



Yashoda Shikshan Prasarak Mandal's

YASHODA TECHNICAL CAMPUS, SATARA

NH-4, Wadhe Phata, Satara. Tele Fax- 02162-271238/39/40

Website- www.yes.edu.in, Email-registrar_ytc@yes.edu.in

Approved by AICTE / PCI New Delhi, Govt. of Maharashtra (DTE, Mumbai)

Affiliated to DBATU Lonere & Shivaji University, Kolhapur/ MSBTE, Mumbai.

Institute Code – 6757

Prof. Dasharath Sagare
Founder, President

Prof. Ajinkya Sagare
Vice-President

Dr. Vivekkumar Redasani
Director

5.2.1 Number of placement of outgoing students during the year

5.2.1 Number of placement of outgoing students during the year

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2022-23	Shleka Vishnu Mane	MBA	Future Creation, Satara	1.2
2022-23	Pragati Vijay Kadam	MBA	Future Creation, Satara	1.2
2022-23	Rasika Arun Ghadge	MBA	Future Creation, Satara	1.2
2022-23	Rasika Shahaji Kharat	MBA	Future Creation, Satara	1.2
2022-23	Sakshi Santosh Shelar	MBA	Future Creation, Satara	1.2
2022-23	Ashutosh Mangesh Mane	MBA	Yashaswi Academy for Skills,Pune	1.8
2022-23	Rushikesh Sanjivan Bhosale	MBA	Cognizant Technology Solutions, India	4.5
2022-23	Akshay Hanmant Khavale	MBA	HDB Financial Services, Mumbai	1.8
2022-23	Ankita Sanjay Sawant	MBA	Tata Consultancy Services Ltd.	1.93
2022-23	Viraj Santoshkumar Shinde	MBA	Emcure Pharmaceuticals Ltd. Bhosari Pune	1.83
2022-23	Akshada Stish Waragade	MBA	Tect Mahindra Ltd. A-6, Sector-64 Noida	1.67
2022-23	Jadhav Nikhil	MBA	Lotus Tech Software	0.6
2022-23	Jadhav Pratiksha	MBA	Lotus Tech Software	0.84
2022-23	Phadtare Omkar	MBA	Lotus Tech Software	1.2
2022-23	Abhishek Laxman Korde	B.Tech Com Sci	GoTatva software consulting Ltd. Hyderabad	3.1
2022-23	Ayush Lalchand Soni	B.Tech Com Sci	Flexur Systems Pvt. Ltd. Pune	2.4
2022-23	Hrishikesh Rajendra Nalawade	B.Tech Com Sci	Asort Experience Pune	5
2022-23	Aditi Santosh Loni	B.Tech Com Sci	Accurate Solution Pune	2.4
2022-23	Sanket Shinde	MCA	Glabsoftech	1.2
2022-23	Bhandari Manasi	MCA	Wipro	2
2022-23	Jadhav Akshay Arjun	MCA	Stylopedia Technology pvt.ltd	2
2022-23	Sushant Gandalwar	MCA	Webwide IT Solutions Ltd.	0.72
2022-23	Dhiraj Palkar	MCA	WPoets Technology LLP	2.16
2022-23	Nikam Shubham	MCA	Arronics Infotech Pvt. Ltd.	1
2022-23	Shaikh Aliya	MCA	EXL Service.com Pvt	1.8
2022-23	Shubham Dhage	MCA	Atidiv	2
2022-23	Ajay Anil Jadhav	MCA	Acme Infovision System Pvt.Ltd.	2.4
2022-23	Vilas Gavali	MCA	glabsoftech	0.72
2022-23	Pooja Shevate	MCA	Cognizant Technology Solution India pvt.ltd	2.52
2022-23	Nikam rucha	MCA	Acme Infovision Systems Pvt.Ltd.	2.4
2022-23	Kadam Kajal	MCA	TechnoPurple IT Solution Pvt.Ltd.	2.79
2022-23	Suryawanshi Rajesh	MCA	exEXCELR	3
2022-23	Saste Ashish Prakash	B.Tech. Mech	Cummins Ltd., Phaltan	2.1
2022-23	Dhane Omkar Arjun	B.Tech. Mech	ACG Metalcraft, Shirwal	1.3
2022-23	Dhumal Sanket Rajendra	B.Tech. Mech	Filtrum Autocomps Pvt. Ltd., Wai	1.7
2022-23	Pharande Saurabh Shankar	B.Tech. Mech	Abhijat Engg. Satara	2.3
2022-23	Salunkhe Akshay Ashok	B.Tech. Mech	Cooper Engg. Satara	3.5
2022-23	Shinde Ankita Tanaji	B.Tech. Mech	E-Seva, Chetak E-bike	2
2022-23	Shelke Sahil Prakash	B.Tech. Mech	Datwiller-Pharma, Shirwal	1.8
2022-23	Pawar Rupali Kumar	B.Tech. Mech	GE Pune	2.2
2022-23	Kate Preeti Bapusahab	B.Tech. Mech	GE Pune	2.2
2022-23	Pawar Sourabh Sayaji	B.Tech. Mech	Anand Industries, Charegaon	1.5
2022-23	Pawar Vijay Yuvaraj	B.Tech. Mech	Forbes Marshal, Pune	2.5

2022-23	Kanase Manav Sandip	B.Tech. Mech	Bharat Gears	2
2022-23	Sonawane Yogesh Balasaheb	B.Tech. Mech	TubeStar Oil & Gas Service Pvt. Ltd., Navi Mumbai	2
2022-23	Mane Mandar Vikram	B.Tech. Mech	Yazaki India, Pune	2
2022-23	Mane Janardhan Nagnath	B.Tech. Mech	Just-Dial, Pune	2
2022-23	Prabhune Aditya dipak	B.Tech. Mech	Gipro Drives Satara	1.8
2022-23	Aniket Potekar	B.Tech. Mech	GPro Drives, Satara	1.8
2022-23	Alfarhan Momin	B.Tech. Mech	GPro Drives, Satara	1.8
2022-23	Aditya Prabhune	B.Tech. Mech	GPro Drives, Satara	1.8
2022-23	Shivraj Jadhav	B.Tech. Mech	GPro Drives, Satara	1.8
2022-23	Sameer Dadas	B.Tech. Mech	GPro Drives, Satara	1.8
2022-23	Pujari Supriya Ravindra	B.Pharm	Ajit Medicals, Masur	1.2
2022-23	Pawar Ranveer Rajesh	B.Pharm	Alpine Pharmacy, Satara	2
2022-23	Dhumal Pallavi Balkrishna	B.Pharm	MediPROBE Conculancy Pvt. Ltd., Pune	2.4
2022-23	Pawar Divya Ravindra	B.Pharm	MediPROBE Conculancy Pvt. Ltd.Pune	2.4
2022-23	Chavan Ankita Ramchandra	B.Pharm	Medispray Ltd, Satara	1.8
2022-23	Adsul Kajal Rajendra	B.Pharm	Medispray Ltd, Satara	1.8
2022-23	Nalawade Sarang Nitin	B.Pharm	Medispray Ltd, Satara	1.8
2022-23	Kulkarni Chaitrali Prasad	B.Pharm	Medispray Ltd, Satara	1.8
2022-23	Lohar Komal Ramesh	B.Pharm	Medispray Ltd, Satara	1.8
2022-23	Gurav Akshada Sunil	B.Pharm	Medispray Ltd, Satara	1.8
2022-23	Jadhav Priyanka Uttam	B.Pharm	NIYA Health cate Pvt. Ltd, Satara	1.5
2022-23	Dhavale Prasad Mohan	B.Pharm	Rubicon Pharma Ltd, Satara	1.5
2022-23	Kadam Rupesh Santosh	B.Pharm	Rubicon Pharma Ltd, Satara	1.5
2022-23	Bhosale Viraj Vijay	B.Pharm	Rudraksha Medicals, Satara	1.6
2022-23	Pisal Tejas Bhau	B.Pharm	Rudraksha Medicals, Satara	1.6
2022-23	Kamble Prathamesh Pundlik	B.Pharm	Rudraksha Medicals, Satara	1.6
2022-23	Sathe Kalyani Agatrao	B.Pharm	Sae Medical, Dahiwadi, Satara	1.2
2022-23	Jagdale Pratiksha Vilas	B.Pharm	Sae Medical, Dahiwadi, Satara	1.2
2022-23	Pathan Uzma Salim	B.Pharm	Shivam Medicals, Satara	1.2
2022-23	Patil Shreya Vyankatesh	B.Pharm	Suryadeep medical, Satara	1.6
2022-23	Kadam Nitesh Navnath	B.Pharm	TCS- Pune	2.4
2022-23	Nikam Arshit Shashikant	B.Pharm	TCS- Pune	2.4
2022-23	Pol Tejashri Ravindra	B.Pharm	TCS- Pune	2.4
2022-23	Sakpal Shruti Rajendra	B.Pharm	TCS- Pune	2.4
2022-23	Mulani Simran Abulkalam	B.Pharm	TCS- Pune	2.4
2022-23	Ghanwat Aishwarya Raju	B.Pharm	TCS- Pune	2.4
2022-23	Bhandirge Saurabh Uttam	B.Pharm	TCS- Pune	2.4
2022-23	Gadhve Dnyaneshwari Santosh	B.Pharm	TCS- Pune	2.4
2022-23	Shinde Akshata Anil	B.Pharm	Techcare Medical Services Pvt. Ltd-Pune	2.2
2022-23	Javnjal Chaitanya Rajendra	B.Pharm	Vimta Labs, Hyderabad	2.2
2022-23	Bhagat Pooja Dattatray	M.Pharm	Fortrea Life sciences,	2
2022-23	Bhosale Nikita Hanmantrao	M.Pharm	AMCP college of Pharmacy	2.2
2022-23	Chavan Achal Jeevan	M.Pharm	Niya Health Care Pvt. Ltd.	1.8
2022-23	Joshi Varda Sunil	M.Pharm	College of Pharmacy, Sawarde	2
2022-23	Kapse Sanket Jagdish	M.Pharm	Maclaoid Pharma Ltd	2
2022-23	Kothawale Snehal Gulab	M.Pharm	Dattakala college of Pharmacy,	2.4
2022-23	Mahadik Rutuja Anil	M.Pharm	GES, college of Pharmacy, Limb	2.4
2022-23	More Mayuri Chandrakant	M.Pharm	Jahangir Hospital	2.3

2022-23	Naikawadi Nishigandha Dayanand	M.Pharm	YSPM, YTC, Faculty of Pharmacy,	2.6
2022-23	Patole Rutuja Sudhir	M.Pharm	Daultrao Aher college of Pharmacy	2.4
2022-23	Raut Poonam Subhash	M.Pharm	L.N.B.C. Institute of Pharmacy	2.4
2022-23	Bhopale Raman Sanjay	M.Pharm	College of Pharmacy, Malkapur	2.6
2022-23	Pawar Sucheta Shivaji	M.Pharm	YSPM, YTC, Faculty of Pharmacy,	2.6
2022-23	Bhosale Priyanka Jalandar	M.Pharm	YSPM, YTC, Faculty of Pharmacy,	2.6
2022-23	Dhekale Harshada Mansing	M.Pharm	Arvind Gavali college of Pharmacy,	2.6
2022-23	Pravin Uddhavrao Mulik	M.Pharm	Malalaxmi Institute of Pharmacy	2.2
2022-23	Aiwale Prachi Pandurang	M.Pharm	TCS Ltd. , Pune	2
2022-23	Jangam Rajesh Dagadu	M.Pharm	L.N.B.C. Institute of Pharmacy	2.4
2022-23	Joshi Bhakti Nitin	M.Pharm	TCS Ltd. , Pune	2
2022-23	Jadhav Harshada Hanmant	M.Pharm	TCS Ltd. , Pune	2
2022-23	Patil Pooja Mahesh	M.Pharm	Vidhya Niketan College of Pharmacy,	2.4



Mob : 8007522003/ 9096943291
Email : futurecreation111@gmail.com
Add : Office No. 8, Sankalp Heights, Bus stand
Karanje road, Subhashchandra Bos Chowk, Satara.

APPOINTMENT LETTER

Miss Shleka Vishnu Mane

SATARA.

Dear,

Miss . Shleka Vishnu Mane

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **HR executive** with effect from 15 March 2023 To 30 April 2023

1. you will be on probation for a period of 3 months from the date of joining your confirmation in the services of the probation period would be subject to satisfactory performance during the probation period as well as response from your reference Satisfactory response from your references a letter of confirmation would be issued to you at the satisfactory completion of the probation.
2. The salary term & condition will be as agreed upon (salary breakup enclosed).
3. Your services are transferable to office/site/works of the company anywhere in India within short notice. if in future company shifted /spread to any other locations then over and above the company reserves the right to transfer you to any of future creation group of companies.
4. During probation, maximum one day leave per month will be allowed. You are advised to avoid talking leave unless absolutely necessary.
5. In case of termination by either party for any reason this appointment can be terminated by giving not less than ONE month written notice on either side or ONE month gross salary lieu thereof. However the management reserves the right to accept your resignation waiving the notice period and no compensation would be payable for unexpired notice period.
6. You will sign "confidentially Agreement " as per policy of the company in the prescribed format on your joining the company.
7. You will maintain strict confidently related to technical and commercial knowledge, secrete, proprietary information and all company information during your employment with us and their after.
8. You will abide by the policies and practices of the company in force from time to time as made applicable to your cadre.
9. You will retired from the employment of the company on your attending the age of 60 year.

Please sign and return duplicate copy of this appointment letter duly signed within 2days from the receipt of this letter.

We wish you happy and prosperous future with our organization and welcome you to **future creation Placement Consultancy** family.

I accept appointment offer and would join on:

Miss. Shleka Vishnu Mane

Authorized signatory

(Please submit copies of (a) original of qualification (b.s.c. onward) proof of date of birth and two passport size photo along with acceptance of this letter. Do fax your joining report duly signed by your HRD on the date of your joining.)

Salary break-up (cost to company)

Name: **Miss Shleka Vishnu Mane**

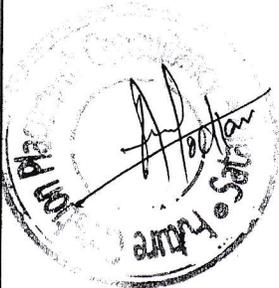
Cadre	:	Recruitment Executive
Location	:	Satara Head office
Basic salary	:	10000.00
Transport entitlement	:	-
Miscellaneous allow	:	-
Total		10000.00

Approved by

(Authorized signatory)

accepted by

Miss . Shleka Vishnu Mane





Mob : 8007522003/ 9096943291
Email : futurecreation111@gmail.com
Add : Office No. 8, Sankalp Hights, Bus stand -
Karanje road, Subhashchandra Bos Chowk, Satara.

APPOINTMENT LETTER

Miss Pragati Vijay Kadam

SATARA.

Dear,

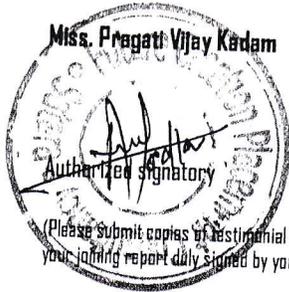
Miss . Pragati Vijay Kadam

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **HR executive** with effect from 15 March 2023 To 30 April 2023

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 9. You will retired from the employment of the company on your attending the age of 60 year.
- Please sign and return duplicate copy of this appointment letter duly signed within 2days from the receipt of this letter.

We wish you happy and prosperous future with our organization and welcome you to **future creation Placement Consultancy** family.

I accept appointment offer and would join on:

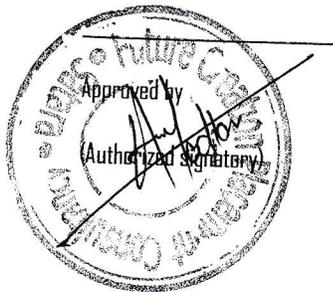


(Please submit copies of testimonial of qualification (s.s.c. onward) proof of date of birth and two passport size photo along with acceptance of this letter. Do fax your joining report duly signed by your HOD at the time of your joining.)

Salary break-up (cost to company)

Name: **Miss Pragati Vijay Kadam**

Cadre	:	Recruitment Executive
Location	:	Satara Head office
Basic salary	:	10000.00
Transport entitlement	:	-
Miscellaneous allow	:	-
Total		10000.00



accepted by

Miss . Pragati Vijay Kadam



Mob : 8007522003/ 9096943291
Email : futurecreation111@gmail.com
Add : Office No. 8, Sankalp Heights, Bus stand -
Karanje road, Subhashchandra Bos Chowk, Satara.

APPOINTMENT LETTER

Miss Rasika Arun ghadge

SATARA.

Dear,

Miss . Rasika Arun ghadge

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **HR executive** with effect from 15 March 2023 To 30 April 2023

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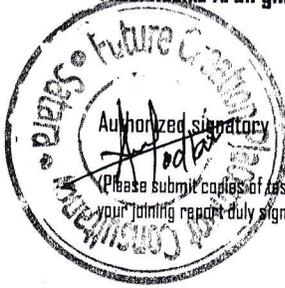
9. You will retired from the employment of the company on your attending the age of 60 year.

Please sign and return duplicate copy of this appointment letter duly signed within 2days from the receipt of this letter.

We wish you happy and prosperous future with our organization and welcome you to **future creation Placement Consultancy** family.

I accept appointment offer and would join on:

Miss Rasika Arun ghadge



Authorized signatory

(Please submit copies of testimonial of qualification (s.s.c. onward) proof of date of birth and two passport size photo along with acceptance of this letter. Do fax your joining report duly signed by your HOD at the time of your joining.)

Salary break-up (cost to company)

Name: **Miss Rasika Arun ghadge**

Cadre	:	Recruitment Executive
Location	:	Satara Head office
Basic salary	:	10000.00
Transport entitlement	:	-
Miscellaneous allow	:	-
Total		10000.00

Approved by



Authorized signatory

accepted by

Miss . Rasika Arun ghadge



Mob : 8007522003/ 9096943291
Email : futurecreation111@gmail.com
Add : Office No. 8, Sankalp Heights, Bus stand
Karanje road, Subhashchandra Bos Chowk, Satara.

APPOINTMENT LETTER

Miss Rasika Shahaji kharat

SATARA.

Dear,

Miss . Rasika Shahaji kharat

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **HR executive** with effect from 15 March 2023 To 30 April 2023

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9. You will retired from the employment of the company on your attending the age of 60 year.

Please sign and return duplicate copy of this appointment letter duly signed within 2days from the receipt of this letter.

We wish you happy and prosperous future with our organization and welcome you to **future creation Placement Consultancy** family.

I accept appointment offer and would join on:

Miss. Rasika Shahaji kharat



Authorized signatory,

(Please submit copies of testimonial of qualification (s.s.c. onward) proof of date of birth and two passport size photo along with acceptance of this letter. Do fax your joining report duly signed by your HOD at the time of your joining.)

Salary break-up (cost to company)

Name: **Miss Rasika Shahaji kharat**

Gadre	:	Recruitment Executive
Location	:	Satara Head office
Basic salary	:	10000.00
Transport entitlement	:	-
Miscellaneous allow	:	-
Total	:	10000.00

Approved by

(Authorized signatory)



accepted by

Miss . Rasika Shahaji kharat



Mob : 8007522003/ 9096943291
Email : futurecreation111@gmail.com
Add : Office No. 8, Sankalp Hights, Bus stand -
Karanje road, Subhashchandra Bos Chowk, Satara.

APPOINTMENT LETTER

Miss Sakshi Santosh Shelar

SATARA.

Dear,

Miss . Sakshi Santosh Shelar

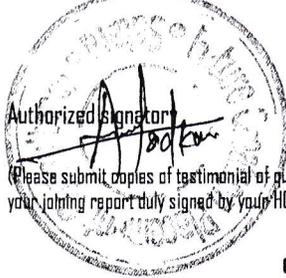
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I accept appointment offer and would join on:

Miss. Sakshi Santosh Shelar



(Please submit copies of testimonial of qualification (s.s.c. onward) proof of date of birth and two passport size photo along with acceptance of this letter. Do fax your joining report duly signed by your HOD at the time of your joining.)

Salary break-up (cost to company)

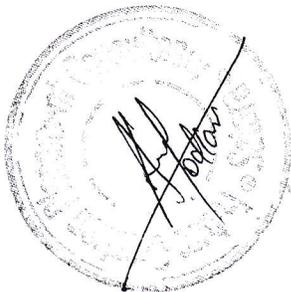
Name: **Miss Sakshi Santosh Shelar**

Cadre	:	Recruitment Executive
Location	:	Satara Head office
Basic salary	:	10000.00
Transport entitlement	:	-
Miscellaneous allow	:	-
Total	:	10000.00

Approved by
(Authorized signatory)

accepted by

Miss . Sakshi Santosh Shelar



TMPCON042347887

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : YASHASWI ACADEMY FOR SKILLS (E07192700003)
with Telephone no. & E-mail address : YASHASWI HOUSE, LANE No 15, PRABHAT ROAD,
PUNE Pune, Maharashtra
: 020-67492727
: N/A
2. (a) Name of Apprentice (Block Letters) : ASHUTOSH MANGESH MANE (A072018875006)
(b) Father's/Mother's /Spouse's Name : Mangesh
3. Address of apprentice : a/p Nagthane, Maharashtra, Satara, 415519, SATARA, Satara,
Maharashtra
4. Gender : Male
5. Date of Birth : 19-09-1997
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : Post Graduate - MBA
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : HR Executive
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 2 Weeks
(b) Period of On-the-job Training : From 01-04-2023 to 25-03-2024
10. Apprenticeship Training Location : Pricol Limited Satara
(a) Name and address of facility where Basic Training is
to be provided : N/A
(b) Name and address of the facility where On-the-job
Training is to be provided : YASHASWI ACADEMY FOR SKILLS
Pricol Limited Satara
Satara
Maharashtra
11. (a) Date of execution of contract : N/A
(b) Age of Apprentice on the date of execution of contract : 25 years, 7 months and 5 days
12. Is the establishment opting for benefits under NAPS*? : No
*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount
(a) During 1st year of training : 15000
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages

- (b) Relationship with the Apprentice : N/A
15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes
(b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS
16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.


Vishwesh Kulkarni
Director



Signature of the
Employer with seal



Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : TMPCON042347887
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.



14-Jul-2022

Dear **Rushikesh Sanjivan Bhosale**,
B.Tech, Mechanical
Karmaveer Bhaurao Patil College Of Engineering, Satara

Candidate ID – 22032256

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

You have been selected for the position of **Engineer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **50%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You may be enrolled in either of these programs (as decided by Cognizant) and would continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the

Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

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

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

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

3.3 GenC Training Post joining:

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

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:



Rushikesh Bhosale <rushikesh24798@gmail.com>

Ref - Cognizant T&H Drive Selects _HR Orientation_ Tuesday, 1st March'22 at 3 P.M i.e Today

message

IRD HRD <hrd@arichinfotech.com>
o: hrd@arichinfotech.com

Tue, Mar 1, 2022 at 12:08 F

Dear Candidate,

Congratulations!

You have been successfully cleared 2nd Round i.e Technical communication of Cognizant dated 23rd Feb'22 & selected for T&H Hiring for the **profile Engineer Trainee - CIS NSD PAT, Salary 4.01 Lakh CTC.**

Your HR Orientation is scheduled on **Tuesday, 1st March'22 at 3 P.M i.e Today**

Agenda of Orientation -

Cognizant Job Profile details, Technology Details, Salary details, Duration of Job Training to Final Offer & Joining with Cognizant Details & trainee's query and FAQ's.

Date - Tuesday, 1st March'22

Timing - 3 P.M

Link to connect for HR Orientation -

URL : <https://m.teamlink.co/1652988057?p=9b35e0c631c827e15143f37b3d2b25d1>

Meeting ID : 1652988057

Password : arich@123

Any query in case of connectivity or anything call Chiranjeeve 9840155016 / Prashant - 9423336921

Kind regards & thanks

Hr team

www.arichinfotech.com

044- 42866199 / 45576333

ARICH INFOTECH

Welcome Onboard for Cognizant Training Program @ Arich Infotech Pvt Ltd

message

hiranjeeve.ds <chiranjeeve.ds@arichinfotech.com>
o: rushikesh24798@gmail.com
c: selvarani@arichinfotech.com, prashantyadav@arichinfotech.com

Tue, Mar 8, 2022 at 6:21 F

Dear Candidate,

Greetings from Arich Infotech Pvt Ltd.

Thank you so much for registering with us for **Cognizant Train and Hire model**. We are happy to inform your training will be commenced from **7th March 2022(Monday)**

- **All are requested to be on time in formal dress code**

To login Arich InfoTech online training program, click the below link

URL : <https://m.teamlink.co/2876632567?p=9b35e0c631c827e15143f37b3d2b25d1>

Meeting ID : 2876632567

Password : arich@123

Training Mode : Online

If any Technical problem, Please feel free and reach us in this no: Chiranjeeve-9840155016 or Prashant-9423336921.

Kind regards & thanks

team,

www.arichinfotech.com



HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

October 31, 2020

Ref:HDBFS/20-21/HRIC33814/Appt/128779

Mr.Akshay Hanmant Khavale,
A/P-323,Babar Colony,
Karanje Peth,Satara,
Babar Chowk,
Satara-415002

Dear Mr.Akshay Hanmant Khavale,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - COLLECTIONS (RETAIL ASSETS) on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) Your initial place of posting will be at Satara. You are initially assigned to services at our client premises, SATARA - 790. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.



- e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.
- g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.



- m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.
- o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- p) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- q) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- r) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- s) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- t) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.



v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than November 15, 2020.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.

Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Mr. Akshay Hanmant Khavale

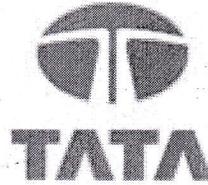
ADFC



Payslip for the month of April 2022

Employee Code	128779	Employee Name	Akshay Hanmant Khavale
Group Company	HDB Financial Services Limited	Sub Company	ADFC
State	Maharashtra	City	Satara
Product	Retail Assets - Collections	Branch	Satara
Role	Jr. Officer - Collections (Retail Assets)	Grade	Grade-I
Bank Account Number	50100385488084	PF Account Number	MHBAN00496110000292942
UAN Number	101644921509	Permanent Account Number	DPOPK5567J
Esic Account Number	3312453134	LWP	0
Days Worked	30	Arrears Days	0
Date of Joining	16 Nov 2020		

Earnings		Deductions	
Particulars	Amount	Particulars	Amount
Basic Salary	9,000.00	Professional Tax	200.00
House Rent Allowance	3,600.00	Provident Fund	1,368.00
Performance Development Allowance	2,400.00	ESIC	113.00
Total Earnings	15,000.00	Total Deductions	1,681.00
In words : Thirteen Thousand Three Hundred Nineteen Only ₹		Net Salary : 13,319.00	



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20218311335/Mumbai/BPS/BTN
Date: 07/08/2021

Ms. Anokita Sanjay Sawant
At Karandwadi Post Degaon
Satara
Satara
Satara-415004
Maharashtra
Tel# -

Dear Ms. Anokita Sanjay Sawant,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Payslip
APR 2022



MS. ANKITA Sanjay SAWANT											
Employee Details			Payment & Leave Details				Location Details				
Emp No.	2073552		Bank Name	HDFC Bank			Location	Wellspring III - STP			
Grade	BPOS	UAN --	Acc No.	50100445975680			Base Br.	TCS - MUMBAI			
PAN	MUFPS1743F		Days paid	30			Depute Br.	TCS - Mumbai			
			Leave Balance	EL	9.17	SL	4.36	CL	1.25	WON/ SWON	20309371

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Miscellaneous		6,410.00	ESIS Deduction	149.00
Stipend		13,750.00		
Total Earnings (Current + Arrears)		20,160.00	Total Deductions	149.00

Net Pay (INR)	20,011.00
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Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	1,93,000.00	Net Tax Income r/o	1,43,000.00		0.00
Deductions under Sec 16	50,000.00	Total Tax Payable			
Chapter VIA relief	0.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Ref No. EP/HR/A/P03/10016361

03 September 2020

Mr. Viraj Shinde

250, Sanaghar ali bavadhan ,tal-wai ,dist-satara, near post office, Satara - 412804, Maharashtra, India

SUB : APPOINTMENT LETTER

Dear Viraj,

This has reference to your application for employment in our organization and subsequent interviews you had with us. We are pleased to appoint you as '**Officer (001)**' in '**Quality Assurance Department** in **001-Officer** Grade w.e.f. **03 September 2020** on the following Terms and Conditions:

TERMS AND CONDITIONS

1.0 EMOLUMENTS AND BENEFITS

1.1 Your Total Cost to Company is Rs. **291141.00** . The details are as per **Annexure- A** and subject to Terms and conditions mentioned in the Annexure/s.

1.2 You will be eligible for Benefits viz. Provident Fund, E.S.I., Gratuity and Bonus etc., as per the laws applicable in India and as per the rules and regulations laid down in the HR Manual of the company.

1.3 Your personal e-tax liability, if any, shall be borne by you.

2.0 WORKING HOURS

The working hours of the company shall be as required to complete and fulfill your daily duties and responsibilities, subject to legal provisions.

3.0 TRAINING / PROBATION / CONFIRMATION AND TERMINATION OF EMPLOYMENT

3.1 You will be on Training period of Six months. During this period your services can be terminated without notice & without assigning any reason.

3.2 After successful completion of the training & on recommendation of your immediate Superior, you shall be on probation for a period of six months. However your probation period can be extended depending upon your performance.

3.3 During the probation period your performance, attendance, discipline, behavior, relationship with Superiors and Subordinates will be closely assessed.

3.4 On Successful completion of your Probation period, your services will be confirmed by 'Confirmation Letter' in writing and until such Confirmation you will be deemed to be on Probation.

3.5 Your services during the Probation can be terminated without notice or without assigning any reason thereof.

3.6 Your Services can also be terminated without any notice or pay in lieu thereof if the Management finds that particulars furnished

Emcure

by you either in application form or at the time of interview are incorrect and / or purported.

3.7 On confirmation your services can also be terminated by 30/90 days notice on either side depending on your grade at the time of separation with the organization or pay in lieu thereof. However the company shall have option to relieve you at an earlier date at no additional cost to the company.

3.8 The Management reserves the right to terminate your employment forthwith without any notice or pay in lieu of notice if in its opinion you are guilty of inattention or negligence of the conduct of the company's business or any other Act of omission or commission inconsistent with your duties and responsibilities.

3.9 To join training / induction programme and / or any organization without relieving letter from our end leads to double employment which is illegal and against the norms of the company.

3.10 In the event of your leaving the employment within a period of one year from your date of joining (inclusive of your training and probation period, if any), you would be liable to pay to the company cost of training and induction during your employment. The Management reserves its right to recover the above-mentioned cost as per company's policy from time to time. The expenses incurred towards payment of your relocation, Notice Pay and your stay at company's accommodation as applicable shall be deducted from your Full and Final Settlement.

4.0 DEPUTATION/TRANSFER

You may be deputed or transferred to any other section / department / division of the company and/or to any other / associate/ affiliate/ subsidiary of the company, existing at present / established in future, and/ or to any place in India or abroad, if necessary.

5.0 INTELLECTUAL PROPERTY RIGHTS

For the purpose of this clause, '**Intellectual Property**' shall mean and include trademark, patents, design and copyright owned by the company. You acknowledge and agree that:

5.1 The Company shall remain the owner of all intellectual property disclosed to you or developed by you during your employment.

5.2 During the period of your appointment and even thereafter, you shall not at any time either directly or indirectly:

a. Use the intellectual property rights of the company unless otherwise specifically authorized.

b. Communicate to any unauthorized person about any intellectual property rights concerning the Company's business, thereby causing loss to the company.

c. Print, copy, possess or take away any documents or data pertaining to the intellectual property of the Company other than as necessary in the course of your duties.

5.3 If you become aware of infringement of company's intellectual property by any of the Company's employees, ex-employees, co-employees, agents, sub-contractors, vendors, you shall promptly notify the company about the same and give the company all reasonable assistance in connection with any proceedings which the company may institute against any such persons.

5.4 The provisions of this clause shall survive the cessation or termination of your appointment.

6.0 CONFIDENTIALITY

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6.1 For the purpose of this clause, 'Confidential Information' shall mean and include all non-public and proprietary information, in whatever form (whether tangible, verbally communicated, physically and electronically communicated or disclosed in writing or otherwise including without limitation information disclosed by samples) which has been or will be disclosed by the company to you, during the term of your appointment relating to inventions, processes, products, designs, trade secrets, formula and formulations, know-how, technology, test and other data and other information relating to the development analysis, approval, manufacture and packing, computer programs and other information relating to the manufacturing activities. The terms and conditions contained in this appointment letter shall also be treated as Confidential at all times.

6.2 'Trade Secret' shall mean and include such confidential information which will be disclosed from time to time during the period of your appointment.

6.3 Further:

a. You acknowledge and agree that nothing contained in this appointment letter shall be construed as granting any confidential information to you, by license or otherwise during the course of your employment.

b. You shall not during the period of your employment and even thereafter, either directly or indirectly:

i. Disclose and divulge any confidential information to any third Party.

ii. Communicate to any third Party or any other unauthorized person or company any confidential matter concerning the company or the business.

iii. Communicate upon any matter concerning the confidential information to any of the company's customers, suppliers, bankers, competitors, ex-employees or other persons with whom the company does the business, except as instructed in the course of his/her duties.

iv. Use the benefit of any trade secret/s of the company.

v. Print, copy, possess or take away any confidential information of the company other than as necessary in the course of your duties.

c. If you become aware of any breach of confidence by any of the company's employees, ex-employees, co-employees, agents, sub-contractors, vendors, you shall promptly notify the company and give the company all reasonable assistance in connection with any proceedings which the company may institute against any such persons.

d. The provisions of this clause shall survive the abandonment or termination of your employment.

7.0 UNDERTAKINGS

7.1 You hereby undertake to the company that at all times you shall provide independent and unbiased advice to the company or its clients/customers on behalf of the company, if any in relation to the activities which you are bound to perform under this appointment letter. You shall not, without the prior written consent of the company, accept any commission, salary, gift, other financial or material benefit or inducement from any customers, suppliers, consultants, or vendors past, existing or potential.

7.2 You shall observe and abide by all the rules and regulations of the Company and its policies as may be framed from time to time including its Anti-Corruption Policy. In case you need any clarification, you may contact your HR department.

8.0 NON COMPETE AND NON SOLICITATION

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During the period of your employment, you shall not either directly or indirectly whether as principal, agent, partner, employee or in any other capacity :

8.1 Compete with the business of the company, its subsidiaries, affiliates, successors and assigns and such other venture undertaken by the company presently existing and which may be set up after the date of this appointment letter.

8.2 Compete with the business of the company using the company's confidential information and/or trade secret in its embodied or disembodied form.

8.3 Compete with the company by taking employment in any other entity which is in the same line of business as that of the company.

8.4 Interact with, solicit or endeavor to entice away any of the present/ex-employees, present/ex-consultants and/or present/ex-local/abroad vendors, clients/ customers of the Company, its subsidiaries, affiliates, successors and assigns with a view to start a competing business or work in a competing entity.

9.0 ABANDONMENT

9.1 You are not authorized to remain absent for more than 10 days from duty without prior written permission of the company. The same shall be construed as 'abandonment', which shall be treated as breach of this appointment letter.

9.2 Notwithstanding anything mentioned in the above clauses, you acknowledge and agree that such abandonment will not amount to severance/ termination of your employment and as such all the terms of your employment shall remain effective and applicable to you during the period of such abandonment as well. However, in such case you will not be entitled for the benefits as per the company policy.

10.0 TERMINATION

10.1 You will have a right to resign by serving prior written notice of 30/90 days applicable to your grade, as per company policy or upon payment of salary in lieu of notice period as mentioned in the Company policy as per your grade at the time of separation. The Company shall however have the right to relinquish any of the conditions as per its sole discretion.

10.2 The Company shall have the right to terminate the services without assigning any reason, with one (1) month prior written notice or immediately upon payment of salary in lieu of the notice period. The Company shall however have the right to relinquish any of the conditions as per its sole discretion.

10.3 Notwithstanding anything contained herein or in any other document or correspondence between the parties, in the event of Company having a reasonable ground to believe that you are guilty of misconduct, fraud, dishonest act, misappropriation of money, data theft, confidential information leakage, negligence, gross and/or willful under performance, found competing with the Company or its Affiliates, interacting with the clients, ex- employees of the Company or its Affiliates for any unlawful gains or with any other ulterior motives, or such other acts which the Company feels amounts to misconduct and which causes any loss to the Company or has committed any breach of the provisions of this appointment letter and/or HR Manual or other policies, the Company shall have every right but not the obligation to terminate your services immediately without giving any notice or any monetary compensation.

10.4 In case your employment/service is terminated by reason of reconstruction or amalgamation of the Company and you are offered employment with any concern or undertaking resulting from the reconstruction or amalgamation on terms and conditions substantially the same as of this appointment letter, then you shall not claim any damages/ compensation against the Company.

11.0 EFFECT OF TERMINATION/ ABONDONMENT / RESIGNATION

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11.1 In the event of termination as per clause 10.3 above or abandonment of service you shall be liable to pay liquidated damages and you shall also reimburse the Company with the following:

a. Training costs / fees paid during employment.

b. All expenses including payment towards relocation and/or stay at Company's accommodation as applicable, traveling, board, lodging and other incidental expenses incurred by the Company on your further experience.

c. Any loan along with the interest and/or outstanding amount provided/ paid/ disbursed to you by the Company irrespective of completion of final settlement.

11.2 The Company can set-off the aforesaid amount from any money/compensation payable to you. The Company may initiate appropriate civil/criminal actions, if necessary and /or initiate actions for any other equitable reliefs.

11.3 On termination of your employment, all rights and obligations to be fulfilled by you and the Company under this appointment letter shall automatically terminate except for such rights of action as shall have accrued prior thereto and any obligations which expressly or by implication are intended to come into or continue to be in force on or after such termination. All Company materials shall be promptly delivered to the Company.

12.0 GENERAL PROVISIONS

12.1 On separation you will return all property of the Company handed over to you in your custody in serviceable condition and obtain 'No dues Certificate' from your department Head for the settlement of your accounts.

12.2 The age of superannuation is 58 years and the same shall be applicable to you.

12.3 This appointment and its continuance is subject to your being found fit physically and mentally. You shall appear before the Medical Officer of the Company or any Medical Practitioner nominated for the purpose of medical examination and / or health survey from time to time. You shall submit to such medical examination as and when required and failing to do so would be considered as gross misconduct.

12.4 In addition to the terms and conditions mentioned in this Appointment Letter, you shall also abide by the service rules/HR Manual of the company as may be amended from time to time. In addition to the terms and conditions mentioned in Appointment Letter, an employee shall also abide by the notification sent electronically and provisions of this Employee Manual whether or not it is individually notified. Such attachments, notifications, and the provisions of Employee Manual or any other form of written communication shall be treated as implied terms and conditions of employment and any violation of the same shall amount to breach of the Service Rules.

12.5 Any dispute arising between you and Company shall be settled by the sole arbitrator Adv. Surekha Kinkar and in her absence Adv. Sunita Kinkar having their present office at Pune in accordance with the provisions of Arbitration and Conciliation Act, 1996 or any amendments thereof. Subject to the aforesaid, Pune Courts shall have exclusive jurisdiction.

13.0 INDEMNITY CLAUSE

13.1 You shall fully indemnify the Company and keep the Company indemnified and free and harmless from and against any all demands, claims, damages, loss and all costs, charges and expenses whatsoever (including, attorney's fees and other dispute resolution costs), which the Company may at any time pay, suffer or incur as a result of any acts or omissions undertaken by you post termination of your employment with the Company, including (but not limited to) any act or omissions undertaken by you by misrepresenting to any person that you continue to be employed with the Company.

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14.0 Please furnish the self attested photocopies of following documents on or before joining.

- a. Certificate of Date of Birth (Either Municipal or School leaving certificate).
- b. Testimonials, Certificates of your education and other achievements.
- c. Service / salary certificate and relieving letter from your previous employer.
- d. Pan Card.
- e. Passport.
- f. Address Proof.
- g. Aadhaar Card.
- h. Medical Fitness Certificate, including Chest X-ray and Blood report from a qualified Doctor.
- i. Five copies of your latest passport size photographs.

This appointment letter is enclosed in duplicate. Please sign the duplicate copy of this letter in acknowledgement of your acceptance of the above terms and conditions of your employment.

We welcome you to our Organization and are sure that your joining us will enhance our mutual interests. Wish you a very happy association with our Organization.

Thanking You,

Yours truly,

For EMCURE PHARMACEUTICALS LTD .



AUTHORISED SIGNATORY

I have read, understood, and accepted out of my own free will, the terms and conditions mentioned aforesaid.

Sign :

Place :

Name:

Date :

Tech ITlahindra

Tech Mahindra Limited
A - 6, Sector - 64, Noida,
UP-201 301

Tel: +91 12 0400 5000 +91 12 0400 5001
Fax: +91 12 0423 1926 techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai

400 001, India CIN L64200MH1986PLC041370 **Date: 28-Nov-2020**

Ref: 777552 /1825422/Permt

Ms. Akshata Satish Waragde
Near Nageshwar Mandir
267, Sri Ram Leela Building Somwar Peth (Maharashtra) - 411011
Phone No: 9689025841

Subject - Offer of Appointment

Dear Ms. Akshata Satish Waragde,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Subject Matter Expert on U1** band, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 167420**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **28-Nov-2020** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Sushant Pavse** at 9:30 AM to complete the joining formalities at **Tech Mahindra Limited, [Plot NO:01, Rajiv Gandhi Infotech Park, Phase:-3, Hinjewadi, Pune Special Economic Zone, Pune:- 411057, Maharashtra (India)]**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Sushant Pavse** latest by **28-Nov-2020**.

Tech Mahindra

Tech Mahindra Limited
A - 6, Sector - 64, Noida,
UP-201301

Tel: +91 12 0400 5000
+91 12 0400 5001
Fax: +91 12 0423 1926

techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

9. For any clarification / further Information on-
•Employment terms and conditions,
AS00652191@techmahindra.com)

please get in touch with **Anu Sikaria** (E-Mail:

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) - Human Resource

Encl: Annexure-A (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** - Intellectual property Assignment, **Annexure-G** - General Covenant, **Annexure H** -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Tech Mahindra

Employee Code : 719758
 Employee Name : Akshata Satish Waragde
 Department : BPS India-VIL Business
 Employee Band : U1
 Function : BSG
 Sub Function : BSG-Ops
 Calendar Days : 30.00
 LOP Days/Reversal Days: 0.50/ 0.00
 LOP Days Prior months: 0.00
 LOP Rev Days Prior months: 0.00
 Days Payable : 29.50
 Onsite Salary Days : 0.00
 Onsite Allow. Days : 0.00
 Public Holiday Allowance-Days: 0.00

Pay Period : 01/04/2022 To 30/04/2022
 Hire Date : 28/11/2020
 Pay Entity : Tech Mahindra Limited
 Location : TechM-Pune-Hinjewadi-DOM
 PAN : ADSPW9863G
 Bank : AXIS
 Bank A/C No. : 920010064667148
 Currency : INR
 Arrears Period : To
 ES1 Number : 3312387152
 PF Number : PUPUN00342240000815999
 PF UAN Number : 101625527593
 Leave Encashment Days: 0

Description	Compn Master	Adjustment	Arrears	Amount Paid	Remarks
Base Salary	2736.00	0.00	0.00	2690.00	
House Rent Allowance	1368.00	0.00	0.00	1345.00	
Personal Pay	9183.00	0.00	0.00	9030.00	
Adv Stat Bonus (Monthly)	547.00	0.00	0.00	538.00	
Leave Encashment	0.00	0.00	0.00	0.00	
Total Earnings	13834.00	0.00	0.00	13603.00	

Description	Amount	Adjustment	Arrears	Amount Recovered	Remarks
Provident Fund	0.00	0.00	0.00	323.00	
Profession Tax	0.00	0.00	0.00	200.00	
Employee State Insurance	0.00	0.00	0.00	103.00	
Total Deduction	0.00	0.00	0.00	626.00	

Pay Summary

Salary Computation	Gross Earning	Gross Deduction	Net Pay
	13603.00	626.00	12977.00

** Details of a Reconciled Variable Payá , if any paid, can be accessed through the link <https://paytopef2.techmahindra.com>
 ** Details of IOP/IOP Reversal Days for prior months can be accessed through link
 MYBEAT>EASY>PAGE>PAGE-HR>Employee Self Service>Payroll and Compensation>India Pay>Reports>Payroll Inputs

***** This is electronically generated document hence does not require a signature *****



LOTUS TECH SOFTWARE

Address :- Industrial Area, Plot No. 4/6,
Beside GST Income Tax Bhavan, Old MIDC, Satara.

OFFER LETTER

LTS/2023-24/24/HRD

Date: 07/08/2023

To,

Mr. Nikhil Jadhav

Javali, Satara, Maharashtra

Mobile No: 7387654017

Email ID: nikhilj291299@gmail.com

Dear Nikhil,

Congratulations! We are pleased to confirm that you have been selected to work for Lotus Tech Software. We are delighted to make you the following offer.

The position we are offering you is that of Telemarketing and Sales with in Hand Rs. 5000 per Month. You are directly report To Team Leader Mr. Sagar Salunkhe.

We would like you to start work on 08/08/2023. Please report to HR for Documentation and Orientation. If this date is not acceptable contact me immediately.

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

Regards,

Ms. Pratiksha Jadhav
HR-Manager
LOTUS TECH



Convert Idea into Technology



**LOTUS
TECH
SOFTWARE**

Address :- Industrial Area, Plot No. 4/6,
Beside GST Income Tax Bhavan, Old MIDC, Satara.

OFFER LETTER

LTS/2023-24/OFL

April 18, 2023

To,

Ms. Pratiksha Vijay Jadhav

Pusegaon, Satara, Maharashtra

PIN- 415502

Mob No: 7058446950

Mail ID: Pratikshavjadhav2000@gmail.com

Dear Pratiksha Jadhav,

We are delighted to extend an offer of employment for the position of HR Trainee at Lotus Tech. We are confident that your skills and enthusiasm will make a valuable contribution to our team.

Position: HR Trainee

Salary: INR 84,000 per annum

Commencement Date: April 22, 2023

Location: Industrial Area, Plot No.4/6, Beside GST Income Tax Bhavan, Old MIDC, Satara

We look forward to welcoming you to our team and are confident that your contribution will play a vital role in the success of Lotus Tech.

Regards,


Mr. Sagar Salunkhe
LOTUS TECH
Proprietor





LOTUS TECH SOFTWARE

Address :- Industrial Area, Plot No. 4/6,
Beside GST Income Tax Bhavan, Old MIDC, Satara.

OFFER LETTER

LTS/2023-24/16/HRD

Date: 24/04/2023

To,

Mr. Omkar Phadatare

154D 1/1 Adarsh Colony

Shahunagar, Satara

Mobile No: 9767640966

Email ID: omkarphadatare9767@gmail.com

Dear Omkar,

Congratulations! We are pleased to confirm that you have been selected to work for Lotus Tech Software. We are delighted to make you the following offer.

The position we are offering you is that of Telemarketing and Sales with CTC of Rs. 1,20,000 per annum with in hand Rs.10,000 per month. You are directly report Team Leader Mr. Sagar Salunkhe.

We would like you to start work on 25/04/2023. Please report to HR for documentation and orientation. If this date is not acceptable contact me immediately.

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

Regards,

Mss. Pratiksha Jadhav

HR-Manager
LOTUS TECH



To
Pallavi Dhumal,
At Post Sonake Taluka Koregav,
Sonake Satara 415525

04 Sep 2023

Appointment Letter

Dear Ms. Pallavi,

With reference to your application and subsequent interviews you had with us, and further to letter of offer dated **01/Sep/2023** we are pleased to appoint you as an **Asst. Claim Manager**, in the Reports Department of our Company with effect from **04/Sep/2023** subject to the following terms and conditions. This letter of appointment supersedes all other communications made to you prior to the date of issue of this appointment letter.

TERMS AND CONDITIONS OF APPOINTMENT:

1. Probation:

- a) You will be on probation for a period of six (06) months from the date of your joining, which may be extended or reduced at the sole discretion of the Management.
- b) During the probation period your services can be terminated without assigning any reason whatsoever, by giving to You fifteen (15) days' notice or fifteen (15) day's salary in lieu thereof.
- c) If you resign during the probation period, you will be required to give to the Company thirty (30) days' notice in writing or thirty (30) day's salary in lieu of it.
- d) If you are terminated from services or you leave during probation period, you will not be paid any Bonus, deferred amount, pending salary or your security deposit.
- e) On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.
- f) The Company reserves the right to recover salary in lieu of any un-served notice period.
- g) Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period and is not bound to give any reason thereof paying only till the date of your actual last day of work in the company.
- h) If you are working for less than 20 days in a month, anytime during your tenure from your date of joining, you shall be paid for your working days only. Sundays shall not be payable i) you will be required to carry out your duties and responsibilities effectively, to achieve the desired results which may include working late hours.

2. Confirmation:

- a) After successful completion of your probation, you will be confirmed in the services of the Company provided that your work and conduct are found to be satisfactory. You will be informed in writing about your confirmation into the services of the Company. In case of unsatisfactory performance, your probation period is deemed to be automatically extended and you will remain on probationer status till such time as a written confirmation letter is issued to you by the Company.
- b) Confirmation cannot be deemed to have been granted in absence of a Confirmation Letter issued by the Company to you in writing.
- c) In case of your continued nonperformance despite extension/s in your probation period, then, the Company reserves the right to terminate your services forthwith during the probation period or in any of its extension thereof, in line with the previous cause as above.
- d) If you do not serve notice period, you will not be paid any Bonus, deferred amount, pending salary or your security deposit.
- e) If you are working for less than 20 days in a month during your tenure from your date of joining, you shall be paid for your working days only. Sundays shall not be payable.

3. Termination of Permanent Service:

- a) During your tenure, and after confirmation, if the Company wishes to terminate your services with cause, if you are found guilty of non-performance, dishonesty, disobedience, disorderly behavior, negligence, indiscipline absence from duty without permission or of any other conduct considered by us to be detrimental to our interests, or violation of one or more terms of this Appointment Letter/Employment, your employment may be terminated without providing you with any notice.
- b) You will automatically retire from the service of the Company on attaining the superannuating age of 58 years.
- c) Your appointment is subject to the Management having the right to get the medical fitness certificate that you are medically examined by any certified medical practitioner on or before of your joining date. Your services are liable to be terminated without any notice or salary in lieu thereof in case of continued ill health. In case you are found medically unfit to continue with the job, you will lose your lien on the job.
- d) The cessation of service can be by either side giving One Month notice in writing to the other or in lieu of notice by payment of One Month's salary by the Company or by payment of Two Month's salary as damages by the Employee.
- e) The Company reserves the right to recover salary in lieu of any un-served notice period.
- f) Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period and is not bound to give any reason thereof paying only till the date of your actual last day of work in the company.
- g) **Verification of the particulars mentioned in your application:** If and when information furnished by you in your Application Form regarding your credentials are found to be incorrect or not true, you will be liable for termination or such other action as the Management deems fit.h) On termination of this contract, you will immediately give up to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, any company Asset i.e. company Laptop along with charger, Mobile /handset, Sim card, id card, pen drive etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

i) In the event that you terminate your employment for any reason prior to completion of twelve months of service, you agree that you would not be eligible to receive or be issued an Experience Certificate from the Company.

j) If you intend to leave the employment of the company, you will have to give thirty (30) days' notice in writing in advance and/or sixty (60) day's gross salary in lieu thereof. The Company may refuse to accept notice pay and in those circumstances you will be required to serve for the full notice period. Similarly the Company wishes to terminate your services (without cause), the company will give you thirty days' notice in writing in advance or fifteen (15) day's gross salary in lieu thereof and terminate your services.

k) **Single Occupation / Conflict of interest:** During the employment, You are hereby expressly accepting that you will not enter into or engage in any other activity with the insurance companies, our business competitors, professional practice/ consultancies/ advisories/ practitioner or be an officer, employee, director, partner, agent or consultant of or have any material direct or indirect investment or other interest whichever is applicable to you in any business, person, firm, corporation or other entity involved in any business competitive with the business of our Company or similar to the business of our Company (other than a passive investment interest in a publicly traded Company). You shall not in any way take another part time job during the period of employment with our organization without prior written permission/ No Objection in writing from the competent authority of the management which will only be sanctioned /issued against a written application submitted by you and provided it is not inconsistent /and/or against the business interests of the organization and does not create any conflict of interests or risks to the Companies' [business] interests. You shall not own, manage, operate, consult or be employed in a similar business of the company. This shall extend for PAN India and shall be in full force and effect for the period of 3 years following termination/resignation.

4 Remuneration: Your total compensation will be Rs. **12500 (Twelve Thousand Five Hundred only)** per month. Your remuneration details are enclosed as **Annexure-1**

5. Your joining is subject to submission of the following documents:

a) Permanent & Temporary address proof of your residence along with your Telephone & Mobile numbers.

b) Acknowledged / accepted Resignation / Reliving letter from the previous organization (If any).

c) Proof of Date of Birth, Experience, Academic/ Technical/ Professional Educations/Qualifications.

d) Three Passport size color Photographs

e) Blood Group detail

f) Copy of PAN Card and Aadhar Card

g) Father's and Mother's Permanent Address with Relevant Gov. ID Proof [Aadhar Card, Electricity/Telephone Bill, Passport, Driving License, Election Card, Ration Card with address, Updated Bank Passbook with address (Any 2)] h) Compliance with any other documents that the company will issue to you as a part of the joining/pre-employment formalities.

6. Standard Deductions and Benefits: Upon written confirmation of your permanent employment i.e. minimum six months after your joining, if your confirmation is not delayed due to non-performance or any disciplinary reason, and as per the eligibility terms and conditions, you will be covered, subject to standard deductions, under various schemes like Provident Fund, ESIC, Group Gratuity Assurance Scheme (Gratuity Act 1972), etc. at that point with applicable deductions for the same starting as per Provident Fund, ESIC, etc. government guidelines. The Particulars of the Standard Deductions & Benefits are as follows:

a) Provident Fund: After your written confirmation is received and acknowledged, Provident Fund @ 12% on Basic + Special Allowance/DA will be deducted from your salary every month and an equal amount will be contributed by the Company being employer's share of contribution to your PF Account. If you are already a member of Provident Fund Scheme, please inform your P.F. Account Number to HR Department in writing. PF shall start only after your probation period is completed and written confirmation is given to you.

b) ESI: The Scheme protects all employees engaged on a monthly remuneration not exceeding Rs. 21,000/- per month. An employee covered under the scheme has to contribute 0.75% of the Gross Salary, whereas the employer contributes 3.25% of the Gross Salary payable to an employee. This benefit shall be applicable to the employee after written confirmation of your permanent employment is received from the company and the same is acknowledged. The total contribution in respect of an employee thus works out to 4% of the salary payable.

c) Profession Tax & Income Tax: Profession Tax and income tax will be deducted as per applicable government guidelines, from your salary.

d) Statutory Bonus: This will be applicable as per the Statutory Bonus Act.

e) Group Gratuity Assurance Scheme: The Company offers payment of Gratuity computed as per the relevant Act on the employees most recent Gross Salary after a term of 5 years is successfully completed by the employee in the company. The Company's Gratuity Benefit is amongst the highest and best in the entire industry. All employees are covered under the above schemes as per the eligibility criteria decided by the Management. The contributions for the same will be fully paid by the employer.

7. Performance Evaluation/Reviews: Good performance is the key measure of continuity in this employment & the scheme. The employee agrees to continually deliver his best /optimal performance and will improve his skills & competencies and undergo any training programs arranged for him whenever so required without protest. The employee also agrees that periodic assessments of a verbal & written nature in the form of Tests, exams, etc. will be conducted to improve performance & identify weak performers and the employee must undergo such tests and evaluations without option. The Company may also employ any other performance management tool as deemed fit. Your First Performance review will be done on a half yearly basis with the first one at the end of Six months. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the period as also the performance and results of the Company. Generally salary reviews would be done once every year.

8. Leave: You will be entitled for leaves in accordance with the Company rules. Any leave planned to be availed by you must be applied for at least 1 working week in advance and written approval must be obtained from your designated Reporting Manager without which it will be treated as leave without pay (LWP). Company provides 1.25 leave for every 30 days of working per year per employee i.e. 15 paid leaves apart from twelve (12) company approved public holidays for which company approved list of public holidays shall be shared with you. Paid leaves are applicable only after your Probation period is completed and you are confirmed as a permanent employee. Twelve (12) company approved paid Public holiday leaves are applicable from your date of joining. **Leave** is a provision to stay away from work for genuine reasons with prior approval of the authorities. It may be granted for a casual purpose or a planned activity, on medical

grounds or in extra-ordinary conditions. All Leaves are restricted to the same calendar year i.e. January – December. At the end of the year, unused Leaves shall lapse automatically.

9. Attendance & Shift Working: You will report and attend duties in the shift assigned to you only. You cannot attend work in any other shift except in the shift assigned to you. You are prohibited from over extending your shift working into the next adjacent shift unless the same is approved in writing by your manager or supervisor at least 1 (one) working day in advance.

10. Designation and Reporting: Your designation is merely indicative of the responsibilities that you are required to carry out. The Company shall be entitled to require you at any time to perform any other administrative, managerial, supervisory or any other functions and you shall be bound to carry out such other functions. You will report to the concerned Department Head or any other official as advised by the Management.

11. Devotion and Secrecy:

a) You will devote your full time to the work of the Company and shall not undertake any direct /indirect business of work honorary or remunerative, except with the written permission of the Company.

b) So long as you are in the employment of the Company, you will at all times observe total secrecy in respect of any technical trade of the business or any other information that might come to your knowledge or possession which according to the Company are necessarily confidential and form valuable property of the Company and not to be made available to any extreme party, furthermore, you will not disclose such or any other work related information /data without the authority of the Company to anyone other than the Company's Officer authorized to receive them and that even after you have ceased be in the service of the Company you shall not disclose them to anyone. You shall maintain proper discipline and dignity of your office.

12. IPR and Ethics:

a) If, during the period of your employment with us you achieve any invention, process improvement, operational improvement or any other process /methods likely to result in more efficient operation of any of the activities of the Company, the Company shall have preferential right to use, utilize and exploit such improvement and you shall assign all your rights to the Company for the purpose of seeking any rights in respect thereof or for any other purpose.

b) Upon leaving the employment of the Company, you will not take with you any drawing, blueprint or other reproduction or other data, tables, calculations, letters or other documents, communication or any other writing of any nature whatever pertaining to the business of the Company or any of its subsidiaries. If such is done, legal actions shall be taken and you shall be terminated immediately without any payment from the company. The company shall not provide you with any kind of reference or experience letter as documentation for your work in our company.c) You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

13. Disclosure of Confidential Company Information:

a) In the course of employment, the Employee will have access to confidential matters pertaining to the Company's affairs.

b) The Employee agrees and undertakes that, except as required for the conduct of Company business, he/she will not at any time during his employment or after termination, divulge or convey any confidential information, knowledge, data or property related to the Company other than that which is in the public domain, unless authorized by the Company in writing.

c) Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contactors, client, customers' names, addresses, phone numbers, etcd) The Employee agrees upon hire to execute the Company's Employee Confidentiality Agreement as attached. The employee agrees and accepts all legal responsibility and is ready to bear legal obligations in case the employee breaches the confidentiality agreement accepting the penalty of jail time and remuneration to the company to control the data theft and data sharing to outsiders that is illegally done by the employee.

e) The employee shall not give out to anyone, during the period of your service and even afterwards by word of mouth or otherwise, particulars or details of our business or other processes, technical knowhow, security arrangements, administrative and/or organizational matter of confidential or secret nature, which may be your privilege to know by virtue of your being our employee.

14. Return of Company Property, Equipment and Documents: Upon termination of employment for any reason, the Employee will promptly return to the Company all property, equipment, hard and soft copy documents and other materials relating to the Company's business, together with all copies thereof, including but not limited to: Card keys (ID Card), Credit cards, Laptops, Computer equipment, Company reports, Operating manuals, Computer systems, Plans or Programs, Strategic business plans, financial forecasts, market summaries and customer lists belonging to the Company or relating to its business and shall not make or retain any copies of these items. The employee will be responsible for the safe keeping and return in good condition and order of all the properties of the Company which may be in your use, custody, care or charge. For the loss or damage of any property of the Management in your possession, the Management will have the right to assess on its own basis and recover the damages of all such material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

15. No Solicitation of Customers or Employees: The Employee agrees that the Company has invested substantial time and effort and resources in assembling, training and managing its present staff of personnel, which constitutes a significant asset of the Company. Accordingly the employee agrees that he will not at any time during his employment or for one year after termination, directly or indirectly induce or solicit or encourage any of the Company's employees to leave their employment with the Company and will not directly or indirectly disclose the names, addresses, telephone numbers, salary, or personal information of the Company or Company's personnel without express written authorization.

16. Company's Ownership of Intangibles: All processes, techniques, trade secrets, computer programs or applications, formulas, inventions, copyrights, trademarks and other intangible rights that may be conceived or developed by Employee, either alone or with others, during the term of Employee's employment (hereafter "work products"), whether or not conceived or developed during Employee's working hours, whether or not reduced to writing and with respect to which the equipment, supplies, facilities, premises or property of the Company were used, or that relate to the business of the Company that result from any work performed by the Employee for or on behalf of the Company, shall be the sole property of the Company. The company shall be the sole owner of all inventions, ideas, materials, systems, codes, etc. that may be devised / created by the Employee in the course of his / her employment with the Company. The Employee shall have no claim of any nature whatsoever and undertakes not to utilize, part with or divulge such information to any third party, even after he / she has ceased to be an employee of the company. The above terms and conditions shall be binding upon both the parties hereto during the entire course of employment of the Employee with the Company. Apart from the above Terms and conditions, you shall be bound by, and shall adhere to such other rules and regulations as may be in force, from time to time, in the Company.

17. Some Acts of misconduct attracting disciplinary action including termination: (including but not Limited to): The Company will initiate disciplinary action against you including termination If you are found to be violating the rules & policies of the Company &/or for: consumption of alcohol or drugs during working hours or reporting to work under the influence thereof, sexual harassment, non- performance, disobedience, disrespect to your colleagues, management &/or trust, disorderly behavior, improper (abusive/insulting/rude/loud) language/communication, improper attendance, absenteeism or frequent leave taking, shift indiscipline, causing damage to (Company/trust) property of work, usage of cell phones during work hours for personal matters, gossiping (chit chatting) on the work floor, creating disturbance or nuisance on the work floor, not following meal & break timings, remaining absent from the work place or whiling away, wasting time during work hours, not accepting (written & verbal) communication, letters, orders & instructions issued by the management/Company, behaving in a manner that is not conducive to the achievement of objectives of the project/scheme and/or the interests of the Company, resisting any orders, instructions or advice issued by the Company, sloganeering, retaliating, coercing co-workers to engage in any of the above acts and any acts, omission or commission found to be detrimental to the interests of the project/scheme & the Company. The above list is only indicative & not comprehensive. Any other matters as prescribed under the law or in the rules, regulation, terms and policies of the Company & the trust will also attract disciplinary actions including termination

18. Anti-Corruption and Bribery: You hereby unequivocally agree that you will not engage in any act or practice of corruption or bribery and which cannot be violated whether intentionally, unintentionally, directly or indirectly. We do not promise, offer, give, authorize, directly or indirectly, a Bribe, illegal Gratification or Anything of Value to anyone, including any Government Official, employee of, or representative of or to a government-owned or controlled entity, or to any private person or employee of any business entity, to improperly influence any act or decision of such a person/s to obtain or retain the business entity, to improperly influence any act or decision of such person/s to obtain or retain business or to secure any improper/unfair advantage for the Company. This prohibition against offering, promising, or paying bribes and any act of corruption, legal gratification and granting questionable favors also applies to all third parties who provide services and act on the Company's behalf, such as suppliers, agents, consultants, distributors, and business partners, hospitals/network providers.

19. Prohibition from Accepting Gifts, Presents, Mementos, Enticements, etc. You hereby expressly agree that you will not accept any souvenirs, mementos, gifts, promotional pleasantries, hospitality, food, entertainment, inducements/enticements, directly or indirectly from IC Officials, Hospitals, Prospective Clients, Corporate Clients, Service Providers, Vendors or anyone who has business relations with the Company, whether in the normal course of work or during festivals.

20. Anti-Collusion: You hereby agree that you are strictly prohibited from, whether intentionally, unintentionally, knowingly, unknowingly, directly or indirectly, colluding, cooperating, supporting or partnering with any other business entity, colleague/co-employee of the same Company or of any other Company and/or any other person/s, firm/s or individual/s in causing to commit or committing, in collusion, any act/deed which is in violation of the Company policies, of the law (like the IPC), the terms of this appointment letter, or which in any way harms the interests of the Company or is detrimental to the interests of the Company or to employees and which act/deed is in any way illegal, criminal or unfair to the Company and its interests and which causes loss to the Company whether financial or otherwise.

21. Other Terms and Conditions:

- a) You shall maintain and keep in your safe custody books, registers, documents, floppies, compact discs and other papers as may be issued to you or may come in your possession and shall return the same as required.
- b) You will park your vehicle in the office parking floor and/or area assigned to you by the Company from time to time and strictly follow all Company parking rules. c) You will forthwith inform the Company in writing of any changes in your name, Residential address, phone numbers, email ID's, any proceedings of a criminal or legal nature in the police station or court of law and noteworthy medical &/or mental conditions.
- d) It is agreed that it shall be at the Company's discretion to vary from time to time the benefits, facilities or perquisites that may be extended to you on a review of the Company's decision on this behalf.
- e) **Transferable Job:** Your appointment and job is transferable and the Company at its discretion may transfer you to any other place in India and/or outside India and as such you may at any time be transferred to any of the offices of the Company, its associate organizations with whom the Company has transactions, (whether the office subsidiary, associate or organization is in existence today or is to be set up hereafter). While every attempt will be made to give you reasonable advance notice of such transfer, in some cases emergency transfers may be made effective immediately and you will be required to comply by such service transfer orders to another city or location.
- f) On your transfer to any other place you will observe the work timings and holidays as applicable to the location and place of work where you have been transferred without any change in remuneration, unless otherwise stated.
- g) This appointment and its continuance are subject to your being found and remaining medically (Physically and mentally) fit. The Company reserves the right to ask you to undergo any medical examinations with a medical facility or doctor appointed by the Company whenever the Company wishes to do so.
- h) Your appointment is subject to submission of your mark sheet/certificates with respect to all your educational qualifications and other past experience relevant documents as outlined in the resume. Any willful misrepresentation, falsification, manipulation, suppression and omission of facts may cause termination of employment at any point of time with immediate effect without prior notice.
- i) The Company reserves the right to re-check/verify/cross check each and every document/information furnished by you from time to time.
- j) Since the Company incurs significant expenses invested upon you by way of the work tools provided to you and the costs of training, skill & competence development and career & experience development incurred upon you; hence you will intend to work with the Company for a period of two continuous years at least.
- k) **Superannuation/Retirement:** You will be automatically retired from the services of the Company upon reaching the superannuation age of sixty five (65) years or earlier in case you are found physically and/or mentally unfit to work in the role expected by the company. l) You shall not join any competitor company or cannot start own business in same field for **Five years** after leaving this company.

22. Communication: Any communication personally handed over to you with your signature on the duplicate copy will be deemed issued to you and received by you. In absence of this and/or where you have refused the acceptance of such personal delivery &/or refused to sign the duplicate copy, then such communication will be prominently displayed on the notice board &/or entrances of the office and will be sent to you by Registered Post and may also be emailed to you and any one of such actions (whether display, regd. Post or email) will deem the communication issued to you and received by you.

23. Arbitration: All disputes as may arise out of the employment or the terms therein shall be referred to the MD/CEO and Joint Management Committee who shall be the sole arbitrators and their decision shall be final and binding.

24. Injunctive Relief: in case of breach of any of the above clauses of employment, the Employee shall be liable to reimburse the Company with equitable relief to protect its interest therein, including, but not limited to injunctive relief and monetary damages.

Further, the Employee will be able to be prosecuted by the Company and his employment will be immediately terminated without notice or any compensation in lieu thereof.

25. Governing Law and Dates: All dates and references to months in this agreement shall be according to the Gregorian calendar.

26. Entire Agreement: This Agreement and its Annexures thereto constitutes the entire employment agreement and understanding between the Employee and the Company with respect to his employment and supersedes all prior understandings and agreements and may not be changed or terminated unless as provided herein and by an instrument in Writing. This agreement shall be governed by the courts of Pune in Maharashtra and shall apply to the settlement of any dispute arising out of this agreement.

27. Severability: If, in any legal proceedings it is determined that any clause or paragraph of this agreement is invalid or unenforceable, such clause or paragraph will be deemed to be severed from the remainder of the agreement. This Agreement will, in every other respect, continue in full force and effect. Even in respect of any severed clause, the court making such determination shall modify, among other things, the scope or duration of only that provision, to preserve the enforceability thereof to the maximum extent then permitted by law.

28. Acceptance: The Employee has freely, willingly, & voluntarily agreed to sign this Agreement and its Annexures on all pages in acceptance thereof, and remains bound by its terms and conditions and promised to dutifully fulfill, honor & discharge the same.

Pallavi Dhumal, am (The Employee is) aware that the Company has decided to engage me only after my willing, unequivocal & total acceptance & agreement of the representations and assurances as above, made by me in a sound mind, and that the Company would not employ me for any non-acceptance of disagreement of the same.

Please return the duplicate copy of this letter duly signed in token of having willingly & in sound mind having agreed to & unequivocally accepted all of the above terms and conditions of this employment contract/letter.

Thanking you,

For Mediprobe Consultancy Services Pvt. Ltd.


Laviza Shaikh
HR Head



Acknowledgement:

I agree to & accept the terms and conditions of this appointment letter and here below give my signature in acceptance of the same.

Full Name: Pallavi Balkrishna Dhumal Signature: [Signature] Date: 04/09/2023
Email ID: pallavidhumal8001@gmail.com Phone No.: 9552077916
Communication Address: At post - Sonake Tal - Koregaon Dist - Satara.

EMPLOYEE CONFIDENTIALITY AGREEMENT

Dear Sir/ Madam,

I, the undersigned **Pallavi Dhumal** currently employed with Mediprobe Consultancy Services Pvt. Ltd. undertake:

1. That I will not disclose to any person within and / or outside the Company or to any subsequent employer and use in other than Company's business to confidential information without the Company's written permission. The Confidential Information shall include but not be limited to any information which relates to the business, manufacturing methods, processes, techniques, products or research undertaken by the Company, which is treated and/or marked "Company Confidential" or which may be reasonably understood by its nature, to be confidential, or which is received in confidence from third parties or customer of the Company. On termination of my contract /employment, I will not take with me (and I will promptly return any such material then in my possession) any material containing the Company's Confidential information, including but not limited to process related material, blueprints or other reproductions, notebooks, documents and/or reports and in addition any products or items which are sold or leased by the Company, in its normal course of business.
2. To comply with and do all things necessary for the Company under the laws and regulations of any relevant Government, and with the provision of contracts between the Company and Company's customer, and the agencies of any government, or their contractors which relate in particular, but not by way of limitations, to patent rights, copyright and other intellectual property rights, or to the safeguarding of information.
3. Not to use, install and download any unlicensed / pirated software during the tenure of my employment. In an event of breach of any Intellectual Property Rights (IPR) of third parties due to such unauthorized use, installation of any software of such third parties if any claim, cost, proceedings, expenses are impose on the Company by the third parties, then I shall fully indemnify the Company for such claim, cost, proceedings and expenses at actual.
4. Not to disclose to the Company, or induce the Company to use, any confidential information or material belonging to others.
5. To assign to the Company my entire right, title and interest in or to any patent right, copyright and any other intellectual property right which may subsist in any idea, invention and material, including process workflow, prepared for the Company wholly or in part by me at any time, during my contract tenure with the Company, and which relates in any manner to the actual or anticipated business, research or development of the Company, or is suggested by or result

From any task assigned to me or work performed by me and / or on behalf of the Company, or is suggested by or result from the Company's confidential information.

6. To indemnify the Company against all losses or damages, cost, expenses incurred or suffered by the Company as a result of my failure to observe, perform or comply with the obligations, contained here in this Letter of Undertakings.

7. To authorize the Company to recover any amount due to me by the Company including but not limited full and final settlement, and/or any retirement benefit for losses, expenses, claims arising out of failure to perform or observe any of the obligations under this letter of Undertakings.

8. That I will keep in strict confidence, any specialized to me by the Company to enable me to meet the job requirement assigned to me.

9. To agree that during my employment with the Company, I will not improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring on to the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing of such information by such employer, person or entity.

10. That I will grant consent to notification by the Company to my new employer about my rights and obligation under this agreement, in the event of my leaving the employment of the Company.

11. In the event that my employment is terminated by me, whether by way of resignation, by absconding, or by generating cause to terminate, or for any other reasons whatsoever, prior to completion of twelve months of service after the date of my joining then, I unequivocally agree to pay to the Company the entire cost of training incurred by the Company in organizing and providing for my training, which would include, if applicable, traveling, boarding and lodging expenses. If I fail to pay the afore stated costs, the amount of which would be determined by the Company and communicated to me, the Company shall be entitled to recover the same from me from any payments due to me by way of salary, bonus, leave encashment and/or from the amount of my full & final settlement.

12. I will not take photographs of any business/operations documents (viz. policy copy, claims authorization letter, etc.) without the written permission of my HOD

13. I will not bring Pen Drive, CD, Laptop, etc. without prior written permission of my HOD, and forward a copy of such permission to the IT Head and Admin Head.

I agree that any violation of the terms and conditions mentioned above shall be treated as Breach of Contract under the existing law of the land.

I agree that the law of the Republic of India governs this undertaking and reaffirm my resolve to fully abide with the provision and terms of my employment with Mediprobe Consultancy Services Pvt. Ltd.

I agree that all disputes arising out of this letter will be subject to the jurisdiction of the Pune (Maharashtra) Court. And that the courts, tribunals and/or authorities at Pune (Maharashtra) only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of the working location (posting) being elsewhere at that time.

Signature: Dhumal PB,
Full Name: Pallavi Balkrishna Dhumal.
Address: AT post - Sonake
Tal - Koregaon Dist - Satara

Date: 04/09/2023

ANNEXURE-I
(REMUNERATION DETAIL)

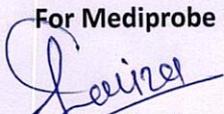
Name : Pallavi Dhupal
 Designation : Asst. Claim Manager
 Location : Pune

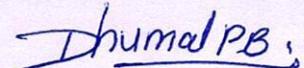
Sr.	Particulars	Per Month (INR)	Per Annum (INR)
A	Salary And Allowances		
1	Basic	5000	60,000
2	HRA	2000	24,000
3	Conveyance	1600	19,200
4	Medical Allowance	1250	15000
5	Special Allowance	2650	31,800
B	Gross Salary	12500	150,000
C	Retirals And Benefits		
6	Company' s PF Contribution	600	7200
7	Company's ESIC Contribution	406	4875
D	Incentive And Bonus		
8	Bonus	0	0
9	Annual variable Performance Incentive	0	0
E	CTC	13506	162,075
F	Deductions		
10	Employee PF.	576	6912
11	Employee ESIC Contribution	94	1,125
12	Professional Tax	200	2,500
G	Total Deductions	870	10,537
H	Net Salary = { (B-G)-Income Tax }	11630	139,463
13	Security Deposit will deduct for first 6 month	500	3000
	Net in hand Salary after 6 month	11630	139,463

Please Note:

- The above emoluments are subject to contribution to PF, ESIC and deductions for I Tax, P Tax, LWF, etc. The Company's PF contribution is inclusive of Administrative Charges as per the Act.
- Gratuity & Bonus will be applicable / governed as per relevant Acts.
- Annual variable Performance Incentive (if applicable) will be paid as per the company policy. it may vary based on the project / vertical / branch/corporate financial performance
- The management reserves the right to withdraw and /or modify the performance Incentive at any point of time.
- Your remuneration is Strictly Confidential and should be treated as such. Disclosure is prohibited.

For MediProbe Consultancy Services Pvt. Ltd.


 Laviza Shaikh
 HR Head


 Candidate Signature:



Date: 04/09/2023

Offer Letter

01 Sep 2023

To, Divya Pawar
Ganesh Nagar Pimplewadi,
Sakharwadi Phalthan,
Satara 415522

Letter for the Post of Asst. Claim Manager

Dear Divya,

Subject to your acceptance of this Offer (intent to employ only) letter, the Company will separately issue to you an Appointment letter in writing which contains the detailed terms of employment. This is an offer letter only and under no circumstances can this be considered or substituted as an Appointment letter.

Since this Offer is incumbent upon a positive reference check, verification of your credentials (education, experience, identity, etc.) proper professional character and subject to an absence of any criminal record/s, the Company is not under any obligation to employ you based on you based on your acceptance of this Offer Letter. Your Appointment with the Company will only be official and formalized upon issuance to you and your acceptance in writing of the Appointment Letter by the Company.

We are pleased to offer you with an appointment in our organization, as an **Asst. Claim Manager**, at our Head Office, Pune on The following terms and conditions:

Please note the following points with reference to this offer:-

1. Intended Terms of Appointment:

- a) Your date of appointment will be effective from the date of joining, which shall be at the earliest but no later than **04 Sep 2023**. In case of any change in the scheduled joining date, you will be required to confirm the same with the Head of Department and Personnel Department at Head Office, Pune.
- b) You will be on probation for a period of **six months** from the date of appointment. Your services will be confirmed subject to satisfactory performance during probation period.
- c) This offer is valid for a period of 1 week from the date of issuance. Acceptance may please ne intimated to the Human Resources Department, at our Head Office in Pune, within this period.
- d) Your services with the Company are necessarily transferable. You are liable to be transferred in such capacity as the Company may from time to time deem fit, to any other city/state, location, department, function or branch of the Company or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment, including compensation, working hours, rules, etc. Your compliance of the transfer orders issued to you is mandatory.
- e) You are required to accept and comply with all the terms and conditions of the appointment letter whenever issued to you and with all the policies and rules of the Company as existing and framed/introduced from time to time. Performance, good behavior and professional conduct are the key requirements of the job and you will be required to continuously deliver as per the work targets in term of productivity, accuracy and quality as issued to you from time to time.
- f) You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, similar business/commercial activities, professional practice/consultancies/advisories/practitioner, whichever is applicable to you in any way as a part time job/occupation/engagement, during the period of employment with our organization without prior written permission. For any of the purposes therein before mentioned, No Objection in writing from the competent authority of the management which will be only sanctioned/issued against written application if it is not inconsistent / and / or against the business interests of the organization.

D.R. Pawar

- 2: You will report to the HOD or any other official as decided by the Management.
3. Your remuneration details are enclosed as Annexure 1
4. As stated earlier, this is only an Offer (Intent) Letter subject to acceptance of which a written Appointment Letter will be separately issued to you containing detailed terms and conditions of your service with us and after submission of the below documents. Your offered salary will be paid on 7th of every month.
5. Our office time is 9:30am to 6:30pm and Monday to Saturday is our working days.
6. All other details like our HR policy, company rules & regulations will be described in appointment letter which will be issued to you upon joining.
7. Your notice period will be of 30 days. If you do not serve notice period or if you are terminated from services or you leave during probation period, you will not be paid any Bonus, deferred amount, pending salary or your security deposit. If you resign without serving notice period, you will have to pay one-month salary to company.
8. If you are working for less than 20 days in a month during your tenure from your date of joining, you shall be paid for your working days only. Sundays shall not be payable.
9. Your salary will be **12000 Gross/month** (Twelve Thousand Gross), Bifurcation/Salary breakup will be provided later in appointment letter). There will be deduction of professional tax, other govt. taxes & funds as per Govt. & company policy applicable immediately after joining. There will be a security deposit of Rs 500 Payable for first 6 months only. Please find the remuneration details on page 4, Annexure I

10. PF shall start only after your probation period is completed and confirmation is given to you

11. Please bring copies along with Original certificates for verification of the following. Your

Joining is subject to submission of the following documents:

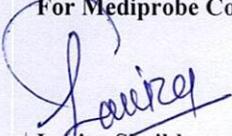
- Proof of Date of Birth, Experience, Academic/Technical/Professional Educations/Qualifications.
- Permanent and Temporary Address Proof of your residence along with your telephone & Mobile numbers.
- Four Passport size color Photographs
- Photocopy of Photo Identity Proof (PAN card, Election card and Aadhar Card)
- Blood Group detail
- Acknowledged/accepted Resignation/Relieving letter from previous organization
- Last three months' salary slips/ bank statement where your last service salary was credited.
- Fathers and Mothers Permanent Address with relevant govt. ID Proof (Aadhar, Electricity/Telephone bill, Passport, Driving license, Bank passbook with address)
- Compliance with any other documents that the Company will issue to you as part of the joining/pre-employment formalities.
- Medical fitness certificate by any registered Doctor.

Non-compliance of the above requirements within a period of 1 week will render this Offer Letter as null, void and completely withdrawn / cancelled

Please acknowledge and confirm by signing on the duplicate copy of this Offer Letter, in token of having accepted the terms and conditions of the offer of employment.

We welcome you to our organization and look forward to a mutually beneficial association, in days to come.

For Mediprobe Consultancy Services Pvt. Ltd.


Laviza Shaikh
HR Head



D. P. Pawar

Declaration by the Candidate

I **Divya Pawar** accept the above offer and upon issuance of the Appointment letter and my acceptance in its entirety; will join services on 04 Sep 2023. In case the company acquires any information of falsity, forgery, misrepresentation, manipulation and/or fabrication of any information as stated above at any given point of time during my tenure, the organization has every right to terminate my services at such times without giving any prior notice.

D. R. Pawar

Signature:

Date: 04 Sep 2023

Ph. No. : 9552161821

Email ID: pawardivya634@gmail.com



MEDIPROBE

CONSULTANCY SERVICES PVT. LTD.

ANNEXURE-I
(REMUNERATION DETAIL)

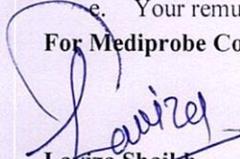
Name : Divya Pawar
Location : Pune
Designation : Asst. Claim Manager

Sr.	Particulars	Per Month (INR)	Per Annum (INR)
A	Salary And Allowances		
1	Basic	4800	57,600
2	HRA	1920	23,040
3	Conveyance	1600	19,200
4	Medical Allowance	1250	15000
5	Special Allowance	2430	29,160
B	Gross Salary	12000	144,000
C	Retirals And Benefits		
6	Company' s PF Contribution	576	6912
7	Company's ESIC Contribution	390	4680
D	Incentive And Bonus		
8	Bonus	0	0
9	Annual variable Performance Incentive	0	0
E	CTC	12966	155,592
F	Deductions		
10	Employee PF.	576	6912
11	Employee ESIC Contribution	90	1,080
12	Professional Tax	200	2,500
G	Total Deductions	866	10,492
H	Net Salary = { (B-G)-Income Tax }	11134	133,508
13	Security Deposit will deduct for first 6 month	500	3000
	Net in hand Salary after 6 month	11134	133,508

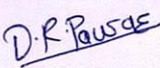
Please Note:

- The above emoluments are subject to contribution to PF, ESIC and deductions for I Tax, P Tax, LWF, etc. The Company's PF contribution is inclusive of Administrative Charges as per the Act.
- Gratuity & Bonus will be applicable / governed as per relevant Acts.
- Annual variable Performance Incentive (if applicable) will be paid as per the company policy. it may vary based on the project / vertical / branch/corporate financial performance
- The management reserves the right to withdraw and /or modify the performance Incentive at any point of time.
- Your remuneration is Strictly Confidential and should be treated as such. Disclosure is prohibited.

For Mediprobe Consultancy Services Pvt. Ltd..


Laviza Shaikh
HR Head




Candidate Signature:

Date: 04/09/23



Fwd: Joining Formalities

1 message

Akshata Shinde <shindeakshata2001@gmail.com>
To: "abv_bpharm@yes.edu.in" <abv_bpharm@yes.edu.in>

Mon, Nov 6, 2023 at 11:59 AM

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

From: **JobConnect** <JobConnect@tcmspvtltd.com>
Date: Sat, 4 Nov, 2023, 8:39 pm
Subject: Joining Formalities
To: **Shindeakshata2001@gmail.com** <Shindeakshata2001@gmail.com>

Dear Akshata Shinde ,

Greetings of the day!!!

Congratulations on being selected!!

This is with reference to your rounds of interviews in our office and also the final discussion you had with the HR team .

As per the discussion, you have been selected to join our organization on regular payroll. Please note the following points in regards to your joining our organization–

1. Your joining date will be Monday – **20th November 2023.**
2. Your reporting time on **20th November, 2023** will be **upto 8:50 am (sharp).**
3. Your shift on **20th November, 2023, Monday** will be **9:00 am to 5:00 pm .**
4. Your shift will be either morning (7:30 am to 3:30 pm), afternoon (3:30 pm to 11:30 pm) or night (11.30 pm to 7.30 am). **You will be updated about it in due course.**
5. You need to submit the following documents on joining –
 - i. Photocopies of Aadhaar Card – 6
 - ii. Photocopies of Pancard – 6
 - iii. Passport size colour photographs (recent) – 6
 - iv. Soft copy of passport size photograph for ID card - to be mailed to hr@tcmspvtltd.com
 - v. Photocopy of driver's licence – 1
 - vi. Fitness Certificate (preferably) from your family physician (it has to be MBBS or MD-Medicine only) – **Mandatory for joining.**
 - vii. Your bank account details (Bank Name, Branch, Account Number, IFSC Code & your complete name as it appears in the bank account.
 - viii. **Experience/Relieving Letter & last 3 payslips of your previous / current employer (in case of experienced employees).**

ix. Photocopy of the Marksheet / Degree Certificate (of Bachelors / Masters) (in case of freshers).

Please Note : It is mandatory for you to provide us with the details of your PF Account Number, ESI Account Number and UAN details (if you have any) from your previous / current employer before joining.

Please carry all the documents mentioned above and also note that you are expected to submit all those documents on the same day i.e. on **20th November, 2023.**

Please acknowledge the receipt of this mail as an acceptance to all the above-mentioned points.

Thanks & Regards,
"TCMS JobConnect"

Arti Vyas
HR - Department

Techcare Medical Services Private Limited
Office No. 301/302, 'B' Wing, 3rd Floor,
Navale IT Zone, Phase III,
Near Navale Bridge, Narhe, Pune – 411041

2 attachments



Outlook-mkc5ypab.png
8K



Outlook-mkc5ypab.png
8K



Mega Corp Sol LLP
A1 303, SAI SHRADDHA,
AMBEGAON BK, HAVELI,
PUNE-46
Email: info@megacorpsole.com
Phone: 9168219090

MS - MEDISPRAY LABORATORIES PVT
LTD
Address - L-1 / 1, L 1 / 2 / 2, L - 2,
ADDL MIDC, K ADOLI SATARA
DIST - SATARA - 415004
GST NO - 27AAACM4153B12Y
State - 27

Trainee Id	9392	Trainee Name	Amruta Ramchandra Chavhan
Bank Name	Bank of Baroda	Bank Ac No	457901000066+13
Actual Training Days	23	Bank IFSC No	BARBOSHASAT
Designation	Apprentice	Fixed Stipend	13500

Stipend Slip For August-2023

Earnings		12960	
Basic Stipend		12960	
Total Earning	12960	OT AMOUNT	0
Net Stipend	12960	Total Deduction	0



NIYA HEALTHCARE PVT. LTD.

Date: 06/04/2023

Ms. Priyanka Jadhav
A/P-Sangamnagar, Satara

OFFER LETTER

Dear Ms. Priyanka,

We are pleased to offer you the full-time, position of Officer Regulatory Affairs Department at Niya Healthcare Pvt. Ltd. with a start date of 23rd June, 2023. You will be reporting directly to department head at office. We believe your skills and experience is an excellent match for our company.

In this role, you will be responsible for fulfilling the job duties and responsibilities of an Officer in the Regulatory Affairs Department.

The starting salary for this position is Rs.12,000 to be paid on a monthly basis by direct deposit. After your salary will be increased as per your performance within a year.

Please confirm your acceptance of this offer by signing and returning this letter by 15th June, 2023.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

General Administration

Date: 15/06/2023

Place: Satara



Ms. Priyanka Jadhav

Date: 15/06/2023

Place: Satara

25th October, 2023

Mr. Chaitanya Rajendra Javnjal
S/o Rajendra javrjal,
H.No: 244, Naygaon,
Naigaon, BK, Budhana
Maharashtra - 443301

OFFER OF APPOINTMENT

Dear Mr Chaitanya

Further to the interview and discussion you had with us, we are pleased to offer you the position of **Trainee CRA at Level 9 for Clinical Research** of our organization.

Your annual CTC will be **INR 2,24,258/-Per Annum (Indian Rupees Two Lakh Twenty-Four Thousand Two Hundred and Fifty-Eight Only Per Annum)**. A Detailed CTC breakup is given in Annexure-I

You are required to execute a **Service Bond** for **Three (3) Years** with Surety at the time of Joining. The Draft details are enclosed accordingly.

Your initial place of posting will be at **Hyderabad**. However, the organization reserves the right to transfer you to any other department/division/ branch / location of the organization that is in existence or may come into existence at a future date.

You are requested to join the organization on or before **3rd November 2023** (or on any other mutually agreed date in writing) failing which, the offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment will be given to you on the day of joining.

Please note that your employment will be subject to:

1. Receipt of satisfactory character references by the organization.
2. Receipt of attested copies of all the educational qualifications certificates.
3. Receipt of copy of your relieving letter & service certificate from current/most recent employer.
4. Submission of all the following documents at the time of joining.
 - a. Last 3 months pay slips and Form-16, if applicable
 - b. 8 copies of your passport size photographs.
 - c. PAN Card, Aadhar Card, Voter Identify card or any other identity proof.

If you have any queries regarding this offer, please contact **Mr Herbinder Singh Panchi at +91-40-67404040**. Other than the terms mentioned in this letter, you shall be obliged to follow and abide by the work processes, policies, management systems, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.

Please sign below and return a copy of this letter as a token of your acceptance. Yours sincerely,

For Vimta Labs Ltd.,



Mr Herbinder Singh Panchi
Vice President - Human Resources

I, Name: _____ have read the offer letter and accept the same.

Signature _____ Date _____

Vimta Labs Limited

Registered Office: 142, IDA Phase II, Cherlapally, Hyderabad – 500051, India. **T :** +91 40 2726 4141
Life Sciences Campus: #5, MN Science & Technology Park, Genome Valley, Shamirpet, Hyderabad -500101, India
T : +91 40 6740 4040 **URL :** www.vimta.com

Salary Structure Annexure-I		
Name : Mr. Chaitanya Rajendra Javnjal		
Designation : Trainee CRA		
Division / BU : Clinical Research		
Department / SBU : Clinical Research		
Pay Components	Per Month (In INR)	Per Annum (In INR)
Basic salary	7,000	84,000
HRA	2,800	33,600
Special allowance	5,200	62,400
Total A - (Gross)	15,000	180,000
Retirals Benefits, Subject to Fulfilment of Service Conditions & Applicable Statutory		
Employer Contribution of Provident Fund	1,464	17,568
Employer Contribution of ESI	488	5,850
* Statutory Bonus	1,400	16,800
** Gratuity	337	4,040
Total B	3,688	44,258
Total Cost to Company (CTC)	18,688	2,24,258
<p>Information contained in this Annexure- I is highly confidential and not to be shared with anyone.</p> <p>Company reserves the right to alter/re-group the pay and allowances without reduction in annual compensation.</p> <p>Necessary Income Taxes deductions are applicable as per Income tax Act.</p> <p>*Statutory Bonus will be paid Annually.</p> <p>**The employee is entitled to the benefit of Gratuity, only on completion of five years continuous services with the organization, as per the Payment of Gratuity' Act, 1972.</p>		

Vimta Labs Limited

Thanks for TCS Sigma Hiring_FY 23_Selected students_YSPMs YTC faculty of pharmacy , satara

1 message

Mr. Tushar Shende <tpo_ytc@yes.edu.in>
To: Amatullah Lightwala <amatullah.l@tcs.com>, Atish Velhal <atishvelhal@gmail.com>
Cc: Vishal Rampalle <rampalle.vishal@tcs.com>, Avinash Bhagwat <amb.bpharm@yes.edu.in>

Sat, Jun 3, 2023 at 10:39 AM

Dear Sir,

Thanks for the list of selected students,

Thanking You,**Regards,****Mr. Tushar Shende,****Training & Placement Officer,****Yashoda Shikshan Prasarak Mandal's,
Yashoda Technical Campus,
Wadhe, Satara - 415011.****E.mail : tpo_ytc@yes.edu.in,****Contact : 8007172000**

On Thu, Jun 1, 2023 at 5:33 PM Amatullah Lightwala <amatullah.l@tcs.com> wrote:
TCS Confidential

Dear Sir,

Greetings from TCS!

We are delighted to share the result of TCS Sigma Hiring FY'23.

Sharing the list of students who have cleared the selection process.

DT/CT	Candidate Name	Hiring Category
DT20234077723	PRACHI Pandurang AIWALE	Normal BPS
DT20234071852	HARSHADA Hanmant JADHAV	Normal BPS
DT20234078986	ARSHIT Shashikant NIKAM	Normal BPS
DT20234077782	TEJASHRI Ravindra POL	Normal BPS
DT20234065784	SAURABH Uttam BHANDIRGE	Normal BPS
DT20234065051	NITESH Navnath KADAM	Normal BPS
DT20234071799	SIMRAN Abulkalam MULANI	Normal BPS
DT20234081366	BHAKTI Nitin JOSHI	Sigma Hiring
DT20234069813	SHRUTI Rajendra SAKPAL	Normal BPS
DT20234081777	AISHWARYA Raju GHANWAT	Normal BPS

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team

For any escalation you may reach out to:

Level 1 – Vishal Rampalle (rampalle.vishal@tcs.com)



"TCS does not charge any fee at any stage of the recruitment & selection process.

TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala
Sent: Wednesday, May 10, 2023 4:28 PM
To: Mr. Tushar Shende <tpo_ytc@yes.edu.in>
Cc: Vishal Rampalle <rampalle.vishal@tcs.com>
Subject: TCS Sigma Hiring_Test Results_YSPMs YTC faculty of pharmacy , satara

TCS Confidential

Dear Sir,

Greetings from TCS!

We are delighted to share the test result of 'TCS Sigma Hiring'.

Eligibility Criteria : Please note that the following criteria needs to be adhered for participating in the Interview Process . **(Only those students who are not meeting the undermentioned criteria are not eligible for the interview process.)**

1. Candidate(s) must be from **YOP 2023** only.
2. There should not be more than **1 Backlog** at time of appearing for interview process.
3. Gap in education should not exceed more than **24 months**.
4. **Extension of Education** in highest educational qualification is **strictly not allowed**
5. Candidates having **UG/PG degree from any Open University** will not be considered.

Important Note - Kindly be informed that eligibility criteria as informed to you as part of the application process is checked at multiple stages during the selection process. Any discrepancy in the above-mentioned eligibility criteria at any hiring stage may lead to the disqualification of your candidature.

Further interview details would be shared on students registered email id shortly. Request your support to cascade the same from your end as well.

DT/CT	Candidate Name	Qualifications	Institute name	Test cleared
DT20234078986	ARSHIT Shashikant NIKAM	Bachelor Of Pharmacy	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234077782	TEJASHRI Ravindra POL	BACHELOR OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234077960	SUNIL Raksharam YADAV	BACHELOR OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Sigma Plus
DT20234065784	SAURABH Uttam BHANDIRGE	Bachelor Of Pharmacy	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234069247	SNEHAL Suresh PISE	BACHELOR OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234065051	NITESH Navnath KADAM	BACHELOR OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234077723	PRACHI Pandurang AIWALE	Master Of Pharmacy	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234071799	SIMRAN Abulkalam MULANI	Bachelor Of Pharmacy	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234077435	RAJESH Dagdu JANGAM	MASTER OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234081366	BHAKTI Nitin JOSHI	MASTER OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Sigma

DT20234071852	HARSHADA Hanmant JADHAV	MASTER OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234069813	SHRUTI Rajendra SAKPAL	BACHELOR OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS
DT20234081777	AISHWARYA Raju GHANWAT	BACHELOR OF PHARMACY	Yspm"S Ytc Faculty Of Pharmacy ,Satara	Normal BPS

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team

For any escalation you may reach out to:

Level 1 – Vishal Rampalle (rampalle.vishal@tcs.com)



"TCS does not charge any fee at any stage of the recruitment & selection process.

TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala

Sent: Tuesday, April 4, 2023 2:05 PM

To: 'director_yc@yes.edu.in' <director_yc@yes.edu.in>

Cc: Vivek Sugur <vivek.sugur@tcs.com>; Pallabi Baruah <baruah.pallabi@tcs.com>; Gesu Thawait <t.gesu@tcs.com>

Subject: TCS Sigma Hiring_Registration Count_YSPMs YTC faculty of pharmacy , satara

TCS Confidential

Dear Vivek Sir,

Greetings from TCS!

Please find attached the test registration count from your organization for 'TCS Sigma Hiring'.

Please be informed that further test details would be shared on students registered email id only along with their hall tickets.

Institute Name	Count of students
YSPMs YTC faculty of pharmacy , Satara	48

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team

For any escalation you may reach out to:

Level 1 – Vishal Rampalle (rampalle.vishal@tcs.com)



**"TCS does not charge any fee at any stage of the recruitment & selection process.
TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"**

TCS Confidential

From: Amatullah Lightwala
Sent: Monday, April 3, 2023 2:45 PM
Cc: Vishal Rampalle <rampalle.vishal@tcs.com>; Gesu Thawait <t.gesu@tcs.com>; Pallabi Baruah <baruah.pallabi@tcs.com>
Subject: Final Registration Count | TCS Sigma Registration

TCS Confidential

Dear Esteemed Academic Partner,

Greetings from TCS Campus team!

Thank you for your continuous support for the TCS Sigma Hiring.

Please find the Final Registration dashboard -

<i>Institute Name</i>	<i>Count of Students</i>
Sinhgad Institute	267
R.C.PATEL INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH SHIRPUR	205
Dr. D.Y Patil Institute	166
Dr Babasaheb Ambedkar Technological University Lonere	147
Anuradha College Of Pharmacy	110
PES Modern College of pharmacy	100
Sanjivani college of pharmaceutical Education and Research Kopargaon	85
D.S.T.S. Mandals College of Pharmacy, Solapur.	84
Ashokrao Mane College Of Pharmacy	75
Svkms Institute Of Pharmacy Dhule	75
AISSMS College of Pharmacy	74
Y.B. Chavan College of Pharmacy, Aurangabad.	70
Sant Gajanan Maharaj College Of Pharmacy , Mahagaon	69
Rajarshi Shahu College Of Pharmacy & Research, Tathwade, Pune	67
Annasaheb Dange College Of B Pharmacy	64
TpctS College Of Engineering Osmanabad	62
Marathwada Mitra mandals college of pharmacy	61
Modern College Of Pharmacy, Nigdi, Pune.	58
Bharti VidyapeethS College Of Pharmacy, Kolhapur	56
Poona College Of Pharmacy	56

Svpm College Of Pharmacy Baramati	55
PRAVARA RURAL COLLEGE OF PHARMACY	54
Sanjay Ghodawat University	54
JSPM Jayawantrao Sawant college of Pharmacy and Research Hadapsar	52
R.G. Sapkal College Of Pharmacy	49
Swami Ramanand Teerth Marathwada University, Nanded	48
Vishwakarma University Pune	48
YSPMs YTC faculty of pharmacy , satara	48
Met College Of Pharmacy Nashik	46
Karmayogi Tatyasaheb Bondre Institutes Of Pharmacy,Chikhli	44
svers college of pharmacy, pandharpur	43
K.K. Wagh college of pharmacy, nashik .	42
Government College of Pharmacy, Aurangabad	41
Dcs ara collage of pharmacy,nagaon ,dhule	39
Amrutvahini College Of Pharmacy	38
Sarojini College Of Pharmacy Kolhapur	38
Indira college of Pharmacy	35
Loknete Dr J D Pawar College Og Pharmacy, Manur	35
Matoshri College Of Pharmacy, Nashik	34
Smt.Sharadchandrika Suresh Patil College Of Pharmacy Chopda	31
College of pharmacy Akluj	30
H R Patel Institute of Pharmacy	30
jspms charak college of pharmacy and research, wagholi pune.	30
Satara College of Pharmacy , Satara	30

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team



"TCS does not charge any fee at any stage of the recruitment & selection process.

TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala
Sent: Thursday, March 30, 2023 11:09 AM
Cc: Vishal Rampalle <rampalle.vishal@tcs.com>; Gesu Thawait <t.gesu@tcs.com>; Pallabi Baruah <baruah.pallabi@tcs.com>
Subject: Last 1 Day to go | TCS Sigma Registration

TCS Confidential

Dear Esteemed Academic Partner,

Greetings from TCS Campus team!

Thank you for your continuous support for the TCS Sigma Hiring.

Registration Link: <https://www.tcs.com/careers/india/tcs-sigma-hiring-2023>

Please find the registration dashboard till date -

<i>Institute Name</i>	<i>Count of students</i>
Dr. D.Y Patil Institute	148
Sinhgad Institute	146
R.C.PATEL INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH SHIRPUR	139
PES Modern College of pharmacy	75
Anuradha College Of Pharmacy	74
Svkms Institute Of Pharmacy Dhule	72
Sanjivani college of pharmaceutical Education and Research Kopergaon	70
Sant Gajanan Maharaj College Of Pharmacy , Mahagaon	67
Dr Babasaheb Ambedkar Technological University Lonere	55
Rajarshi Shahu College Of Pharmacy & Research, Tathwade, Pune	50
JSPM Jayawantrao Sawant college of Pharmacy and Research Hadapsar	45
Modern College Of Pharmacy, Nigdi, Pune.	44
Y.B. Chavan College of Pharmacy, Aurangabad.	42
svers college of pharmacy, pandharpur	41
Gyan Ganga Institute Of Technology & Sciences, Jabalpur	40
YSPMs YTC faculty of pharmacy , satara	40
Marathwada Mitra mandals college of pharmacy	36
D.S.T.S. Mandals College of Pharmacy, Solapur.	35
Vishwakarma University Pune	33
Ashokrao Mane College Of Pharmacy	32
Sri Jay Chhatrapati University	32

Bharti VidyapeethS College Of Pharmacy, Kolhapur	28
jspms charak college of pharmacy and research, wagholi pune.	28
Poona College Of Pharmacy	28
Swami Ramanand Teerth Marathwada University, Nanded	27
College of pharmacy Akuj	24
Amrutvahini College Of Pharmacy	25
Godavari Institute Of Pharmacy, Kolpa, Latur	20
PRAVARA RURAL COLLEGE OF PHARMACY	20
Annasaheb Dange College Of B Pharmacy	19
Mvp Samajs College Of Pharmacy, Nashik	15
North Maharashtra University	15
SvkmS Narsee Monjee Institute Of Management Studies	15

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team



Building on belief

"TCS does not charge any fee at any stage of the recruitment & selection process.

TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala

Sent: Wednesday, March 29, 2023 1:03 PM

Cc: Vishal Rampalle <rampalle.vishal@tcs.com>; Gesu Thawait <t.gesu@tcs.com>; Pallabi Baruah <baruah.pallabi@tcs.com>

Subject: Last 2 Days to go | TCS Sigma Registration

Importance: High

TCS Confidential

Dear Esteemed Academic Partner,

Greetings from TCS Campus team!

Thank you for your continuous support for the TCS Sigma Hiring.

Registration Link: <https://www.tcs.com/careers/india/tcs-sigma-hiring-2023>

Please find the registration dashboard till date -

Institute Name	Count of students
----------------	-------------------

Dr. D.Y Patil Institute	143
Sinhgad Institute	120
R.C.PATEL INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH SHIRPUR	74
PES Modern College of pharmacy	70
Sant Gajanan Maharaj College Of Pharmacy , Mahagaon	67
Anuradha College Of Pharmacy	59
Sanjivani college of pharmaceutical Education and Research Kopargaon	56
Shri Vile Parle Kelvani Mandals Institute of Pharmacy, Dhule	52
Modern College Of Pharmacy, Nigdi, Pune.	44
JSPM Jayawantrao Sawant college of Pharmacy and Research Hadapsar	38
Dr Babasaheb Ambedkar Technological University Lonere	37
TpctS College Of Engineering Osmanabad	37
svers college of pharmacy, pandharpur	36
Ashokrao Mane College Of Pharmacy	32
Marathwada Mitra mandals college of pharmacy	32
Sanjay Ghodawat University	32
Y.B. Chavan College of Pharmacy, Aurangabad.	32
YSPMs YTC faculty of pharmacy , satara	31
Vishwakarma University Pune	30
D.S.T.S. Mandals College of Pharmacy, Solapur.	28
Jspms charak college of pharmacy and research, wagholi pune.	28
Bharti VidyapeethS College Of Pharmacy, Kolhapur	27
Poona College Of Pharmacy	25
College of pharmacy Akuj	24
Rajarshi Shahu College Of Pharmacy & Research, Tathwade, Pune	24
Swami Ramanand Teerth Marathwada University, Nanded	23
Amrutvahini College Of Pharmacy	20
Godavari Institute Of Pharmacy, Kolpa, Latur	20

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team

"TCS does not charge any fee at any stage of the recruitment & selection process. TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala
Sent: Monday, March 27, 2023 4:13 PM
Cc: Vishal Rampalle <rampalle.vishal@tcs.com>; Gesu Thawait <t.gesu@tcs.com>; Pallabi Baruah <baruah.pallabi@tcs.com>
Subject: Last 3 Days to go | TCS Sigma Registration

TCS Confidential

Dear Esteemed Academic Partner,

Greetings from TCS Campus team!

Thank you for your continuous support for the TCS Sigma Hiring.

Last 3 days to go. Request you to push the students for participation and maximizing the opportunity with TCS.

Last date for Registration – **30th March 2023.**

Registration Link: <https://www.tcs.com/careers/india/tcs-sigma-hiring-2023>

PFA topics that will be covered in Sigma Hiring domain test.

Please find the registration dashboard till date -

Institute Name	Count of students
Dr. D.Y Patil Institute	136
PES Modern College of pharmacy	60
Sant Gajanan Maharaj College Of Pharmacy , Mahagaon	59
Sinhgad Institue	45
R.C.PATEL INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH SHIRPUR	44
Sanjivani college of pharmaceutical Education and Research Kopergaon	41
Anuradha College Of Pharmacy	39
Modern College Of Pharmacy, Nigdi, Pune.	37
TpctS College Of Engineering Osmanabad	37
Dr Babasaheb Ambedkar Technological University Lonere	32
Sanjay Ghodawat University	29
svers college of pharmacy, pandharpur	25
Morabunde Mita mandale college of pharmacy	24

Rajarshi Shahu College Of Pharmacy & Research, Tathwade, Pune	24
Vishwakarma University Pune	20
Ashokrao Mane College Of Pharmacy	18
jspms charak college of pharmacy and research, wagholi pune.	17
Poona College Of Pharmacy	17
Y.B. Chavan College of Pharmacy, Aurangabad.	17
College of pharmacy Akluj	15
Bharati vidyapeeth	14
Godavari Institute Of Pharmacy, Kolpa, Latur	14
PRAVARA RURAL COLLEGE OF PHARMACY	14
Swami Ramanand Teerth Marathwada University, Nanded	14
D.S.T.S. Mandals College of Pharmacy, Solapur.	13
Svkms Institute Of Pharmacy Dhule	13
Amrutvahini College Of Pharmacy	12
Shri Vile Parle Kelvani Mandals Institute of Pharmacy, Dhule	12
Sant Gadge Baba Amravati University	11
Annasaheb Dange College Of B Pharmacy	10
North Maharashtra University	10

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team



Building on belief

"TCS does not charge any fee at any stage of the recruitment & selection process.

TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala

Sent: Monday, March 27, 2023 10:58 AM

Cc: Vishal Rampalle <rampalle.vishal@tcs.com>; Gesu Thawait <t.gesu@tcs.com>; Pallabi Baruah <baruah.pallabi@tcs.com>

Subject: Last 3 Days to go | TCS Sigma Registration

TCS Confidential

Dear Esteemed Academic Partner,

Greetings from TCS Campus team!

Thank you for your continuous support for the TCS Sigma Hiring.

Last 3 days to go. Request you to push the students for participation and maximizing the opportunity with TCS.

Last date for Registration – **30th March 2023**.

Registration Link: <https://www.tcs.com/careers/india/tcs-sigma-hiring-2023>

Please find the registration dashboard till date -

Institute Name	Count of students
Dr. D.Y Patil Institute	136
PES Modern College of pharmacy	59
Sant Gajanan Maharaj College Of Pharmacy , Mahagaon	59
R.C.PATEL INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH SHIRPUR	44
Modern College Of Pharmacy, Nigdi, Pune.	37
Anuradha College Of Pharmacy	33
Sanjay Ghodawat University	27
Svers college of pharmacy, pandharpur	25
Rajarshi Shahu College Of Pharmacy & Research, Tathwade, Pune	24
Sanjivani college of pharmaceutical Education and Research Kopergaon	24
Marathwada Mitra mandals college of pharmacy	23
smt.kashibai navale college of pharmacy	22
TpctS College Of Engineering Osmanabad	22
Dr Babasaheb Ambedkar Technological University Lonere	21
Sinhgad College Of Pharmacy	21
Vishwakarma University Pune	19
Ashokrao Mane College Of Pharmacy	17
jspms charak college of pharmacy and research, wagholi pune.	17
Y.B. Chavan College of Pharmacy, Aurangabad.	17
Poona College Of Pharmacy	16
Godavari Institute Of Pharmacy, Kolpa, Latur	14
Bharati vidyapeeth	14
College of pharmacy Akluj	13
D.S.T.S. Mandals College of Pharmacy, Solapur.	13

PRAVARA RURAL COLLEGE OF PHARMACY	13
Svkms Institute Of Pharmacy Dhule	13
Amrutvahini College Of Pharmacy	12
Shri Vile Parle Kelvani Mandals Institute of Pharmacy, Dhule	12
Sant Gadge Baba Amravati University	10
Annasaheb Dange College Of B Pharmacy	10

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team



Building on belief

"TCS does not charge any fee at any stage of the recruitment & selection process.

TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala

Sent: Thursday, March 23, 2023 4:18 PM

Cc: Vishal Rampalle <rampalle.vishal@tcs.com>; Gesu Thawait <t.gesu@tcs.com>

Subject: Last 7 Days to go | TCS Sigma Registration

TCS Confidential

Dear Esteemed Academic Partner,

Greetings from TCS Campus team!

Thank you for your continuous support for the TCS Sigma Hiring.

It's your chance to impact the lives of people with #TheBigMove.

TCS Sigma Hiring - Inviting Pharma graduates and postgraduates with YoP 2023 to apply.

To know more and to apply click here.

Registration Link - <https://on.tcs.com/3XAFkQh>

Last date for Registration – **30th March 2023.**

tcs Careers

Building on belief



Big tech is going big on healthcare.
Come be part of it.

TCS SIGMA HIRING

for pharma graduates & postgraduates of 2023



Eligibility: 2023 B.Pharm/M.Pharm graduates
from a recognized university

Apply now: <https://on.tcs.com/3XAFkQh>

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team



Building on belief

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TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates. If at all you notice the above please bring it to our attention immediately"

TCS Confidential

From: Amatullah Lightwala
Sent: Wednesday, March 22, 2023 3:59 PM
Cc: Vishal Rampalle <rampalle.vishal@tcs.com>
Subject: Last 9 Days to go | TCS Sigma Registration Dashboard

TCS Confidential

Dear Esteemed Academic Partner,

Greetings from TCS Campus team!

Thank you for your continuous support for the TCS Sigma Hiring.

Last 9 days to go. Request you to push the students for participation and maximizing the opportunity with TCS.

Last date for Registration – **30th March 2023.**

Registration Link: <https://www.tcs.com/careers/india/tcs-sigma-hiring-2023>

Please find the registration dashboard till date -

<i>Institute Name</i>	<i>Count of Students</i>
Dr D Y Patil Institute	120
PES Modern College of pharmacy	50
Sant Gajanan Maharaj Collage Of Pharmacy,Mahagaon	39
Modern College Of Pharmacy	27
JSPMs Rajarshi Shahu College of Pharmacy and Research Tathawade Pune	26
R.C.Patel Institute Of Pharmaceutical Education And Research, Shirpur	26
Sanjay Ghodawat University	24
SVERIs COLLEGE OF PHARMACY PANDHARPUR	24
Marathwada Mitra mandals college of pharmacy	22
Shri Vile Parle Kelavani Mandals Institute of Pharmacy Dhule-424001	22
Y.B. Chavan College of Pharmacy, Aurangabad.	21
Anuradha College Of Pharmacy	19
TpctS College Of Engineering Osmanabad	19
Ashokrao Mane College Of Pharmacy	15
Dr Babasaheb Ambedkar Technological University Lonere	15
Poona College Of Pharmacy	12
Sinhgad Institute	12
Amrutvahini college of pharmacy, sangamner	10
College of pharmacy Akluj	10
Godavari institute of pharmacy kolpa, latur	10
D.S.T.S. Mandals College Of Pharmacy, Solapur	9
Sant Gadge Baba Amravati University	8
Annasaheb Dange Collee Of B.Pharmacy	8
Bharati vidyapeeth university	7
North Maharashtra University	7
PRAVARA RURAL COLLEGE OF PHARMACY	7

Warm Regards,

Amatullah Lightwala

Pronouns – she/her/hers

TAG – Campus Team



Building on belief

**"TCS does not charge any fee at any stage of the recruitment & selection process.
TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"**

TCS Confidential

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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

2 attachments



image002.png
18K

Building on belief



image003.jpg
64K

PERSONAL AND STRICTLY CONFIDENTIAL

Date: 20-May-2023

To
Abhishek Laxman Korde,
SS 3-373, Sector-6, Navi Mumbai,
Kopar Khairne S.O, Thane,
Maharashtra - 400709,
E-Mail: abhishekkorde44@gmail.com
Phone: 7710938122.0

Offer Of Employment

Dear Abhishek Laxman Korde,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you employment at GoTatva Software Consulting LLP. Please accept our heartiest congratulations and warm welcome to the GoTatva Software Consulting LLP.

After you accept this offer, you will receive a confirmation form indicating the details of your joining date and your reporting manager.

The Terms and conditions of your employment are as below.

Designation: Associate Solution Developer

1. Your employment with us will be governed by the terms and conditions referred in Annexure – A
2. Your Annual Compensation & Benefits is attached herewith as in Annexure – B
3. Please confirm your acceptance of this offer on or before **29-May-2023** by sharing signed copy via email to **hr@gotatva.com** along with the documents as mentioned in Annexure – C. The offer shall stand automatically withdrawn without further action on the part of GoTatva if we do not receive your acceptance as per the mentioned timeline.

Yours Sincerely,



Asha

Asha Ojha
HR Manager



Flexur Systems Pvt. Ltd.

www.flexur.com
P.L.M. Training & Consultancy

FLEXUR

Registered Address

Cell: +91 98906 63143
Email: info@flexur.com
CIN: U72900PN2008PTC131321

"Mrudgandh", Plot # 20, S # 07,
Pramathesh Society,
Behind Mahatma Society, Kathrud,
Pune - 411038, INDIA

Date: 11th Sept 2023

Ref: F01/23-24/036
Mr. Ayush Soni
Pune.

LETTER OF APPOINTMENT

We are pleased to appoint you the position of Trainee Software Engineer on the following terms and conditions.

1. Your date of appointment is 4th September 23. You will be on probation for 6 months. You will be confirmed only after successful completion of the probation period. The salary structure is as given in the annexure.
2. Initially and till further notice, your name will be on the Establishment at Pune and you will be subject to the general rules of conduct, discipline, leave, holidays, hours of work etc. that are prevailing in the Company or may be brought into force from time to time. You will be entitled for 22 days of paid leaves per year, credited on a pro rata basis.
3. You may be called to work at any of the Company's Establishments within the territories of India and / or to undertake tours or other assignments in connection with the Company's business. You will be eligible for travel expenses and other allowances according to the rules for the time being in force.
4. Your services may be terminated by the Company at any time by either giving you two months' notice or payment of two months of consolidated salary in lieu of notice. Similarly, it will be permissible for you to resign from our Services subject to your giving the Company two months' notice in writing of your intention to do so. If you should leave the company's service without notice, you will be liable to pay to the Company a sum equivalent to your two-month consolidated salary or you will be liable to be sued for damages. If at any time you are found guilty of misconduct, your services may be terminated without notice or payment in lieu of the notice in accordance with law.
5. While in the services of the Company, you will not undertake or concern yourself directly or indirectly with any other duties or outside work, either part time or full time, without written permission from the Management.
6. You shall not give out to anyone by word of mouth or otherwise particulars or details of our design, specifications, manufacturing process of our products, toolings and machinery, technical know-how, administrative, organizational and / or financial matters of a confidential and secret nature which may be your personal privilege to know by virtue of being our employee. Your services will be liable to terminated immediately without notice for breach of the above conditions. You will be liable to a legal action in a Court of Law including any action for recovery of damage for breach of the above conditions.
7. You can be terminated/dismitted within a week or two weeks during the probation period due to the unsatisfactory performance/on the grounds of gross misconduct.

Yours Faithfully,
For Flexor Systems Pvt. Ltd.

Prasad Joshi
(Director)

NOTE: Any change in marital status and/or residential address, and/or acquisition of additional educational qualification should be intimated to us to keep our records up-to-date.

Offer of Employment - Frontend Developer at Asort Experience

1 message

Jayesh g <hrjayesh.assort@gmail.com>
To: nalawadehrishi35@gmail.com

Sun, Aug 13, 2023 at 10:14 PM

Date: August 10, 2023

Mr. Hrishikesh Nalawade
60 Prabhu Smaran, Lane no - 4,
Gurunanak Nagar, Katraj, Pune
nalawadehrishi35@gmail.com
+91 8552082843

Dear Mr. Hrishikesh Nalawade,

Re: Offer of Employment - Frontend Developer at Asort Experience

I am delighted to extend an offer of employment for the position of **Frontend Developer at Asort Experience**. Your skills and qualifications have impressed us, and you will make a valuable contribution to our IT team.

Position Details:

- Job Title: Frontend Developer
- Start Date: August 16, 2023
- Department: IT Development
- Reporting To: Mr. Jayesh G, HR Manager
- Employment Type: Full-Time

Compensation Package:

- Annual Salary: **INR 5,00,000/- (Five Lakh Indian Rupees)**
- Performance-based Bonus: Eligible as per company policies
- Benefits: Comprehensive health and dental coverage, 40(k) plan, paid time off, flexible work hours, and more

Roles and Responsibilities:

- As a Frontend Developer at Asort Experience, your key responsibilities will include, but are not limited to:
- Collaborating with designers and backend developers to create visually appealing and user-friendly web applications.
 - Developing and maintaining responsive and optimized user interfaces using **HTML, CSS, and JavaScript frameworks**.
 - Ensuring the technical feasibility of UI/UX designs and optimizing them for maximum speed and scalability.
 - Participating in code reviews, continuous integration, and continuous deployment processes.



Your skills and expertise align well with our company's goals and projects. We are excited to have you on board and look forward to your contributions.

Offer Acceptance:

Please let me know if you accept this offer by signing and returning a copy of this letter by **August 14, 2023**. You can send the signed copy via email to hrjayesh.assort@gmail.com. Once we receive your acceptance, we will initiate the necessary onboarding process.

Congratulations on this offer, Mr. Hrishikesh Nalawade. We eagerly anticipate your positive response and the opportunity to welcome you to the Asort Experience team.

Sincerely,

Mr. Jayesh G
HR Manager
Asort Experience
Nashik - Pune Rd, Mutkewadi, Pune, Maharashtra 410501
hrjayesh.assort@gmail.com

March 17, 2023

To,

Mr. Sanket Shinde

At, Post -Angar

Tal -Mohol, Dist - Solapur

Contact No. - 91 7741818383

This has reference to the interview you had with us and glad to inform you that you have been selected for the post of **Software Trainee**.

We offer you Software Trainee position with annual cost to company (CTC) of Rs. 1, 20, 000/-

The tenure of the probation with **glabsoftech** will be for six months effective from April 1, 2023. On satisfactory completion of probation period, you will be offered with permanent employment in our organization.

Probation Period:

- Your probation period will be for six months. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
- You will be entitled to travel reimbursement based on your actual traveling related to your assignment.
- You are not entitled to any leaves with pay during the probation period.
- You might be placed in any projects as and when required by the management.
- Either party can nullify this contract by giving a notice of 30 days.
- After the probation period, you will be given a proper letter of appointment with the term and condition for permanent employment.

We strongly recommend that you respect the offer letter and join as per company instruction. In case you do not join on said date, your offer might be revoked. In case it is due to unavoidable circumstances, you may submit a request for the same to the company directly.

Please provide your consent to and acceptance of the terms of this Agreement and your confirmation that you are consenting to employment in glabsoftech by signing in the space provided below and returning a copy of this Agreement to us not later than March 25, 2023.



APPOINTMENT LETTER

17 January, 2022

Dear **Bhandari ManasiVishwanath**,

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

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable

OFFER LETTER

Ref. StyloTech/22-23/HR/A/23

Date: 15.04.2023

To,

Akshay Arjun Jadhav
At Post Karve, Tal; Khanapur,
Dist. Sangli - 415311; (MAH), India.

Sub: Letter of offer, request regarding...

Dear **Akshay**,

With reference to the discussions we had with you; We, on behalf of '**Stylopedia Technology Pvt. Ltd.**' (**StyloTech**). We are pleased to offer you the position of '**Associate Engineer**' in Cyber Security & Forensics department; and invite you to join **StyloTech** family.

We are pleased to offer you an internship at our company in the '**Software Development**' dept; On joining the company, your internship duration would be for **THREE** months, which will start from **20.04.2023** to **20.07.2023**. However, you will abide by the rules and regulation of the company as may be in force time to time.

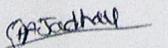
We welcome you on board, the detailed appointment letter, job description, your role & responsibilities will be given to you at the time of joining.

We expect you to join on or before **20.04.2023** in line with discussion with you; otherwise this offer will stand withdrawn automatically.

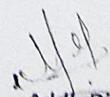
The company looks for a long-term association with all its associates and expects the same from you.

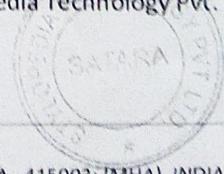
Again, congratulations & welcome to the '**StyloTech**' Family.

Thanking You.


Offer accepted.

For, **Akshay Arjun Jadhav**


Addl. Director,
Stylopedia Technology Pvt. Ltd.





To,
Mr. Sushant Gandalwar
Pune

Date- 3rd November 2022

Subject- Appointment to the post of Web Developer .

Dear Mr. Sushant,

It gives us immense pleasure to appoint you as a Web Developer of our company Impact Digitech Solutions Pvt Ltd. This decision came after our discussion on 1st November 2022. We are highly impressed by your articulate behavior.

We permanently offer you the position of Web Developer

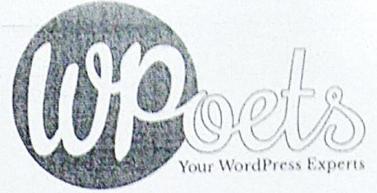
We want you to join our company from 3rd November 2022 and take control of the work. Please send a signed copy of this appointment letter to our company before joining date . It will consider as a receipt of acceptance for your appointment as a Web Developer.

We wish you all the best for your employment and hope to hear from you soon.

Yours Truly,
Kanchan Raut
Head- Marketing



Sushant



25th April, 2022

Dhiraj Palkar
At post kambleshwer, Tal-Phaltan,
Dist Satara 415523

Dear Dhiraj,

With reference to your application and the interviews you had with us, we are pleased to offer you the position of "Junior UI Developer" at WPoets with the start date of 2nd May, 2022.

We feel confident that you will contribute your skills and experience towards the growth of the organization. An annual salary of 2.16LPA will be paid to you

Annual CTC	216,000
Monthly CTC	18,000
Monthly Gross	16,704

Components of Salary for WPoets		
Component	Monthly	Yearly
BASIC	10,800	129,600
HRA	4,320	51,840
CONVEYANCE	540	6,480
MEDICAL ALLOWANCE	540	6,480
LTA	-	-
Internet and Mobile	504	6,048
Professional Pursuit Allowance	-	-
Gross Salary	16,704	200,448

PF-ESIC Employer share		
EPF Contribution Employer	1,296	15,552
ESIC Contribution Employer	543	6,515

Net Take		
Gross Salary	16,704	200,448
EPF Contribution Employee	1,296	15,552
ESIC Contribution Employee	125	1,503
PT*	200	2,400
TDS**		
App Net Take Home	15,208	182,496

(The ESIC contribution of employee and employer; both will be borne by the employer and will not be deducted from the salary)

WPoets Technology LLP

703, 7th Floor, B1, The Cerebrum IT Park,
Kalyani Nagar, Pune - 411014, Maharashtra, India.

Phone:
+91 9970287963

Email:
amit@wpoets.com

Website:
www.wpoets.com



ARRONICS INFOTECH PRIVATE LIMITED

Mail Id : support@arronics.com | Website : www.arronics.com | Cont No : + 91 9850021967

GST : 27AARCA4202E1ZX | PAN : AARCA4202F | CIN NUMBER : U74999MH2018PTC315268 | TAN : MUMA57279F

Appointment Letter

Ref. No.

Dear Mr. Shubham Nikam

Date :

Address : At-Post : Apshinge, Satara

Contact No : 9767781484

Email : nikamshubham1999@gmail.com

PAN Card : BYBPN9655G

I am pleased to offer you a position with our company Arronics Infotech Pvt. Ltd. as **Support Engineer**. Please report to us on **25th January, 2021 at 9.00 AM** for your first day of work and company orientation.

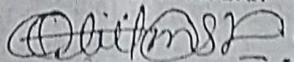
Position: Support Engineer

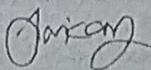
You will be on working days Contract period which is Six months. Company will give you 1,00,000.00 per Annum Salary. On Every 8 Months will get 2000.00 as a increment in salary without Performance.

Your Training Period will be 21 working days without Salary. While I hope that we both find our professional relationship mutually beneficial, this is an at-will position. The company will provide you extensive training during the months of your employment with us and expects you to return the investment made on this training in the form of personal value addition to the company. The training materials provided to you are property of the company and confidential information. Carrying the materials outside the company or disclosing them to anyone other than employees of the company is a breach of trust and will result termination of employment without notice.

1. Willfully breaches the confidentiality of any client/Customer, Employee or the Employer, Attends for work under the influence of drugs and/or alcohol. Engages in any act of commission or omission constituting serious misconduct in respect of their duties; Willfully fails or neglects to perform or carry out their powers, functions or duties in an agreed manner; Commits a serious or persistent breach or non-observance of any of the provisions of this agreement, is engaged in any conduct which may tend to injure the reputation or standing of the Employer. May lead to retrenchment and company claim you monetary plus legal charges for doing same, for same company will not complete the formalities of documentation and any pending towards the company.
2. You will have Two Years Bond with Company and You should require giving us Two-month notice period to leave the Arronics Infotech Pvt. Ltd.
3. You have to keep all data confidential of the Arronics Infotech Pvt. Ltd. and other information related to accounts you are holding and not disclose in Market.
4. As per Human Resource Policy company will not be liable for any compensation or damages occurred during office as well as on field operations. Executives have recommended to keep their insurance policy updated.

For ARRONICS INFOTECH PVT. LTD.


Authorised Signatory



Office No : 4, Plot 85/89, Smruti Building, Walkeshwar Road,
Malabar Hill, Mumbai, Mumbai City, Maharashtra - 400006

OTHER LOCATION - NEW JERSEY | PUNE | ABU DHABI

PRIVATE AND CONFIDENTIAL

Date: December 11, 2021

Ms. Aliya Shahid Shaikh
 AZADNAGAR PLOT NO 2 SHAHUPURI,
 SATARA, MAHARASTRA-415002

EMPLOYMENT AGREEMENT

Dear Aliya,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **exl Service.com (India) Private Limited** ("the Company") to the position of **Associate - Operations at Band A1**, on the terms and conditions set out herein after:

1 EMPLOYMENT

1.1 Your effective date of joining shall be no later than : **December 9, 2021**

1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. *(Applicable for Band A only)*

1.3 Your employment with the Company is subject to:

- (i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.
- (ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;
- (iii) On our receiving two satisfactory references; and
- (iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships,

exl Service.com (India) Private Limited

1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com

Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India.

Ref: HR/ATIDIV/AL/2397/22

Date: 31-03-2022

Highly Confidential Data and should not be circulated further

Name : Shubham Dhage

Employee Id : 2397

Designation : Online Business Analyst

Dear Shubham Dhage,

Thank You for being a part of Atidiv. Your contributions have enabled the organization to deliver results to our clients throughout the year.

Congratulations! You have been **Promoted** to the next career level. Your new designation will be "**Team Leader - Operations**" w.e.f 1st April 2022.

Your performance rating for the year January 2021 to December 2021 is **3.44**.

Important Points –

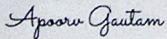
- All appraisal and designation changes shall be effective 1st April 2022
 - Revised compensation shall reflect in your April 2022 salary payout
 - Annual Performance Bonus, if any, shall be paid out along with April 2022 salary payout
 - Any one-time salary corrections, if mentioned in your appraisal letter, are done over and above appraisal amounts, as mentioned in the table above
 - Process Incentive eligibility and amount depends on the career level, process, and workforce each employee is part of
 - All amounts mentioned in the letter are final and not subject to revision or negotiation
- Employees can refer to their Salary Annexure to understand their monthly and annual salary calculation

We appreciate your initiative and expect you to take more responsibilities in future assignments to ensure personal as well as company's growth.

Note: Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

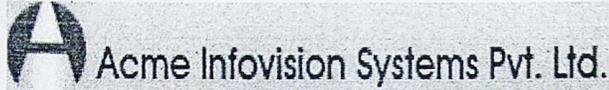
Keep up the great work!

Yours Sincerely,



Apoorv Gautam

Managing Director



P 4/4, IT Park, M.I.D.C. Satara- 415004. Tel : 91- 02162- 233549, 239967 Tele. Fax : 91- 02162 - 226394

E-mail : info@acmeinfinity.com, sales@acmeinfinity.com, www.acmeinfinity.com

Date: 30.05.2022

Appointment Letter

Dear Mr. Ajay Anil Jadhav,

We are pleased to offer you employment in the position of 'Software Developer'. We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as 'Software Developer' will commence on 30th May'2022..

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Acme Infovision Systems Pvt. Ltd, Satara on the given date.

For Acme Infovision Systems Pvt. Ltd.,



Director

March 13, 2022

To,
Mr. Vikas Gavali

365 Shalabag (Gramin) Fule Nagar,
M.I.D.C Road Wai - 412803
Contact No. - 91 87668 39654

This has reference to the interview you had with us and glad to inform you that you have been selected for the post of Software Engineer.

The tenure of the probation with glabsoftech will be for six months effective March 13, 2022. On satisfactory completion of probation period, you will be offered with permanent employment in our organization.

Probation Period:

- Your probation period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
- Your pay during the probation period will be Rs. 6000 per month.
- You will be entitled to travel reimbursement based on your actual traveling related to your assignment.
- You are not entitled to any leaves with pay during the probation period.
- You might be placed in any projects as and when required by the management.
- Either party can nullify this contract by giving a notice of 20 days.
- After the probation period, you will be given a proper letter of appointment with the term and condition for permanent employment.

Salary indication subject to the satisfactory performance in the given assignments

Remarks	Salary
During the probation	Rs. 6000 per month
On Confirmation	On performance base



03-Jun-2022

Dear Pooja Sunil Shevate,
B.Sc, Computer Science
Yashoda Technical Campus, Satara

Candidate ID – 20243069

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

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

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

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

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **50% aggregate** (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

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

Offer Letter

Date: 15.05.2022

Dear Ms. Rucha Jayantkumar Nikam,

We are pleased to offer you employment at **Acme Infovision Systems Pvt Ltd.**
We feel that your skills and background will be valuable assets for our team.

Please note following points

- 1) As specified position is '**Software Developer**' and
- 2) Your annual package CTC will be **Rs.2,40,000/-** (Rs. Two Lakh Forty Thousand Only) which includes incentives & bonus. You have to report your duties not later than **30th May'2022**. If you choose to accept this offer please sign the second copy of this letter in the space provided and return it to us. A stamped, self-addressed envelope is enclosed for your convenience.
- 3) Minimum Notice Period for resigning will be 2 months. In case you want to leave early, then you have to repay amount equivalent to gross salary of remaining period.
- 4) If you resign before one year of joining company will not provide Experience Certificate.

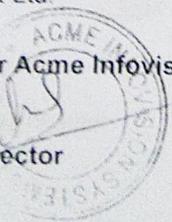
You have to report your duties on **30th May'2022 at 10 A.M.**

If you choose to accept this offer please sign the second copy of this letter in the space provided and return it to us. A stamped, self-addressed envelope is enclosed for your convenience.

We look forward to welcome you as a new employee at Acme Infovision Systems Pvt Ltd.

For Acme Infovision Systems Pvt. Ltd,


Director



Date: 11th April, 2022

Ms Kajal Kadam,

Subject: Employment Letter

Dear Kajal,

It is my pleasure to extend the following Offer of Employment to you on behalf of **TechnoPurple IT Solutions Pvt. Ltd.** This is reference to your application and subsequent interview with us which convinced us that your skills will add value to our company and clients.

Title: Java Developer

Reporting Relationship: Mr. Amol Ambekar

Remuneration: Annual Cost of Company would be **Rs.2,79,600/- (Two Lakh Seventy Nine Thousand Six Hundred Only)** subject to deductions for governmental taxes as required by law.

Starting Date: 11th April, 2022

Working Hours: 45 hours a week except Saturday and Sundays

If resignation given before 2 years from Date of Joining no documents would be provided. If candidate has applied through an agency, agency charges would be deducted from the current month salary.

Please sign and return duplicate copy of this letter as a token of your acceptance.

We congratulate you on your appointment and wish you a long & successful career with us. We are confident that your contribution will take us further in our journey towards becoming a globally respected brand. We assure you of our support for your professional development and growth.

Once again we welcome you to **TechnoPurple** and look to have a fruitful association with you.

With best wishes,

For TechnoPurple IT Solutions Pvt Ltd

Signature of the Employee

Mr. Amit Jain

Ms Kajal Kadam

Managing Director

Offer Letter

Dear Rajesh Prakash Suryawanshi,

Issued on: 04/02/2023

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,

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

ExcelR email id: e-cap@excelr.com

Job Description

Job Profile: Software Engineer

Position: QA Automation Tester / Manual Tester / Selenium Automation Tester / Software Developer

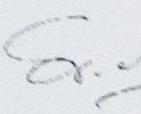
Location: PAN India

Duration: 2 months of domain training, 1 month of soft-skills and 100% Placement Assurance

Package: 3LPA to 6LPA (Could be more depending on students' performances)

(*Developer roles would be offered to students who are good in terms of programming. Programming Languages are covered as a part of the training.)

Best Regards,




Srinivas Gurrula
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 Solutions

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

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

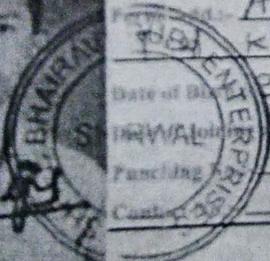
www.excelr.com

SHREE BHAIRAVKRUPA ENTERPRISES

Off. No. 9067941719



Name: Omkar A Phalke
Dept.: CRT QC
Post: At po Shirawal
Khondala sciteera.
Date of Birth: 07/01/2000.
SHIRAWAL SB1569
Functing: 05/01/2022.
Cont: 9511959182.



CN032335371

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

<p>1. Name and Registered address of Establishment with Neighbourhood & Postal address</p>	<p>Filtrum Autocomp Pvt. Ltd (BOJ330700004) Site No. 7-3 MIDC, Wai Dist-Satara, Maharashtra 22147, Satara satara@filtrum.com.in</p>	
<p>2. (a) Name of Apprentice (Block Letters) (b) Father/Mother's/Guardian's Name</p>	<p>SANJEEV RAJENDRA BHUNGAL (0032361149) Apprentice</p>	
<p>3. Address of apprentice</p>	<p>B-1 & 3, Galindhar Colony, Indhwanagar, Wai, Dist. Satara, Maharashtra</p>	
<p>4. Gender</p>	<p>Male</p>	
<p>5. Date of Birth</p>	<p>09-09-2000</p>	
<p>6. (a) Whether belongs to SC/ST/OBC/Other Category (b) Nature of the Category</p>	<p>Yes General</p>	
<p>7. Educational Qualification (Highest)</p>	<p>Diploma</p>	
<p>8. (a) Category of Apprenticeship (b) Name of the trade for which apprentice is training</p>	<p>Technical Automotive Machining Operator</p>	
<p>9. (a) Whether Basic Training is to be provided as part of Apprenticeship (b) If Basic Training is exempt, reasons for exemption (c) Name of the Institute (d) Duration of Training Course (e) Name of the Institute (f) Name of the Director/Head/In-charge of application</p>	<p>No N/A N/A N/A N/A</p>	
<p>10. Apprenticeship Training Duration (Total) (a) Duration of Basic Training Period of Basic Training (b) Duration of On-the-job Training Period of On-the-job Training (c) Training Type</p>	<p>2016 Hours N/A N/A 2016 Hours From 05-03-2023 to 27-02-2024 Sequential</p>	
<p>11. Apprenticeship Training Location (a) Name and address of facility where Basic Training is to be provided (b) Name and address of the facility where On-the-job Training is to be provided</p>	<p>Filtrum Autocomp Pvt. Ltd.- Wai N/A Filtrum Autocomp Pvt. Ltd. Filtrum Autocomp Pvt. Ltd.- Wai Satara Maharashtra</p>	
<p>12. (a) Date of execution of contract (b) Age of Apprentice on the date of execution of contract</p>	<p>19-04-2023 23 years, 1 months and 11 days</p>	
<p>13. Is the establishment opting for benefits under NAFSA? *If yes, Annexure 2 to this contract will also be applicable.</p>	<p>Yes</p>	
<p>14. Monthly stipend amount (a) During 1st year of training</p>	<p>14000</p>	

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : Filtrum Autocomp Pvt. Ltd. (E01232700334)
- with Telephone no. & E-mail address : Plot No. C-5 MIDC Wai Dist-Satara, WaiSatara, Maharashtra
- : 02167-265066
- : sachin.kalyani@filtrum.co.in
2. (a) Name of Apprentice (Block Letters) : SANKET RAJENDRA DHUMAL (A032383184)
- (b) Father's/Mother's /Spouse's Name : Rajendra
3. Address of apprentice : 61 / 4 B gulmohar colony, yashwant nagar wai, at post wai, Wai, Maharashtra, Satara, 412803, Wai,, Satara, Maharashtra
4. Gender : Male
5. Date of Birth : 09-02-2000
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
- (b) Name of the Category : General
7. Educational Qualification (Highest) : Diploma
8. (a) Category of Apprenticeship : Optional
- (b) Name of the trade for which Apprentice is training : Automotive Machining Operator
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
- (b) If Basic Training is exempt - reason for exemption
- (i) Name of the Course :
- (ii) Duration of Training/Course : N/A
- (iii) Name of the Institute :
- (iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 2016 Hours
- (a) Duration of Basic Training : N/A
- Period of Basic Training : N/A
- (b) Duration of On-the-Job Training : 2016 Hours
- Period of On-the-Job Training : From 05-03-2023 to 27-02-2024
- (c) Training Type : Sequential
11. Apprenticeship Training Location : Filtrum Autocomp Pvt. Ltd.- Wai
- (a) Name and address of facility where Basic Training is to be provided : N/A
- (b) Name and address of the facility where On-the-Job Training is to be provided : Filtrum Autocomp Pvt. Ltd.
- Filtrum Autocomp Pvt. Ltd.- Wai
Satara
Maharashtra
12. (a) Date of execution of contract : 19-04-2023
- (b) Age of Apprentice on the date of execution of contract : 23 years, 1 months and 11 days
13. Is the establishment opting for benefits under NAPS*? : Yes
- *If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount
- (a) During 1st year of training : 14000



1st Prize Winner
for
District's Best Industrial Award
for
Year 2007.



ABHIJAT
EQUIPMENTS PVT. LTD.

Regd. Off. & Works : 19/4, Molacha Odha,
Satara-415 002, Maharashtra (India)
Board : 0091-2162-250196
Cell : 0091-9860129600
Fax : 0091-2162-250596
E.mail : sales@abhijatequipments.com
Website : www.abhijatequipments.com

Date – 11.03.2022.

To,

Mr. Pharande Saurabh Shankar.

At. Post. Anewadi Tal. Jawali Dist. Satara.

Pin. 415020

Sub: - Appointment letter

Dear Mr. Pharande,

With reference to your application & subsequent interview with us. We are pleased to offer you employment with our Company on the following terms & conditions.

- 1) This appointment will be effective from 11.03.2022.
- 2) You will be designated as "Engineer Maintenance" (M/C Shop Maintenance)
- 3) Your entitlement for salary shall be as follows

1)	Basic salary	10000.00
2)	House Rent Allowance 10%	1000.00
3)	PF 12 %	1200.00
4)	ESIC 3.25%	576.00
5)	Gratuity 5%	500.00
6)	Performance Allowance	3724.00
5)	Vehicle Allowance	2000.00
6)	Medical Allowance	1000.00
	Total CTC	20000.00

- 4) Increment will be after 1 year from the date of joining & Bonus, Leave will be added in your CTC.
- 5) If You remain absent for eight consecutive days without permission in writing from the M/C Shop Manager / In charge M/C Shop Maintenance or if you proceed on leave without sanction or overstay the sanctioned leave without first getting permission a presumption will be drawn that you have abandoned the employment on your own & you will further be liable to give one months' salary in lieu thereof which, will be adjusted from payment of your earned wages or other benefits.
- 6) You shall be whole time employee of Abhijatequipments Pvt. Ltd. & shall not engage yourself in any work or business or professions wither honorary or otherwise.
- 7) You shall not utilize, disclose or divulge to any person any business secrets, assets or know how of the management /company.
- 8) You shall be governed by standing orders/ service / rules or directions / instructions given to you from time to time by the management.
- 9) Upon termination/cessation of your employment, you will return to the Company all the papers / documents of the Company, & will not retain any copies or extracts there from.
- 10) **Notice Period:** - If you wish resign from the organization you can do so, with written intimation to your higher authorities 2 month prior to your cessation of your employment & should handover all assets /papers/information to concerned person & should impart training if any required to the replacement candidate & should handover charge of your files/assets.

S. S. Shinde



THE WORLD'S
FAVOURITE
INDIAN

PRATHAM BAJAJ

AUTHORISED DEALER FOR SALES & SERVICE

Division of Pratham Motocorp LLP

**PRATHAM BAJAJ
SATARA**

To:

Ms. Ankita Tanaji Shinde,
Post: Tapola, Mahabaleshwar,
Pali, Taluka: Ategaon,
Satara - 412806.

Sub: APPOINTMENT LETTER

Based on your performance since your joining our organisation on 01 Feb 2023, we are glad to Appoint you as Service Advisor in our showroom.

For completing the joining formalities, please produce original academic marks card / passing certificates (SSC, HSC, Graduation and other professional or technical Diploma / Certificate Exam, as available), PAN Card and Aadhar Card for verification.

We, at Pratham Bajaj assure you of a very challenging and fulfilling work environment. We also assure you, an exciting career path based on your performance.

Regards,
For Pratham Bajaj



Authorised Signatory*

Place: Satara
Date: 01 March 2023

SHOWROOM

Shop No. 4, Mansarovar, Opp. TMC Building,
Almeida Road, Panchpakhadi, Thane (W) - 400 602.
☎ 86577 83874 / 96199 25559
✉ prathambajaj.thane@gmail.com

SERVICE CENTRE

A-176, Near Ashar IT Park, Ambika Nagar,
Road No. 16, Wagle Estate, Thane (W) - 400 604.
☎ 72080 11071/ 74
✉ prathambajaj.service@gmail.com

COOPER CORPORATION PVT. LTD.



CCPLJ HRADMIN / 4077/ 2021

10th May 2021

Mr. Kanase Manav Sandip
Karmaveer Nagar,
Near Shivraj Petrol Pump,
Satara.

Sub: Engagement under Apprentices Act – 1961 and The Apprenticeship Rules, 1992 as "Apprentice Technician" for One Year

Dear Mr. Manav,

Further to the interview you had with us, we are pleased to offer you training as "Technician - Apprentice" under Apprentices Act, 1961 (Amendment 1973, 1986 and 2008), on the following terms and conditions-

1. You will report for the training on 2nd May 2021 at 08 30 am.
2. The duration of apprenticeship will be One Year or as stipulated by the Board of Apprenticeship Training (WR) Mumbai
3. During the apprenticeship period you will be paid stipend of Rs.9000/-p.m. (Rs. Nine thousand only).
4. Additionally you will be entitled to other allowances like Attendance allowance, Performance linked incentive and other statutory benefits, thus total earnings will be Rs. 15912 /- CTC PM including stipend.
5. You will be required to submit the Bank Statement every month before 15th day of the month duly signed by the branch manager with seal of the bank that will show the stipend deposited in your account for the earlier month.
6. Your service shall be governed by the provisions of the Apprentices Act, 1961 (Amendments 1973, 1986 and 2008).
7. Your apprenticeship will come to an end on completion of the period and you will not have any claims for absorption in employment or continuation of the services



Tubestar Oil & Gas Services Pvt. Ltd.

1st Floor, Landmark, Plot # D2,
Sector 12, Kharghar,
Navi Mumbai - 410 210

Tel. : +91-22-2774 6167 / 68
Fax : +91-22-2774 6169
Email : sales@tubestar.com
Web : www.tubestar.com
CIN No.: U11101GJ2003PTC042657

Sonawane Yogesh Balasaheb

Satara, Maharashtra,
415002.

Date: 28th February, 2023.

Sub: - Letter of Offer

Dear Mr. Sonawane Yogesh Balasaheb,

This has reference to our discussions you had with us; we are pleased to offer you the position of "Trainee Inspector". You will be on rotation 05 Month on duty & 01 Month off duty.

Your Gross Salary will be Rs.15, 750/- (Fifteen Thousand Seven Hundred Fifty Rupees Only) per month including bonus. The details of salary break up will be given in appointment letter. You will be on probation for a period of six month. Company will provide you share bachelor accommodation with Food facility as per policy.

As we are looking at a long-term association with you and will need at least 3-year minimum commitment from you.

We expect you to join on 3rd April 2023. You will be appointed on payroll of Tubestar Oil and Gas Services Pvt. Ltd, but as per the work demand you will be transferred to any PAN India location as may be deemed fit by the management. Presently you have to report to Mumbai Base at Tubestar Oil & Gas Services Pvt. Ltd 1-A, 1st Floor, Landmark, Plot No D2, Sector 12, Kharghar, Navi Mumbai-410 210, India.

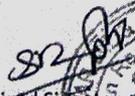
Please note this offer is valid subject to your signing & returning the duplicate copy of this letter within three working days along with the copy of approved resignation letter. Your offer is valid subject to your fitness verification & Aadhar card submission.

Request you to submit below document at the time of joining & the Scan copy of below document with acceptance of the offer letter:

- All Original Educational, Technical Certificates, Aadhar Card, Pan Card & Passport
- Digital Soft copy & hard copy of recent Photo with white background & Red background in high resolution.
- Medical Fitness Certificate
- Vaccination Certificate
- Police Clearance Certificate (PCC-Issued by IPS Officer)

We welcome you & are delighted that you have chosen to be part of Tubestar Family. We hope your association with us will be beneficial, pleasant & fulfilling.

Yours truly,
For Tubestar Oil and Gas Services Pvt Ltd.

Authorized Signatory



Regd. Office : Pritam Nagar, 1st Slope, Opp. Medical Boys Hostel, Ellisbridge, Ahmedabad - 380 006.

Branches : Baroda | Barmer | Kakinada | Durgapur | Dullajjan | UAE

SUMA SOFT PVT. LTD.

Regd. Off: 3rd Floor, 97-98, Brijwariwadi, Plot - 111004, (Mahalaxmi)
Aundh, Dist. Pune, Maharashtra (West and Mail Extension)
Aundh, Pune - 411007, (M. Maharashtra)
RTN No. - 072700PN2000FTC014900
T: +91 20 405 0300 E: info@sumasoft.com



To,
Janardhan Nagnath Mane
Pune
Date of joining: 23rd March 2023
Employee ID: L33332

Date: 23rd March 2023

LETTER OF APPOINTMENT

Dear Janardhan,

It is our pleasure to welcome you to SUMA SOFT PRIVATE LTD.

With reference to your interview and subsequent discussions, we are pleased in appointing you as Sr. Technical Support Engineer in SUMA SOFT PRIVATE LTD at our office on the following terms and conditions:

- Employment:** Probation period is for 6 months from the date of joining. Company can extend the probation period if required. On satisfactory completion of the probation period, you may be considered for confirmation in the Company. Unless the management issues you the confirmation order in writing, you shall continue to be on probation. The management has right to terminate your services without notice and without any compensation during the probation period. During your employment with the Company, you shall be required to devote the whole of your working time, attention, and abilities to the services of the Company exclusively and shall not, without the Company's written consent accept any additional employment or engage directly or indirectly in any other business activities.
- Salary:** Your annual Cost To Company (CTC) will be Rs. 360000/- Refer Annexure-A for CTC break-up.
 - Salary appraisal reviews will be done by the Company from time to time.
 - For purpose of contribution to Provident Fund and Gratuity computation will be made on the basis of Basic pay only and Encashment of Leave computation will be made on basic salary.
 - The company reserves the rights to make modifications / alterations to your salary structure / package at any time without prior notice. Salary, allowances and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Leave Policy:** you will be governed by Leave Policy of the company as published and amended from time to time.

Candidates Name & Signature



Mr. Tushar Shende <tpo_ytc@yes.edu.in>

Request for Updates regarding Selection of Yashoda Students through Campus Drive - GPRO Drives

Production-GPRO <production@gpro.in>

To: tpo_ytc@yes.edu.in

Cc: principalpharma_ytc@yes.edu.in, Sales-GPRO <sales@gpro.in>

Mon, May 15, 2023 at 11:22 AM

Kind Attention : Mr. Tushar Shende

Dear Sir,

Thank you for inviting us for campus on 12/05/2013 at Yashoda Technical Campus, Satara. It was good experience for us as well. We appreciate your efforts in conducting campus for us and support during the campus of your institution and you as well. The list of selected students and offers to whom gives is as under.

Sr. No.	Student Name	Designation	Remark
1	Aniket Potekar	Design Trainee	Joined from 14/05/2023.
2	Alfarhan Momin	Design Trainee	Offer Given. He will reply within 3-4 days.
3	Aditya Prabhune	Production Assistant	Offer Given reply pending.
4	Shivraj Jadhav	Production Assistant	Offer Given. He will reply on 16/05/2023.
5	Sameer Dadas	Production Assistant	Asked him for interview on 17/05/2023.

We also have short listed four candidates from MBA students. We will reply for the same before 18/05/2023.

Thanks & regards



SUYAN Engineering Solutions - Offer for training

2 messages

Harshita Singh <bdm@suyan-group.com>

Mon, May 22, 2023 at 5:46 PM

Reply-to: bdm@suyan-group.com

To: kailehsawant136@gmail.com

Cc: Amol Naik <amol@suyan-group.com>, Kishor Bangar <kishor@suyan-group.com>, account@suyan-group.com

Dear Kailesh,

Greetings from SUYAN Engineering Solutions.!

We are happy to inform you that you are selected for training with us.

The duration of training will be 100 days and it will commence from 29th May 2023, Monday.

*Note - There will be no training charges.

Regards,

Harshita Singh

Lead - Human Resource

Phone No: 8956240434



Print less. Be green.

01 Kailesh Sawant <kailehsawant136@gmail.com>
Draft

Wed, Jun 7, 2023 at 10:42 AM

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

From: Harshita Singh <bdm@suyan-group.com>

Date: Mon, May 22, 2023, 5:46 PM

Subject: SUYAN Engineering Solutions - Offer for training

To: <kailehsawant136@gmail.com>

Cc: Amol Naik <amol@suyan-group.com>, Kishor Bangar <kishor@suyan-group.com>, <account@suyan-group.com>

FREELANCE AGREEMENT

Background:

This Freelance Agreement ("Agreement") is entered into on the 02/02/2023 between:

Owner: Shree Sadguru Krupa Developers located at Shop no 1,2,3,4 Lane no -4 Vinayak Park Wagholi Pune, Maharashtra - 412207

Contractor: Bankar Rohan located at Divine Residency Flat no - 1027, High st, Baner, Pune, Maharashtra – 411021.

Client and Independent Contractor may each be referred to in this Agreement as a "Party" and collectively as the "Parties".

Services

1. Independent Contractor shall provide the following services to Client: Software development and works to help websites and computer program functions In addition, the Independent Contractor shall perform such duties and tasks, or changes to the Services as may be agreed upon by the parties.

Compensation

2. Inconsideration for Independent Contractor's performances of the Services, Client shall pay Independent Contractor.

A Periodic Fixed Wage: Client shall pay Independent Contractor 32,000 For this project

After Independent Contractor sends an invoice: Independent Contractor will be paid within 10 after receiving Independent Contractor's invoice. Independent Contractor will submit invoices for payment at the end of every project

3. **Independent Contractor will be reimbursed:** Except as otherwise specified in this Agreement, Client shall reimburse Independent Contractor for all approved, reasonable, and necessary costs and expenses incurred.

Term and Termination

4. Independent Contractor's engagement with Client under this Agreement shall commence on 10/02/2023.
5. **Termination:** 25/05/2023

After all of the Services are complete: The parties agree and acknowledge that this Agreement and Independent Contractor's engagement with Client shall terminate upon the completion of the Services.

Confidentiality

6. Independent Contractor will not be exposed to confidential information.

Confidential and Proprietary Information: Independent Contractor will be exposed to confidential and proprietary information of the Client. "Confidential Information" means any data or information that is considered sensitive material of which is not generally known to the public, including but not