

cognizant

transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

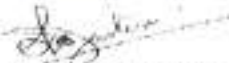
This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Pradeep Paymode


Ardeshir R Dastur

AVP - Talent Acquisition

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

Signature:

Date:

23 February 2023

Service Agreement

This Agreement ("Agreement") is made on 23rd Day of Feb. 2023 at Noida and will be effective from 22nd Day of Feb. 2023.

BETWEEN

Mr. PRATIK SANTOSH KATHOLE, S/O SANTOSH SRIDHAR KATHOLE, S.R NO 13/23 , SHRIKRUPA BUILDING , SHIV PARVATI HOUSING SOCIETY, MOREWASTI CHIKHALI, CHIKHALI ROAD, CHIKHALI BK, PUNE 412114, JLTPK7718E (hereinafter referred to as the "Consultant")

AND

Denave India Private Limited a company incorporated under the Companies Act, 1956 with its principal place of business at A-154/A Second floor, Sector 63, Noida-201307 (hereinafter referred to as the "Client", which expression shall, unless repugnant to the context thereof, be deemed to mean and include the Customer and its affiliates, successors in interest, managers and permitted assigns) and represented by its authorized signatory as below

1. GUARANTEE: Consultant represents and warrants to Client that it has the experience and ability to perform the services entered into by this Agreement; that it will perform said services in a professional, competent and timely manner; that it has the power to enter into and perform this Agreement. The performance of this Agreement shall not infringe on or violate the rights of any third Party, nor violate any federal, state, and municipal laws including but not limited to any visa regulations and immigration laws. Consultant hereby agrees to indemnify the Client against any loss, damage or expenses incurred by it due to any act or omissions or any misrepresentation or non-compliance of applicable laws by the Consultant.

2. CONFIDENTIALITY: As a part of Consultant's work for Client, Consultant may create or come into possession of information or data which are trade secrets, know how, confidential information or otherwise considered secret by Client, including, but not limited to the Intellectual Property (hereinafter referred to collectively as "Data"). Consultant acknowledges such as the property of Client and agrees to maintain all aspects of Consultant's work in the utmost of confidence; to use such Data solely in connection with this Agreement; to limit the number of copies made of the Data; and to take all measures necessary to protect such Data and not to disclose it without Client's prior written permission. Consultant's obligations to maintain confidentiality under this Agreement extend to any clients of Client and similar Data owned by them, that Consultant comes to learn of as a result of Consultant's work hereunder.

Each Party agrees that all information and materials disclosed by the Parties regarding a proposed business deal between the parties, including the terms and conditions of this Agreement and the existence of the discussion between the Parties, will be considered and referred to collectively in this Agreement as "Confidential Information". Confidential Information does not include information that is now or subsequently becomes generally available to the public through no fault or breach on the part of either Party; either Party can demonstrate to have had rightfully in its possession prior to disclosure to the receiving Party; is independently developed by either Party without the use of any Confidential Information; or either Party rightfully obtains from a third Party who has the right to transfer or disclose it.

3. NON DISCLOSURE AND NONUSE OF CONFIDENTIAL INFORMATION: The Parties shall not disclose, publish, or otherwise disseminate Confidential Information to anyone other than those of its employees and trusted sub Consultants with a need to know, and each Party shall take reasonable precautions to prevent any unauthorized use, disclosure, publication, or dissemination of Confidential Information. The Parties accept the Confidential Information for the sole purpose of evaluation in connection with either Party's business discussions with each other. Each Party shall not use Confidential Information otherwise for its own or any third Party's benefit without the prior written approval of an authorized representative of the disclosing Party in each instance. The foregoing restrictions on Confidential Information shall not apply to Confidential Information that is required to be disclosed in connection with any suit, action or other dispute related to the Confidential Information, or otherwise required to be disclosed as a matter of law.

4. TENURE

"This engagement will be governed by this agreement and would automatically come to an end on **21st Feb. 2024**.

However, organization retains the option, at its entire discretion, to extend this engagement at any time after three months during the tenure of this agreement."

5. COST: The Consultant agrees to deliver all functionality for a total cost not to exceed **INR 800/- per Day**. This fee is subject to the prevailing tax norms in the country.

6. TERMINATION:

This agreement can be terminated from either side by giving a written notice of 15 days. Denave, however retains the right to terminate this agreement, in its entire discretion on a shorter notice if the consultant is in breach of any material terms of this agreement, which he fails to cure within a period of 15 days from the date of written notice thereof by the company.

After a required notice as above, has been intimated by either of the parties, the management retains the right to either require you to serve the full or part of notice period as above, or may at its entire discretion decide to waive off this requirement, partially or fully.

Denave

● DENAVE INDIA PRIVATE LIMITED

⑨ A-154A, 8 Floor, Sector-62, Noida-201302

In the event the management decides to waive part or full of the notice period requirement, it may at its entire discretion insist on compensation / salary equivalent for the period waived, or may even waive that condition, partly or fully.

7. **PAYMENT:** The Consultant submits the invoice on 1st of the month along with the approval of respective department head to client and client would pay by 7th to 10th of the month.

8. **MISCELLANEOUS:** All Confidential Information remains the property of the disclosing Party and no license or other rights to Confidential Information is granted or implied hereby. All Confidential Information is provided "AS IS" and without any warranty, whether expressed or implied, as to its accuracy or completeness. Each Party hereby acknowledges that unauthorized disclosure or use of Confidential Information could cause irreparable harm and significant injury to the disclosing Party that may be difficult to ascertain. Accordingly, each Party agrees that the disclosing Party will have the right to seek and obtain immediate injunction relief to enforce obligations under this Agreement, in addition to any other rights and remedies each Party may have.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the later date written below.

Agreed & Accepted by:

Consultant

For Denave India Pvt. Ltd.



Abhishek Ghosh

DGM Human Resources

Place:

Date:

CIN: U85100DL1999PTC190362

☎ +91 1203875100

🌐 www.denave.com

✉ contact@denave.com

REGISTERED ADDRESS: 406A, Indraprastha Tower, 6, Commercial Complex, Wazirpur, Delhi-110052

INDIA

Delhi

IN

110052

Date: 18th April'2021

Appointment Letter

Dear Pratik Nagawane,

With reference to the discussion, you had with us, we have pleasure in offering you an employment in GNR Solution Pvt. Ltd at 301/302/303, Gera Junction, Lulla Nagar, Kondhwa Road, Pune 411040 with effective from 17th March 2021 subject to the following terms and conditions, and your acceptance thereto including the service rules listed at the bottom of this letter/agreement applicable to you from time to time.

A) APPOINTMENT

1. JOB TITLE & POSITION

You are appointed and designated as **IT support** in engineer department. You will render such professional services in the performance of your duties, consistent with your position (designation of employment along with location of employment).

2. REMUNERATION PACKAGE

- Details of your yearly payment INR - 1,64,576/- are contained in Annexure I here to and which will be subject to the deduction of any tax that may be required to be deducted by the Organization in accordance with applicable laws in India.

3. PROBATION & CONFIRMATION

You will be on probation for a period of Three months from the date of joining and will continue to be on probation until your services are confirmed, in writing, by the Organization. Confirmation will be dependent upon your satisfactory performance; no integrity or performance related issues being highlighted as a part of reference/background check that Organization may conduct and you being declared and remaining medically fit by a medical officer or by a doctor specified by the Organization.

4. PLACE AND NATURE OF WORK (If Applicable)

You are liable to be transferred to any of our establishments or, any other job of whatsoever nature as the management may deemed fit from time to time as per the business exigencies, anywhere in or outside India. Your services may be transferred to such other place of business of the Organization or its subsidiaries or associates whether in or outside India, as the Organization may from time to time determine.

5. COMPENSATION ADMINISTRATION & DELIVERY

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Organization and shall be based on your performance during your probation period and thereafter, on your business performance and market pay trends.

6. HOURS OF WORK AND PAID HOLIDAYS

Your working hours will be as decided by the Organization, which may be revised from time to time and intimated to you.

You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of various deadlines, it will be necessary from time to time to report for work earlier and/or to work later, or both as required. There will be no compensation for additional time worked beyond the normal office hours.

You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Organization.

7. RETIREMENT AGE (If Applicable)

All staff in your cadre shall retire on the attainment of normal retirement age fixed by the Organization, which is at present 58 (Fifty-Eight) years. The actual date of retirement shall be the last working day of the calendar month on which your 58th birthday falls.

8. LEAVE AND LEAVE TRAVEL ASSISTANCE

You will be eligible for leave and leave travel assistance in accordance with Organization's leave policy in force from time to time

9. PROVIDENT FUND & GRATUITY

You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Organization shall make contributions in accordance with the provisions of Employee Provident Funds and Miscellaneous Provisions Act 1952, if applicable.

If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

10. MEDICAL INSURANCE BENEFITS (If Applicable)

You will be covered by the Mediclaim policy taken by the Organization. Hospitalization expenses incurred by you on self can be claimed from the Insurance Organization. This will be governed by the procedure framed by the Organization in this regard.

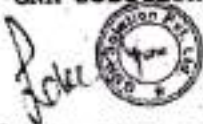
11. GROUP PERSONAL ACCIDENT POLICY (GPA) (If Applicable)

You will be covered by the Group Personal Accident Insurance policy as per rules of the Organization.

12. BONUS / EX-GRATIA (If Applicable)

You will be eligible for annual Bonus or Ex Gratia in terms of the Payment of Bonus Act 1965 as applicable and or eligible. The bonus will be paid during monthly Salary. Bonus/Ex Gratia will be based on audited accounts of the Organization for the relevant Indian Fiscal year ending 31st March of that year.

Yours Faithfully,
For GNR Solution Pvt Ltd



Authorized Signatory

DECLARATION

I, Pratik Hagawane have read and understood the above attached terms and conditions of the letter and the documents mentioned below in the Schedule and Enclosures. I acknowledge that I have had the opportunity to discuss this agreement with, and to obtain legal advice regarding this agreement. I understand them fully and do hereby accept the above letter to the exclusion of all other employment.

Name:

Date:

Signature:

Enclosures:

- Salary Structure
- Terms & Condition of Employment



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. KALYANI BHUJBAL

Subject: Offer Letter

Dear- KALYANI,

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).**

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 **.12-06-2023**
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.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS



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

24-05-2023

To

MISS. KRANTI BIRADAR

Subject: Offer Letter

Dear KRANTI,

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 **.12-06-2023**
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

24-05-2023

To

MR. SAURABH BIRAJDAR.

Subject: Offer Letter

Dear SAURABH,

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**

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

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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

24-05-2023

To

MR. ATUL GADE .

Subject: Offer Letter

Dear ATUL ,

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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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

24-05-2023

To

MR. PRASHANT KADAM .

Subject: Offer Letter

Dear PRASHANT ,

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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* +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

24-05-2023

To

MR. VAIBHAV SHALI KAMBLE .

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. 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 **.12-06-2023**
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.

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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

24-05-2023

To

MR. KULDEEP KHALADKAR.

Subject: Offer Letter

Dear KULDEEP ,

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 **.12-06-2023**
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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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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

24-05-2023

To

MR. DHANANJAY KHANVILKAR .

Subject: Offer Letter

Dear DHANANJAY ,

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 **.12-06-2023**
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
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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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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

24-05-2023

To

MR. KEDAR KHATRI .

Subject: Offer Letter

Dear KEDAR ,

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 **.12-06-2023**
2. You shall be paid Stipend :

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).

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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

24-05-2023

To

MISS. SHWETA KOTAME.

Subject: Offer Letter

Dear SHWETA ,

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)

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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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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.

**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

24-05-2023

To

MR. MANGESH MANDVAKAR

Subject: Offer Letter

Dear MANGESH ,

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**

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2. You shall be paid Stipend :

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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.

**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

24-05-2023

To

MR. ADITYA MOHITE

Subject: Offer Letter

Dear ADITYA ,

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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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

24-05-2023

To

MR. SURAJ MUNGASE

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

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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.

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

24-05-2023

To

MISS. PUNAM SHIRASE

Subject: Offer Letter

Dear PUNAM ,

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 **.12-06-2023**
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

24-05-2023

To

MISS. ASHWINI SHEWALE

Subject: Offer Letter

Dear ASHWINI ,

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 **.12-06-2023**
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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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

24-05-2023

To

MISS. SHREYA ADEKAR

Subject: Offer Letter

Dear SHREYA ,

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)

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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
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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. 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

24-05-2023

To

MR. DADASO JADHAV

Subject: Offer Letter

Dear DADASO ,

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 **.12-06-2023**
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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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.

**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

24-05-2023

To

MR. SWAPNIL DIMBLE

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. 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 **.12-06-2023**
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
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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.

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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.)

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

24-05-2023

To

MR. KUNAL KACHARE

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. 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 **.12-06-2023**
2. You shall be paid Stipend :

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).

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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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

24-05-2023

To

MR. AKSHAY SALUNKHE

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

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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).**



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

24-05-2023

To

MR. SAMEER SHINDE

Subject: Offer Letter

Dear SAMEER

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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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

24-05-2023

To

MR. AMOL KALE

Subject: Offer Letter

Dear AMOL ,

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 **.12-06-2023**
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.

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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

24-05-2023

To

MR. VIJAY DUBE

Subject: Offer Letter

Dear VIJAY ,

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 **.12-06-2023**
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

24-05-2023

To

MR. KAMLESH CHOUDHARY

Subject: Offer Letter

Dear KAMLESH,

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 **.12-06-2023**
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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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

24-05-2023

To

MR. PRAMOD PATIL

Subject: Offer Letter

Dear PRAMOD ,

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 **.12-06-2023**
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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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

24-05-2023

To

MR. DHANSING GADE

Subject: Offer Letter

Dear DHANSING ,

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 **.12-06-2023**
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
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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.

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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).**



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Dated:

SIGN:-

(Name:-



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. AMRUTA DANGE

Subject: Offer Letter

Dear AMRUTA ,

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 **.12-06-2023**
2. You shall be paid Stipend :

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).

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. 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

24-05-2023

To

MR. AMIT KOKARE

Subject: Offer Letter

Dear AMIT ,

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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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

24-05-2023

To

MISS. UJWALA CHOUGULE

Subject: Offer Letter

Dear UJWALA ,

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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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

24-05-2023

To

MISS. NISHA KHARE

Subject: Offer Letter

Dear NISHA ,

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 **.12-06-2023**
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.

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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.

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



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Dated:

SIGN:-

(Name:-



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. PRANJAL DHENGAL

Subject: Offer Letter

Dear PRANJAL ,

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 **.12-06-2023**
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
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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.)

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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.

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



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Dated:

SIGN:-

(Name:-



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. ASHWINI CHAVAN

Subject: Offer Letter

Dear ASHWINI ,

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 **.12-06-2023**
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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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

24-05-2023

To

MR. PRATIK 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**
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2. Your date of entry into the service of the Company is **.12-06-2023**
3. You shall be paid Stipend :

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).

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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

24-05-2023

To

MR. SAGAR JADHAV

Subject: Offer Letter

Dear SAGAR ,

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 :

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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**



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Dated:

SIGN:-

(Name:-



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MR. RUTURAJ DESHMUKH

Subject: Offer Letter

Dear RUTURAJ ,

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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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

24-05-2023

To

MR. UMESH LINGADE

Subject: Offer Letter

Dear UMESH ,

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,
Pune, Maharashtra 410501**



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Dated:

SIGN:-

(Name:-



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MR. KUMBHAR MADHAV

Subject: Offer Letter

Dear MADHAV ,

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. 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

24-05-2023

To

MR. NILESH TELGOTE

Subject: Offer Letter

Dear NILESH ,

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 **.12-06-2023**
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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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

24-05-2023

To

MR. GANESH KUMBHAR

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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* +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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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

24-05-2023

To

MR. MUJAWAR YASIN

Subject: Offer Letter

Dear MUJAWAR ,

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

24-05-2023

To

MR. JAYESH WANKAR

Subject: Offer Letter

Dear JAYESH ,

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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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

24-05-2023

To

MR. PRASHANT DIXIT

Subject: Offer Letter

Dear PRASHANT ,

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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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

24-05-2023

To

MR. NARAYAN KUMBHAR

Subject: Offer Letter

Dear NARAYAN ,

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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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

24-05-2023

To

MR. DHANANJAY SATHE

Subject: Offer Letter

Dear DHANANJAY ,

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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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

24-05-2023

To

MR. VIVEK PANDEY

Subject: Offer Letter

Dear VIVEK ,

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

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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

24-05-2023

To

MR. ANUP CHOUDHARI

Subject: Offer Letter

Dear ANUP ,

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 **.12-06-2023**
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

24-05-2023

To

MR. ROHIT SAWANT

Subject: Offer Letter

Dear ROHIT ,

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.

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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

24-05-2023

To

MR. PRAVIN AOUDUT

Subject: Offer Letter

Dear PRAVIN ,

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)

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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

24-05-2023

To

MISS. TRUPTI MANE

Subject: Offer Letter

Dear TRUPTI ,

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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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

24-05-2023

To

MR. SUNIL MANDALE

Subject: Offer Letter

Dear SUNIL ,

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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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

24-05-2023

To

MR. AMOL MHASE

Subject: Offer Letter

Dear AMOL ,

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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For

Dhoot Transmission Pvt.Ltd.

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



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Dated:

SIGN:-

(Name:-



KPS

CONSTRUCTION

CIVIL | ARCHITECT | CONTRACTS | CONSULTANTS

Offer Letter

Date: 17/04/2023

To,
Mr. Pradeep Salunkhe
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Pradeep

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

We would like you to give confirmation over this offer immediately. Your date of joining will be 02nd May 2023.

Regards
KPS Construction

GSTIN :
27AAVFK6083A1Z2

www.kps.construction construction.kp2552@gmail.com
Add: Abhinandan Apartment, Near RMD College
Warje, Pune - 411 052



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. VAISHNAVI DHOTRE

Subject: Offer Letter

Dear VAISHNAVI ,

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

The following terms and conditions:

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Dated:

SIGN:-

(Name:-



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. NIKITA NAGRE

Subject: Offer Letter

Dear NIKITA ,

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

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Dated:

SIGN:-

(Name:-



Letter of Intent

October 20, 2022

Sejal Gaikwad

Siddhant College of Engineering, Pune

Dear Sejal Gaikwad,

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:to_campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXWARE 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



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. PALLAVI THORAT

Subject: Offer Letter

Dear PALLAVI ,

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 **.12-06-2023**
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:-



KPS

CONSTRUCTION

CIVIL | ARCHITECT | CONTRACTS | CONSULTANTS

Offer Letter

Date: 17/04/2023

To,
Mr. Vijay Athare
Pune

Subject: - Offer letter for the position of **Site Engineer**.

Dear Vijay,

Congratulations! We are pleased to inform you that we are offering the position of **Site Engineer** at our organization. The position we are offering is that of Site Engineer with an annual cost to company of Rs.3,00,000/-. The position reports to Execution head.

We would like you to give confirmation over this offer immediately. Your date of joining will be 02nd May 2023.

Regards
KPS Construction

GSTIN :
27AAVFK6083A1Z2

www.kps.construction construction.kp2552@gmail.com
Add: Abhinandan Apartment, Near RMD College
Warje, Pune - 411 052



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MISS. SAYALI PANASKAR

Subject: Offer Letter

Dear SAYALI ,

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 :

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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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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

8th April 2023

Dear Rutuja Mane,

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 10th April 2023.**

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



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

www.amplesoftech.com

8th April 2023

Dear Avinash Akash Ram,

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 10th April 2023.**

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



Dhoot Transmission Pvt.Ltd.

Offer Letter

24-05-2023

To

MR. DILIP GHURE

Subject: Offer Letter

Dear DILIP ,

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 **.12-06-2023**
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

24-05-2023

To

MISS. NEHA PATIL

Subject: Offer Letter

Dear NEHA ,

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 **.12-06-2023**
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
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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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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

24-05-2023

To

MR. ABHISHEK JAGTAP

Subject: Offer Letter

Dear ABHISHEK ,

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 **.12-06-2023**
2. You shall be paid Stipend :

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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. 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:-



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

www.amplesoftech.com

8th April 2023

Dear Desai Komal,

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 10th April 2023.**

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



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

www.amplesoftech.com

8th April 2023

Dear DONGARE GAURI RAMESH,

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 10th April 2023.**

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

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- 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

October 20, 2022

Kanani Umang Kishor

Siddhant College of Engineering, Pune

Dear Kanani Umang Kishor,

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 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



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



Letter of Intent

October 20, 2022

Wali Shrikant

Siddhant College of Engineering, Pune

Dear Wali Shrikant,

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 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



Letter of Intent

October 20, 2022

Bal Smabbhik Santosh

Siddhant College of Engineering, Pune

Dear Bal Smabbhik Santosh,

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

A handwritten signature in black ink that reads 'Monica Mathur'.

Monica Mathur

Vice President, Recruitment-India & APAC



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