



SHRI VENKATESHWARA SHIKSHAN SANSTHA'S

DTE CODE - MB6224

VENKATESHWARA INSTITUTE OF MANAGEMENT (M.B.A.)

GAT NO. 2665, PETH NAKA, TAL. WALWA, DIST. SANGLI. (MH) 415 407

PH. NO. (02342) 252100, 252110

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

DVV Suggestion:-

1. HEI is requested to kindly note that the link provided in the attached documents for the list of students is in the GOOGLE DRIVE format, which should not be considered. Please relook and provide valid link for documents in correct format or could host these documents on HEI's website.

HEI Reply:-

- DVV suggestion is accepted. Valid link for documents in correct format is provided and also hosted these documents on HEI's website.**

<https://vim.org.in/pdf/5.2.1%20Percentage%20of%20placement%20of%20outgoing%20students%20and%20students%20progressing%20to%20higher%20education%20during%20the%20last%20five%20years.pdf>



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DVV Suggestion:-

2. Kindly note that the data for the metric id. - 5.2.1.2 Should be matched with the data for the metric i.d. -2.6.3.1, please relook and provide correct data.

HEI Reply:-

- The corrected data is provided.


Metric id. - 5.2.1.2

2021-22	2020-21	2019-20	2018-19	2017-18
22	39	25	12	16

Metric id -2.6.3.1

2021-22	2020-21	2019-20	2018-19	2017-18
22	39	25	12	16




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DVV Suggestion:-


3. Kindly note that there is data mismatch in the HEI input and prescribed data template in the Metric id - 5.2.1.1 for the academic year 2017-18, 2019-20 please relook and provide correct revise data.

HEI Reply:-

- DVV suggestion is accepted. Corrected revised data template for the academic year 2017-18 and 2019-20 is attached.

2021-22	2020-21	2019-20	2018-19	2017-18
14	10	10	12	12




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DVV Suggestion:-

4. Please provide the required details in the prescribed data template, as the incomplete entries should not be considered.

HEI Reply:-

- DVV suggestion is accepted. Corrected revised data template is attached.



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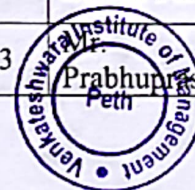
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5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Sr.No	Name of the employer with contact details	Contact details	Place of Posting	Date of Posting	Name of student who has been placed	Program graduated from	Pay package at appointment (In INR per annum)
2021-22								
2021-22	1	Cute bioscience Surat Gujrat, Branch Pune	99099 22298	Pune	5/11/2022	Mr. Somesh Ramesh Pise	MBA(HR & Finance)	1000000/-
2021-22	2	Talentedge Education Services Pvt. Ltd. Pune	18002102040	Pune	29/9/2022	Miss. Samiksha Patil	MBA(HR & Marketing)	760000/-
2021-22	3	Tata Consultancy Sevices ltd, Pune	9120660-87777	Hinjawadi, Pune	25/2/2022	Miss. Dhanashri Ramesh Kadam	MBA(HR & Marketing)	625006/-
2021-22	4	Anlage Infotech PVT.Ltd. Pune	91 8080 3333 60	Talegoan, Pune	9/1/2023	Mr. Rohit Mane	MBA(HR & Marketing)	380000/-
2021-22	5	Age Home Appliances Pvt. Ltd. Shirala	91 2345 295488	Shirala	3/10/2022	Miss. Sonali Dinkar Patil	MBA(HR & Marketing)	180000/-
2021-22	6	SPM Autocomp System Pvt.Ltd.	91124 4369268	Pune	10/2/2023	Prabhuprasad Peth	MBA(HR & Marketing)	300000/-



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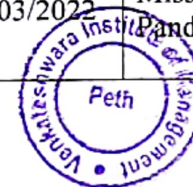
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						Jadhav		
2021-22	7	Hexaware Technologies Limited, Mumbai	91 022 67919595	Mumbai	20/10/2022	Miss. Sweety Subhash Patil	MBA(HR & Marketing)	180000/-
2021-22	8	Chowgule Industries Pvt Ltd., Sangli	02342-660222	Sangli	10/8/2022	Miss. Pooja Subhash Patil	MBA(HR & Marketing)	144000/-
2021-22	9	Royal Softech India Pvt. Ltd. Delhi	91-120-4552277	Pune	20/09/2022	Mr. Aniket Sadashiv Patil	MBA(HR & Marketing)	408000/-
2021-22	10	Nanasaheb Mahadik Polytechnic Institute, Peth	8600923333	Peth	4/8/2022	Miss. Nikta T. Patil	MBA(HR & Finance)	144000/-
2021-22	11	Hotel Aram agency, Vele Pune- Bangalore Highway Tal-Wai Dist-Satara	98817 99999	Vele	18/03/2022	Miss. Pranali P Thorat	MBA(HR & Finance)	120000/-
2021-22	12	Hotel Aram agency, Vele Pune- Bangalore Highway Tal-Wai Dist-Satara	98817 99999	Vele	18/03/2022	Miss. Pritam Lalaso Ptail	MBA(HR & Marketing)	120000/-
2021-22	13	Hotel Aram agency, Vele Pune- Bangalore Highway Tal-Wai	98817 99999	Vele	18/03/2022	Miss. Pratiksha Pandit Varekar	MBA(HR & Finance)	120000/-



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2021-22	14	Chola Busines Services Ltd.Chennai Branch Kolhapur	91 44 30007172	Kolhapur	10/9/2022	Miss. Pradnya Jagdish Patil	MBA(HR & Finance)	170900/-
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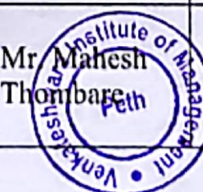
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Year	Sr.No	Name of the employer with contact details	Contact details	Place of Posting	Date of Posting	Name of student who has been placed	Program graduated from	Pay package at appointment (In INR per annum)
2020-21								
2020-21	1	Byju's The Learning App. Mumbai	9243500460	Mumbai	15/04/2022	Mr. Ajinkya Shivaji Maske	MBA(Production & Marketing)	600000/-
2020-21	2	Age Home Appliances Pvt. Ltd. Shirala	91 2345 295488	Shirala	1/9/2021	Mr. Uday Vijay Gaikwad	MBA(HR & Marketing)	180000/-
2020-21	3	Sunbeam Appliances, Near Sai International Hotel , Yelur	02342 250000	Yelur	30/05/2023	Miss. Prajakta A Nayakal	MBA(HR & Marketing)	108000/-
2020-21	4	HDFC Life,Opp. Mumbai Contact: 8291958825	91 22 6751 6666	Mumbai	28/10/2021	Mr. Ankush Pandurang Katke	MBA(HR & Marketing)	390000/-
2020-21	5	Rajrarambapu Sahakari Bank Pvt.ltd. Peth, Branch Pune	02342 252132	Pune	15/11/2021	Mr. Mahesh Thombare Peth	MBA(HR & Marketing)	252000/-



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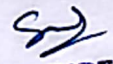
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2020-21	6	Q Connect Business Solution Pvt. Ltd. Thane East, Qess Corp. Ltd. Thane	9140 6638 7045	Thane	16/08/2021	Mr. Omkar Gulab Patil	MBA(Finance &Marketing)	269000/-
2020-21	7	Qess Corp. Ltd. Thane, IKA Human Capital Solutions	1800-572-3333	Mumbai	15/05/2023	Mr. Anuj Vijay Patil	MBA(HR & Marketing)	240000/-
2020-21	8	Nova Medi Science Pvt.Ltd Mumbai	224342 6117	Mumbai	10/01/2022	Mr. Ajay N. Jadhav	MBA(Production & Marketing)	250021/-
2020-21	9	Rajrarambapu Sahakari Bank Pvt.ltd. Peth, Branch Peth	02342 252132	Peth	20/12/2021	Mr. Swapnil D. Ozardekar	MBA(Finance &Marketing)	252000/-




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2019-20								
2019-20	1	Vijay Engifab India Pvt Ltd,Address.Waghjainagar-Ambethan Pune	9767102404	Pune	1/12/2021	Mr. Swapnil Hanmant Mane	MBA(HR & Marketing)	250000/-
2019-20	2	Hetero Health Care Andheri € Mumbai, Area Sangli District	022 2684 9337	Sangli	12/10/2020	Mr. Satish B. Patil	MBA(HR & Marketing)	475000/-
2019-20	3	Smart Panel India Pvt. Ltd, Sangli	959595 3084	Sangli	22/02/2021	Mr. Aniket Shriknat Chougale	MBA(Production & Marketing)	255768/-
2019-20	4	Arts, Commerce & Science College Palus	02346 226226	Palus	29/07/2022	Mr. Rahul V. Nkam	MBA(HR & Marketing)	200000/-



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2019-20	5	Prathmik Arogya Kendra, Kurlap Dist -Sangli	02342 224048	Kurlap	3/1/2022	Mr. Siddiquee Abrar Ahmad Mutahir	MBA(HR & Marketing)	550000/-
2019-20	6	Age Home Appliances Pvt. Ltd. Shirala	91 2345 295488	Shirala	1/9/2021	Mr. Sushant Hiamne	MBA(HR & Marketing)	180000/-
2019-20	7	Manappuram Finance Ltd. Branch Islampur	7028933519	Islampur	24/03/2021	Miss. Snehal Sambhaji Maor	MBA(HR & Finance)	300000/-
2019-20	8	Rubicon Skill Development Private Limited, Pune	+91 22 61414000	Pune	4/12/2020	Miss. Priyanka D Salunkhe	MBA(HR & Marketing)	144000/-
2018-19	9	Ilabz Technology LLP. Pune	080 4666 4888	Pune	4/1/2021	Miss Anjali P Kadam	MBA(HR & Finance)	164733/-
2019-20	10	Hjort Knudsen India,A/20/2/4,MIDC Islampur, taluka walwa,	02342 660 100	Islampur	01/03/2021	Miss. Vanita H Patil	MBA(HR & Marketing)	265000/-



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2018-19								
2018-19	1	Raj Infrastructure Development (India) Pvt. Ltd, Pune	9740026044	Pune	1/10/2019	Miss. Shital Shankar Patil	MBA(HR & Finance)	144000/-
2018-19	2	Sai Vidya Constructions, Kolhapur	9370645143	Kolhapur	1/12/2021	Miss. Dhanashri V Kamble	MBA(HR & Finance)	240000/-
2018-19	3	Precitek Services, Behind Jayganes Inx Akurdi Pune	90828 49905	Pune	1/8/2019	Miss Supriya Manikrao Ghorpade	MBA(HR & Finance)	144000/-
2018-19	4	Vighnesh Financial Services,Pune Shivajinagar	06384 478073	Pune	25/07/2019	Miss Kajal Hanumant Dhakane	MBA(HR & Finance)	180000/-



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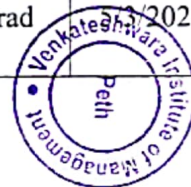
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2018-19	5	Zanera Pvt. Ltd Near Navle Bridge Pune	73500 00647	Pune	5/8/2019	Mr. Suraj Todkar	MBA(HR & Marketing)	360000/-
2018-19	6	Ilabz Technology LLP. Pune	080 4666 4888	Pune	8/7/2019	Miss Prachi Kadam	MBA(HR & Marketing)	164733/-
2018-19	7	IKYA Human Capital Solutions -Pune 411018	022 5045 6120	Pune	9/7/2019	Miss. Afrin Arif Shaikh	MBA(HR & Finance)	126000/-
2018-19	8	LIC Housing Finance Ltd. Branch Sangli	091750 84548	Sangli	1/8/2019	Miss. Priyanka Jalindar bhoasle	MBA(HR & Finance)	350000/-
2018-19	9	State Street HCl Services ltd, Pune	020 67279000	Pune	13/08/2019	Miss. Shakuntala N Patil	MBA(HR & Finance)	200000/-
2018-19	10	HDFC Life Insurance Company Ltd., Islampur	9122 6751 6666	Islampur	13/12/2019	Mr. Akshay Mohan Chavan	MBA(Finance &Marketing)	180000/-
2018-19	11	VertScend Automation Pvt.Ltd Warge Pune	097671 93900	Pune	26/06/2019	Mr. Nikhil N. Mane	MBA(HR & Finance)	196000/-
2018-19	12	SBI Cap Securities Ltd. Branch Karad	02342 273300	Karad	2020	Miss. Nikita Nandkumar Nazare	MBA(HR & Finance)	200004/-



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2017-18								
2017-18	1	Samruddhi Industries Ltd. Pune	233 2600717	Pune	16/11/2018	Mr. Manoj Sunil Patankar	MBA(Finance &Marketing)	300000/-
2017-18	2	Toyota Shaw toyota, Shivajinagar, Pune	91 20 26119500	Pune	1/8/2022	Mr. Suraj S Patil	MBA(Finance &Marketing)	500000/-
2017-18	3	Rubicon Skill Development Private Limited, Pune	+91 22 61414000	Pune	22/08/2018	Miss. Prachi Kadam	MBA(HR & Marketing)	144000/-
2017-18	4	Ayurveda Rasyani, Pune	91 20 24537149	Pune	17/01/2019	Mr. Shrirang Kadam	MBA(HR & Finance)	120000/-
2017-18	5	Karad Projects and Motors Ltd. Karad	912164 258515	Karad	27/02/2019	Mr. Akshay Subhash Choutare	MBA(HR & Finance)	207492/-



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2017-18	6	Shriram City Finance, Kolhapur	911556 5801	Kolhapur	10/8/2022	Mr. Sambhuraje Babaso Patil	MBA(Finance &Marketing)	241397/-
2017-18	7	Son,s House, Bhandup (West), Mumbai	02342 154312	Mumbai	04/06/2018	Miss. Ashlesha R. Raskar	MBA(HR & Marketing)	120000/-
2017-18	8	B.P Financial Management Consultancy. Pvt ltd Islampur	9270124884	Islampur	27/12/02021	Miss. Priyanka S. Patil	MBA(HR & Finance)	156000/-
2017-18	9	Dhanashre Industrial Corporation, Palus	9890446242	Palus	11/06/2018	Mr. Rahul B. Kumbhar	MBA(Finance &Marketing)	192000/-
2017-18	10	Age Home Appliances Pvt. Ltd. Shirala	91 2345 295488	Shirala	8/10/2018	Mr. Mahesh S Patil	MBA(Finance &Marketing)	144000/-
2017-18	11	Rubicon Skill Development Private Limited, Pune	+91 22 61414000	Pune	19/10/2018	Miss. Komal D Salunkhe	MBA(HR & Marketing)	144000/-




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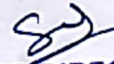
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Year	Name of student who enrolled for higher education	Program graduated from	Year of post-graduation	Name of institution joined	Name of program admitted to
2021-22					
2020-21	Miss. Shital V Tibe	MBA(HR & Finance)	2016	Shivaji University, Kolhapur	Ph.D.
2019-20					
2018-19					
2017-18	Miss. Shital V Tibe	MBA(HR & Finance)	2016	CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION AND RESEARCH KOLHAPUR	M.Phil.




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DVV Suggestion:-

5. Please list of students placed along with placement details for the last five years.

HEI Reply:-

- List of students placed along with placement details for the last five years is attached.




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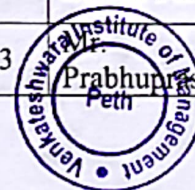
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2021-22	2	Talentedge Education Services Pvt. Ltd. Pune	18002102040	Pune	29/9/2022	Miss. Samiksha Patil	MBA(HR & Marketing)	760000/-
2021-22	3	Tata Consultancy Sevices ltd, Pune	9120660- 87777	Hinjawadi, Pune	25/2/2022	Miss. Dhanashri Ramesh Kadam	MBA(HR & Marketing)	625006/-
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2021-22	6	SPM Autocomp System Pvt.Ltd.	91124 4369268	Pune	10/2/2023	Prabhuprasad Peth	MBA(HR & Marketing)	300000/-



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						Jadhav		
2021-22	7	Hexaware Technologies Limited, Mumbai	91 022 67919595	Mumbai	20/10/2022	Miss. Sweety Subhash Patil	MBA(HR & Marketing)	180000/-
2021-22	8	Chowgule Industries Pvt Ltd., Sangli	02342-660222	Sangli	10/8/2022	Miss. Pooja Subhash Patil	MBA(HR & Marketing)	144000/-
2021-22	9	Royal Softech India Pvt. Ltd. Delhi	91-120-4552277	Pune	20/09/2022	Mr. Aniket Sadashiv Patil	MBA(HR & Marketing)	408000/-
2021-22	10	Nanasaheb Mahadik Polytechnic Institute, Peth	8600923333	Peth	4/8/2022	Miss. Nikta T. Patil	MBA(HR & Finance)	144000/-
2021-22	11	Hotel Aram agency, Vele Pune- Bengalore Highway Tal-Wai Dist-Satara	98817 99999	Vele	18/03/2022	Miss. Pranali P Thorat	MBA(HR & Finance)	120000/-
2021-22	12	Hotel Aram agency, Vele Pune- Bengalore Highway Tal-Wai Dist-Satara	98817 99999	Vele	18/03/2022	Miss. Pritam Lalaso Ptail	MBA(HR & Marketing)	120000/-
2021-22	13	Hotel Aram agency, Vele Pune- Bengalore Highway Tal-Wai	98817 99999	Vele	18/03/2022	Miss. Pratiksha Pandit Varekar	MBA(HR & Finance)	120000/-



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PH. NO. (02342) 252100, 252110

2021-22	14	Chola Busines Services Ltd.Chennai Branch Kolhapur	91 44 30007172	Kolhapur	10/9/2022	Miss. Pradnya Jagdish Patil	MBA(HR & Finance)	170900/-
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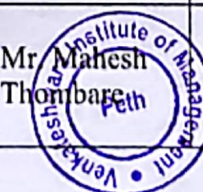
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PH. NO. (02342) 252100, 252110

Year	Sr.No	Name of the employer with contact details	Contact details	Place of Posting	Date of Posting	Name of student who has been placed	Program graduated from	Pay package at appointment (In INR per annum)
2020-21								
2020-21	1	Byju's The Learning App. Mumbai	9243500460	Mumbai	15/04/2022	Mr. Ajinkya Shivaji Maske	MBA(Production & Marketing)	600000/-
2020-21	2	Age Home Appliances Pvt. Ltd. Shirala	91 2345 295488	Shirala	1/9/2021	Mr. Uday Vijay Gaikwad	MBA(HR & Marketing)	180000/-
2020-21	3	Sunbeam Appliances, Near Sai International Hotel , Yelur	02342 250000	Yelur	30/05/2023	Miss. Prajakta A Nayakal	MBA(HR & Marketing)	108000/-
2020-21	4	HDFC Life,Opp. Mumbai Contact: 8291958825	91 22 6751 6666	Mumbai	28/10/2021	Mr. Ankush Pandurang Katke	MBA(HR & Marketing)	390000/-
2020-21	5	Rajrarambapu Sahakari Bank Pvt.ltd. Peth, Branch Pune	02342 252132	Pune	15/11/2021	Mr. Mahesh Thombare	MBA(HR & Marketing)	252000/-



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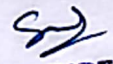
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PH. NO. (02342) 252100, 252110

2020-21	6	Q Connect Business Solution Pvt. Ltd. Thane East, Quess Corp. ltd. Thane	9140 6638 7045	Thane	16/08/2021	Mr. Omkar Gulab Patil	MBA(Finance &Marketing)	269000/-
2020-21	7	Quess Corp. ltd. Thane, IKA Human Capital Solutions	1800-572-3333	Mumbai	15/05/2023	Mr. Anuj Vijay Patil	MBA(HR & Marketing)	240000/-
2020-21	8	Nova Medi Science Pvt.Ltd Mumbai	224342 6117	Mumbai	10/01/2022	Mr. Ajay N. Jadhav	MBA(Production & Marketing)	250021/-
2020-21	9	Rajrarambapu Sahakari Bank Pvt.ltd. Peth, Branch Peth	02342 252132	Peth	20/12/2021	Mr. Swapnil D. Ozardekar	MBA(Finance &Marketing)	252000/-




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PH. NO. (02342) 252100, 252110

Year	Sr.No	Name of the employer with contact details	Contact details	Place of Posting	Date of Posting	Name of student who has been placed	Program graduated from	Pay package at appointment (In INR per annum)
2019-20								
2019-20	1	Vijay Engifab India Pvt Ltd,Address.Waghjainagar-Ambethan Pune	9767102404	Pune	1/12/2021	Mr. Swapnil Hanmant Mane	MBA(HR & Marketing)	250000/-
2019-20	2	Hetero Health Care Andheri € Mumbai, Area Sangli District	022 2684 9337	Sangli	12/10/2020	Mr. Satish B. Patil	MBA(HR & Marketing)	475000/-
2019-20	3	Smart Panel India Pvt. Ltd, Sangli	959595 3084	Sangli	22/02/2021	Mr. Aniket Shriknat Chougale	MBA(Production & Marketing)	255768/-
2019-20	4	Arts, Commerce & Science College Palus	02346 226226	Palus	29/07/2022	Mr. Rahul V. Nkam	MBA(HR & Marketing)	200000/-



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2019-20	5	Prathmik Arogya Kendra, Kurlap Dist -Sangli	02342 224048	Kurlap	3/1/2022	Mr. Siddiquee Abrar Ahmad Mutahir	MBA(HR & Marketing)	550000/-
2019-20	6	Age Home Appliances Pvt. Ltd. Shirala	91 2345 295488	Shirala	1/9/2021	Mr. Sushant Hiamne	MBA(HR & Marketing)	180000/-
2019-20	7	Manappuram Finance Ltd. Branch Islampur	7028933519	Islampur	24/03/2021	Miss. Snehal Sambhaji Maor	MBA(HR & Finance)	300000/-
2019-20	8	Rubicon Skill Development Private Limited, Pune	+91 22 61414000	Pune	4/12/2020	Miss. Priyanka D Salunkhe	MBA(HR & Marketing)	144000/-
2018-19	9	Ilabz Technology LLP. Pune	080 4666 4888	Pune	4/1/2021	Miss Anjali P Kadam	MBA(HR & Finance)	164733/-
2019-20	10	Hjort Knudsen India,A/20/2/4,MIDC Islampur, taluka walwa,	02342 660 100	Islampur	01/03/2021	Miss. Vanita H Patil	MBA(HR & Marketing)	265000/-



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PH. NO. (02342) 252100, 252110

Year	Sr.No	Name of the employer with contact details	Contact details	Place of Posting	Date of Posting	Name of student who has been placed	Program graduated from	Pay package at appointment (In INR per annum)
2018-19								
2018-19	1	Raj Infrastructure Development (India) Pvt. Ltd, Pune	9740026044	Pune	1/10/2019	Miss. Shital Shankar Patil	MBA(HR & Finance)	144000/-
2018-19	2	Sai Vidya Constructions, Kolhapur	9370645143	Kolhapur	1/12/2021	Miss. Dhanashri V Kamble	MBA(HR & Finance)	240000/-
2018-19	3	Precitek Services, Behind Jayganes Inx Akurdi Pune	90828 49905	Pune	1/8/2019	Miss Supriya Manikrao Ghorpade	MBA(HR & Finance)	144000/-
2018-19	4	Vighnesh Financial Services,Pune Shivajinagar	06384 478073	Pune	25/07/2019	Miss Kajal Hanumant Dhakane	MBA(HR & Finance)	180000/-



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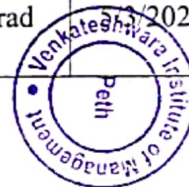
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2018-19	5	Zanera Pvt. Ltd Near Navle Bridge Pune	73500 00647	Pune	5/8/2019	Mr. Suraj Todkar	MBA(HR & Marketing)	360000/-
2018-19	6	Ilabz Technology LLP. Pune	080 4666 4888	Pune	8/7/2019	Miss Prachi Kadam	MBA(HR & Marketing)	164733/-
2018-19	7	IKYA Human Capital Solutions -Pune 411018	022 5045 6120	Pune	9/7/2019	Miss. Afrin Arif Shaikh	MBA(HR & Finance)	126000/-
2018-19	8	LIC Housing Finance Ltd. Branch Sangli	091750 84548	Sangli	1/8/2019	Miss. Priyanka Jalindar bhoasle	MBA(HR & Finance)	350000/-
2018-19	9	State Street HCl Services ltd, Pune	020 67279000	Pune	13/08/2019	Miss. Shakuntala N Patil	MBA(HR & Finance)	200000/-
2018-19	10	HDFC Life Insurance Company Ltd., Islampur	9122 6751 6666	Islampur	13/12/2019	Mr. Akshay Mohan Chavan	MBA(Finance &Marketing)	180000/-
2018-19	11	VertScend Automation Pvt.Ltd Warge Pune	097671 93900	Pune	26/06/2019	Mr. Nikhil N. Mane	MBA(HR & Finance)	196000/-
2018-19	12	SBI Cap Securities Ltd. Branch Karad	02342 273300	Karad	2020	Miss. Nikita Nandkumar Nazare	MBA(HR & Finance)	200004/-



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2017-18								
2017-18	1	Samruddhi Industries Ltd. Pune	233 2600717	Pune	16/11/2018	Mr. Manoj Sunil Patankar	MBA(Finance &Marketing)	300000/-
2017-18	2	Toyota Shaw toyota, Shivajinagar, Pune	91 20 26119500	Pune	1/8/2022	Mr. Suraj S Patil	MBA(Finance &Marketing)	500000/-
2017-18	3	Rubicon Skill Development Private Limited, Pune	+91 22 61414000	Pune	22/08/2018	Miss. Prachi Kadam	MBA(HR & Marketing)	144000/-
2017-18	4	Ayurveda Rasyani, Pune	91 20 24537149	Pune	17/01/2019	Mr. Shrirang Kadam	MBA(HR & Finance)	120000/-
2017-18	5	Karad Projects and Motors Ltd. Karad	912164 258515	Karad	27/02/2019	Mr. Akshay Subhash Choutare	MBA(HR & Finance)	207492/-



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2017-18	6	Shriram City Finance, Kolhapur	911556 5801	Kolhapur	10/8/2022	Mr. Sambhuraje Babaso Patil	MBA(Finance &Marketing)	241397/-
2017-18	7	Son,s House, Bhandup (West), Mumbai	02342 154312	Mumbai	04/06/2018	Miss. Ashlesha R. Raskar	MBA(HR & Marketing)	120000/-
2017-18	8	B.P Financial Management Consultancy. Pvt ltd Islampur	9270124884	Islampur	27/12/02021	Miss. Priyanka S. Patil	MBA(HR & Finance)	156000/-
2017-18	9	Dhanashre Industrial Corporation, Palus	9890446242	Palus	11/06/2018	Mr. Rahul B. Kumbhar	MBA(Finance &Marketing)	192000/-
2017-18	10	Age Home Appliances Pvt. Ltd. Shirala	91 2345 295488	Shirala	8/10/2018	Mr. Mahesh S Patil	MBA(Finance &Marketing)	144000/-
2017-18	11	Rubicon Skill Development Private Limited, Pune	+91 22 61414000	Pune	19/10/2018	Miss. Komal D Salunkhe	MBA(HR & Marketing)	144000/-




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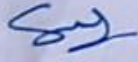
DVV Suggestion:-

6. Please provide Links/documents relating to placement cell such as brochures, tie-ups etc.

HEI Reply:-

- Documents relating to placement cell are attached.




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2021-22





A/301 & 302, Shreeji Poojan
Residency, Near Swaminarayan
temple, Chhaprabhatha road, Amroli,
Surat- 394107, Gujarat.
Mail Id: acutebioscience@gmail.com
(M): 9909922298 / 7204613647

Date: 05.11.2022

OFFER LETTER

Dear Mr. Somesh Pise

It is my pleasure to offer you an employment position with Acute Bioscience on the following terms:

Employment Duties: Your employment will be with the Company at the position as "Service Manager" based at Pune Location. In this position your duties will include as follows:

1. You shall devote your full-time ability, attention, energy and skills solely and exclusively in performing all duties as assigned and delegated to you by the Company.

2. Start Date: If you accept this offer, your employment with Company shall begin on November 25, 2022.

Your offer of employment is conditioned upon and subject to successful reference checks and your successful completion of a pre-employment background check, with results to be evaluated at Company's sole discretion.

3. Duties & Responsibility: You shall carry out the following duties and such other duties as from time to time reasonably assigned to you by Company.


- Delivering High quality & Efficient services and support to our customers including installations, preventive maintenance, calibrations, repairs of the instruments, etc.
- Planning and delivering the New product implementation, scheduled performance maintenance, Qualification, System Relocations and Technology / Software upgrades.
- Providing training and guidance to the customers to ensure they maintain compliance and ensure sooth safe operations.
- Also doing all other job-related activities as assigned by the reporting manager.

4. Reporting: You shall report to Mr. Sarvesh Yadav, Partner. Acute Bioscience.

5. Salary and Performance Incentive: In consideration for your full-time services, your yearly CTC will be 10Lakhs Ruppees Per Annum. Additional Bonus and Incentives will be as per the company policies.

Suppliers of HPLC & GC Columns, Glass Vials, Syringe Filters,
Consumables Supplies, Lab Equipments & Impurities




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Pune



A/301 & 302, Shreeji Poojan
Residency, Near Swaminarayan
temple, Chhaprabhatha road, Amrolli,
Surat- 394107, Gujarat.
Mail Id: acutebioscience@gmail.com
(M): 9909922298 / 7204613647

6. Additional Benefits: You will be entitled to paid public holidays as published by company for each year and paid leave annually as per Company policy and applicable laws. You are also entitled to reimbursement by Company for such customary, ordinary, and necessary business expenses as are incurred by you in the performance of your duties and activities associated with promoting and maintaining the business of the Company.

Group_ ** Acute

Proprietary Rights and Confidentiality: As a condition of your employment with Company, you shall execute contemporaneously with the execution of this agreement, the Proprietary Rights and Confidentiality Agreement as per Annexure B.

At Will Employment - I: Your employment with Company is entirely voluntary for both parties and either you or Company may conclude the employment relationship at any time for any reason during probation period. Your probation period will be 6 months, which could be extended by another three [3] months solely on discretion of the company.


At Will Employment — II: Upon successful completion of the probation period which will be intimated to you in writing by the Company. After completion of the probation period, in case if you wish to resign from the Company, you will be required to serve written notice of at least two months on the Company and in case if you leave the Company without serving the said notice period, then you will become liable to pay two months' salary in lieu of the notice period. The Company may likewise, terminate your employment by serving a two-month written notice or payment of salary in lieu thereof. The terms of the employment are "at will" and this "at will" employment relationship can only be modified in writing by an authorized officer of Company.

Termination : Notwithstanding the right of the right of the Company mentioned above, the Company shall be entitled to forthwith terminate your employment for reasons of gross misconduct or such other factors as per Company policy in which event, you will be required to submit your resignation letter immediately to the Company and your right to receipt of any remuneration from the Company shall stand terminated, except your right to payment of remuneration with respect to period prior to such termination.

Background verification: Background verification shall be conducted by our Company regarding your qualifications, experience and references provided by you. In case any of the details furnished

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Consumables Supplies, Lab Equipments & Impurities




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Residency, Near Swaminarayan
temple, Chhaprabhatha road, Amroli,
Surat- 394107, Gujarat.
Mail Id: acutebioscience@gmail.com
(M): 9909922298 / 7204613647

by you are found to be incorrect during the course of such verification, the offer letter shall become void with immediate effect. This clause shall apply even after your joining in the Company.

Non-Solicitation: During the term of your employment, and for a period of one [1] year immediately thereafter, you agree not to solicit any employee or client/customer of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee or client/customer associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

Indemnity: You shall, at your own expense, indemnify, defend and hold the Company, its directors, employees and clients/customers harmless from and against any and all losses, costs, expenses and fees (including reasonable attorneys' fees) arising from or in connection with any direct or third-party claim(s), action(s) or proceeding(s) which arise due to act or omission and/or breach of your promises, representations or agreements set forth herein.

After acceptance of the offer letter, the Company shall execute an Employment Contract with you and such other documents as may be necessary to formalize the terms of employment and your relation with the Company. In case you fail to report on job at the date specified in the offer letter a penalty of two months' salary shall be levied upon you by the company. This clause shall not apply in case the company changes the date of joining.

Date:

Date: 5/11/2024

Place:

Place:

Sign of Employee

Sign of Employee



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Consumables Supplies, Lab Equipments & Impurities



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Poh, Gandhinagar, Gandhinagar



Royal Softech India Pvt. Ltd.

Exhibit A

Agreement between 'Royal Softech India Pvt.Ltd'
(Subsidiary of Resources Logistics,Inc.)
And 'Ms. / Mr Aniket Sadashiv Patil'

This employment agreement qua the employment is made on this date 20th September, 2021 by and between the Employer M/s 'Royal Softech India Pvt. Ltd.', (hereinafter referred to as "RSI") with its principle place of business located at 'B-28, Second Floor, Sec-1, Noida (UP)- 201301- India' AND the Employee Ms. / Mr. Aniket Sadashiv Patil at (address) Padali, Tal, Shirala, 415408

Personal particulars:

The Employee will keep RSI informed of any change in the employee's residential address, family status or any other relevant particulars. The employee would also let RSI know the name and address of legal heir/nominee of the employee.

Nature of work coupled with duties:

The Employee will work at high standard of initiative, creativeness, efficiency and economy at RSI. The nature of work and responsibilities will be assigned and explained to the Employee by the Employee's senior from time to time. Employee agree to abide by applicable RSI policies, procedures, regulations and instructions in performing his/ her duties. The company shall be entitled to require you, at any time, to perform any other function and employee will be bound to carry out such functions.

Date of Birth

Your date of birth for the purpose of Company's record is 24/08/1998 (DD/MM/YYYY) entered as per Xerox copy of Adhaar Card submitted by you.

Date of joining

This Agreement will be made effective from the September 1, 2021 when Employee is first placed on the payroll of RSI. In case if there is any change in any Joining date then it should be documented and duly signed by RSI and Employee.

Leave Policy

RSI leave policy shall apply to the Employee and may be modified by RSI as per its discretion at any time in line with the prevailing laws of the Union of India, upon notice to the Employee.

Ownership:

- All right, title and interest in and to any software code, specifications, documents, programs, data and databases created, developed and converted by Employee, and all right, title and interest in and to all patents, copyrights, mask work rights, trade secrets, trademarks, know-how and other intellectual property created, developed or converted hereunder are hereby, upon RSI's creation thereof, transferred and assigned to RSI and otherwise vested exclusively in RSI. All software code, Programs, data and databases created, developed and converted under this Agreement shall be deemed to be a "work made for hire" as per the applicable Indian Contract Act, 1872.
- Employee agrees that all software code, programs, data and databases created, developed and converted hereunder shall be kept in confidence by Employee, and shall be used only in the performance of this Agreement, and may not be used for any other purpose.
- The Employee shall ensure that the Employee has returned all the property of RSI in possession of the Employee including the laptop, I-Card, Stationery etc whenever this Agreement ceases to exist. Any breach of this clause and possession of any property of RSI without RSI's permission shall be an offence under Section 120B, 379, 381,403,406, 408, 415,420, 425, 427, 465, 467,468, 471 and 511 of the Indian Penal Code, 1860.


CIN: U72200HR2011PTC042700

Regd. Office: 736, Udyog Vihar, Phase -V, Gurgaon - Haryana - INDIA
Operational Office: B-28, Second Floor, Sec-1, Noida (UP)-201301-INDIA
Office Number: +91-120-4552277

Email ID: deepak@resource-logistics.com

www.resource-logistics.com




DS
ASP
VC DIRECTOR
Venkateshwar Institute of Management
Peth, Tal. Nanded, Dist. Solapur



Royal Softech India Pvt. Ltd.

Probation

The employee will be on probationary period of 6 months from the date of joining. The probationary period may be extended at company's discretion based on employee's performance and confirmation review, action on confirmation of employee's employment will be taken as directed by company policy and will be communicated in writing by the company provided that your services have been found satisfactory. During probation employee's annually compensation and emoluments will be Rs. 408000 At the end of the probation period, only 0.5 leave in a month is permissible during probation period. In case if employee leave the organisation during probation period, then he/she has to serve one week notice to the organisation otherwise will be penalised.

Termination during Probation:

RSI reserves the right to terminate the employee without any prior intimation but with proper reason, during the course of probation. RSI is liable to pay the remuneration to the terminated employee for those days on which the employee was on probation with RSI. The employee shall however not be entitled to any money/ dues by RSI if in case the employee has been terminated on account of non-professional behavior. Any violation from the standard code of conduct of RSI's policies shall attract penalties and due legal action by RSI against the employee.

Absconding Nature.

In the event if the employee remains absent without proper intimation and approval of leave from RSI or if the Employee remains absent beyond the period of leave originally granted, without approval and proper notification, the management will treat employee as having voluntarily abandoned the services of the Company and shall loose the lien on the employment and the same shall be at the discretion of RSI. RSI will take appropriate legal measures and the Employee will not be given salary in such a case.

Notice Period.

Notice period will be of one month. It will be not applicable while on probation.

Salary

Your salary is strictly confidential and we expect that you maintain the confidentiality of the same.

Increment

Increments are not automatic but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems. It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.

Exclusivity

Employee hereby agrees that during the term of this agreement, he/she shall provide full-time service to RSI and shall refrain from providing similar services to others without the prior written consent of RSI and appropriate action will be taken under law for breach of such. You will devote full time to the work of the company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.

Employment at Will

Employee is employed with RSI on an "employment at-will" basis. Nothing contained in this agreement or in any other verbal or written agreements, shall in any way affect or dilute the "at-will" nature of the employment.

Training Programs:

The Employee will hold the employee in readiness for any training at any place whenever required. Such training would be imparted to the employee at the RSI's expense. Kindly note that refusal to participate in a training program without any extraneous circumstances would lead to automatic termination of the employment from RSI.


CIN: U72200HR2011PTC042700

Regd. Office: 736, Udyog Vihar, Phase -V, Gurgaon - Haryana - INDIA
Operational Office: B-28, Second Floor, Sec-1, Noida (UP)-201301-INDIA
Office Number: +91-120-4552277

Email ID: deepak@resource-logistics.com
www.resource-logistics.com



DS
ASP


MD DIRECTOR
Venkateshwara Institute of Management
Peth, Tal. Wazirpur, Dist. Sangli.



Royal Softech India Pvt. Ltd.

undertakes that the employee has consented to the same after reading and understanding all the clauses of the same out of his own free will without any undue influence or coercion. The above-mentioned clauses inter alia set forth the entire agreement between Employee and RSI.

Hope this will be the beginning of a long and successful career with us.

Royal Softech India Pvt. Ltd

DocuSigned by:
Himani Sharma
Himani Sharma 450E2481...
(Director HR)

DocuSigned by:
Aniket Sadashiv Patil
Aniket Sadashiv Patil

Acceptance and Declaration:

I have read the contents of the above Agreement and I confirm that I wilfully understand and accept the same. I declare that I am not a relative of a Director of RSI within the meaning of section 6 read with Schedule 1A of Section 314 of the Companies Act, 1956.

Aniket Sadashiv Patil
2021
Name

September 1,

Signature

Date

Royal Softech India Pvt. Ltd.

DocuSigned by:
Himani Sharma
Himani Sharma 1...
(Director HR)

Agreed and Accepted

DocuSigned by:
Aniket Sadashiv Patil
Aniket Sadashiv Patil
(Employee)

CIN: U72200HR2011PTC042700

Regd. Office: 736, Udyog Vihar, Phase -V, Gurgaon - Haryana - INDIA
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Venkateshwara Institute of Management
Patil, Tal. Vihar, Dist. Gurgaon.



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Term

This Agreement shall remain in effect for a two-year term (subject to a one year extension if the parties are still discussing and considering the Transaction at the end of the second year). Notwithstanding the foregoing, the Receiving Party's duty to hold in confidence Confidential Information that was disclosed during term shall remain in effect indefinitely.

Remedies In case of Dispute

Both parties acknowledge that the Confidential Information to be disclosed hereunder is of a unique and valuable character, and that the unauthorized dissemination of the Confidential Information would destroy or diminish the value of such information. The damages to Disclosing Party that would result from the unauthorized dissemination of the Confidential Information would be impossible to calculate. Therefore, both parties hereby agree that the Disclosing Party shall be entitled to injunctive relief preventing the dissemination of any Confidential Information in violation of the terms hereof. Such injunctive relief shall be in addition to any other remedies available hereunder, whether at law or in equity. Disclosing Party shall be entitled to recover its costs and fees, including reasonable attorneys' fees can be asked in dispute, incurred in obtaining any such relief. Further, in the event of litigation relating to this Agreement, the prevailing party shall be entitled to recover its reasonable attorney's fees and expenses. In the event of any dispute, the same shall be settled through Arbitration and the venue of Arbitration shall be Noida, Uttar Pradesh with the Disclosing Party having the sole right to appoint an arbitrator of its choice and thus the court shall not have jurisdiction in the event of a dispute between parties. The employee is made clear that the employee shall not raise any claims against the RSI once this agreement is signed by the employee and the employee understands that any efforts of disturbing the RSI functioning in future after leaving the RSI shall attract penalties under the relevant sections of the Indian Penal Code and the other laws in force. The employee through this contract undertakes that if the employee creates any harm to the RSI functioning by any activity after leaving this RSI subsequent to signing of this agreement, then the same shall be considered as breach of agreement and the relevant punishment for the same shall follow upon the employee. The Employee understands that this Agreement is in English, and it has been read and understood by the Employee entirely. The Employee also agrees that the employee is signing this Agreement out of his/her own will without any undue influence or coercion. The Employee understands that though this Agreement is not duly attested or even if this Agreement is taken without any affixation of non-judicial stamp paper, the same shall still hold good for the purposes of execution and shall be honoured by the Employee in its letter and spirit. The Employee shall be held liable for breach of contract and other penal provisions for the time being in force in the event of any claim if raised by the Employee against RSI in any form after this Agreement. The Employee also undertakes that the employee has decided to provide Rs. 20,000/- to the RSI in lieu of the training provided to the Employee by the RSI and the Employee shall never dispute the deposit of the same with the RSI. IN WITNESS WHEREOF, the undersigned has executed this Agreement as a sealed instrument as of the Date.

For Royal Softech India Pvt. Ltd

Agreed and Accepted

DocuSigned by:
Himani Sharma
80609BD456E2481...

Himani Sharma
(Director HR)

DocuSigned by:
Aniket Sadashiv Patil
9CBF44AEA66F401...

Aniket Sadashiv Patil
(Employee)

CIN: U72200HR2011PTC042700

Regd. Office: 736, Udyog Vihar, Phase -V, Gurgaon - Haryana - INDIA
Operational Office: B-28, Second Floor, Sec-1, Noida (UP)-201301-INDIA
Office Number: +91-120-4552277

Email ID: deepak@resource-logistics.com
www.resource-logistics.com

ds
ASP



[Signature]
US DIRECTOR
Venkateshwar Institute of Management
Peth, Tal. ... Dist. Sangli.



Offer : Computer Consultancy
Ref : TCSL/EP2022IR1067844/ Chennai/1996835
Date : 25-NOV-2022

Ms. Dhanashri Ramesh Kadam
At- Kapurwadi Post- Peth
Tal- Walwa ,Dist- Sangli
Islampur, Maharashtra, India
Tel No.: 8788366553

Sub: Letter of Offer and Terms of Employment

Dear Ms. Dhanashri Ramesh Kadam,


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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Systems Engineer in Grade C1 at TCS - Pune. Your gross salary including all benefits will be Rs. 6,25,006/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.




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Peth, Tal. Walwa, Dist. Sangli.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyasa Tiara S No 103/A-1 129 CTS 1995 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6600 7777 Fax 91 20 6600 7790 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021.



COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be Rs. 15,000/- per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits offers you the flexibility to design part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis. The components under Bouquet of Benefits are listed below. The amounts given here for each of the components are as per the pre-defined structure. However, you may want to re-distribute the BoB amount between the components as per your tax plan, once you join the company. To design your Bouquet of Benefits, you may access the link to BoB in the 'Employee Self Service' link on 'Ultimatix', the internal portal of TCSL.

Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance:

Your HRA will be Rs. 7,500/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance:

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card:

You will be eligible for a Food Card. It can be set up to a maximum of Rs. 3,000/- per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

4. Personal Allowance:

You will be eligible for a monthly personal allowance of Rs. 14,354/- per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

1. Monthly Performance Pay

You will receive a monthly performance pay of Rs. 3,900/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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TATA CONSULTANCY SERVICES LIMITED
Tata Consultancy Services Limited
Nytari Tiara S No 103/A-1 129 CTS 1095
Tel 91 20 5808 7777 Fax 91 20 6
Registered Office Nirmal Building 2nd Floor
Pune 411 006 India
www.tcs.com
Point Mumbai - 400021.



VENKATESHWARRA INSTITUTE OF MANAGEMENT
Venkateshwarra Institute of Management
Poch, Venkateswara, Guntur, Sangli.



2. Performance Bonus

Your Performance Bonus will be **Rs. 2,700/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This Pay / Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

RETENTION INCENTIVE

You are eligible for Retention Incentive of **Rs. 30,000/-** payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 1,200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). For the current financial year, you and your dependent will be covered under the 'Gold' health plan.

The entitlements under the 'Gold' plan are as follows:

i) Base Cover

Entitlement – Includes domiciliary expenses up to Rs. 6,000/- per insured person per annum and basic hospitalisation expenses up to Rs. 2,00,000/- per insured person per annum.

Premium – Basic premium for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

ii) Floater Cover

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Tata Consultancy Services
Nyati Tiara S No 103/A-1 129 CT 5 1195 Nigadi Pune 411 006 India
Tel: 01 20 6800 7777 Fax: 01 20 6010 7700 Website: www.tcs.com
Registered Office: Nirmal Building 8th Floor Nariman Point Mumbai - 400 021



NO OBJECTION
Venkateshwara Institute of Management
Petal, Karnataka



Floater Cover is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalization benefits.

Entitlement – You and your enrolled dependents will be entitled for Rs.12,00,000/- as a family floater coverage towards hospitalization expenses, over and above the individual basic coverage.

Premium – For Floater Cover, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

The above Health Plan is applicable to you and your dependents for this FY. In the subsequent years, you will have the flexibility to opt for a higher plan from the bouquet of plans offered. The additional premium in case of an upgrade to a higher plan will have to be borne by you.

***Note:** The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail.

2. Compensation Benefits under ESI Act / Employees' Compensation Act*:

If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the benefits under the Company's Afterlife Benefit Policy / Personal accident insurance scheme, whichever is applicable. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESI Act

3. Maternity Benefits:

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer to TCS India Policy - Maternity Leave.

4. Professional Memberships:

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

5. Tata Sons & Consultancy Services Employees' Welfare Trust (TWT):

You will become a member of the TWT, on completion of continuous service of one year from the date of joining TCSL and a nominal annual membership fee of Rs. 250/- will be recovered from you. The Trust provides financial assistance by way of grants / loans in accordance with the rules framed by the Trust from time to time for medical and

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nyati Tiara S No 100/A-1-129 CTS 1996, Nyati Tiara, Wada Pune 411 006 India

Tel 91 20 6900 7177 Fax 91 20 6900 7178 Website www.tcs.com

Registered Office: 9th Building 9th Floor Nariman Point Mumbai - 400021

NO DIRECTOR
Venkateshwararao, Director of Management
PIL



educational purposes and in case of death of members while in service.

RETIRALS

1. Provident Fund:

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund, as per the provisions of the said Act.

You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account.

2. Employees' Pension Scheme:

Your enrolment under the Employees' Pension Scheme will be based on the details you provide under the Declaration Form (Form 9) at the time of joining TCSL.

3. Gratuity:

You will be entitled to gratuity as per the provisions of the Gratuity Act 1972.

Terms of Employment:

1. Relevant Experience:

As per the recommendation of our management review panel, out of your total experience, **2.84** years are being considered to be relevant to the business of our organization.

At the time of Induction, your experience from date of management review by TCS (while in service with current employer) till the date of relieving from your current employment will be added to your total & relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

2. Probation Period:

You will be on probation for 3 Months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

3. Working Hours:

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

4. Mobility:

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, on the terms and conditions as applicable to you at the time of transfer.

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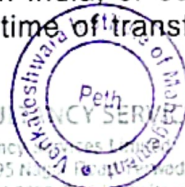
TATA CONSULTANCY SERVICES


Tata Consultancy Services Limited

Nycti Tiara S No 101A-1129 CTS 1995 Nandivada Pune 411 005 India

Tel 91 20 6600 7777 Fax 91 20 6600 7777 website www.tcs.com

Registered Office: Nandivada Building 8th Floor, Nandivada Point, Mumbai - 400021




VENKATESHWARARAO
Venkateshwararao
Pune, India



5. Increments and Promotions:

Your performance and contribution to the company will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion Policy.

6. Alternative Employment:

As a full-time employee of TCSL, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of TCSL.

7. Confidentiality, Data and Intellectual Property Protection:

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

The detailed Confidentiality related terms and conditions are set out in Annexure 4.

8. Work in SBWS™ mode:

TCS' Secure Borderless Workspaces™ (SBWS™) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

9. Overseas Agreement / International Assignment Agreement:

If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation.

Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s). In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

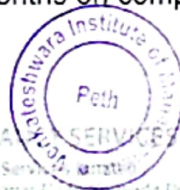
10. TATA Code of Conduct:


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TATA CONSULTANCY SERVICES

Tata Consultancy Services

Nyasa Towers No 103 A, 112/1 CTS 1195 Nagar 1, 4th Floor, Vashi, Mumbai - 400 071, India
T: +91 20 6000 7777 Fax: +91 20 6000 7799 Website: www.tcs.com
Registered Office: Nariman Point, Mumbai - 400 021




DIRECTOR
Venkateshwara Institute of Management
Peth, Tal. ... Dist. Sangli.



You are required to sign the TATA Code of Conduct and follow the same in your day to day conduct as an employee of TCSL.

11. Notice Period:

This contract of employment is terminable by you by giving 90 days' notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

This contract of employment may be terminated by TCSL by giving you 90 days' notice or payment in lieu thereof.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

12. Retirement:

You will retire from the services of the Company on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

13. Employment in India:

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and or any other permissions and / or documentation as prescribed by the Government of India for permanent employment with TCSL. Keeping your permit / permission up to date during the course of employment with TCSL and submitting a valid copy of that to TCSL is your responsibility.

14. Medical Certificate of Fitness:

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL), issued by a registered medical practitioner having a minimum qualification of MBBS, to the Induction coordinator.

15. Background Check:

Please initiate your background check within 5 days of your offer acceptance. Your background check initiation is complete only when you initiate your BGC online at www.tcs.com/careers/lateral-hiring and submit all the relevant documents for background check online.

An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. Verification of your last employment is initiated only post you are released. Your offer will be subject to a positive clearance of your background check. For more details on BGC documents submission, please refer to Annexure - 2.

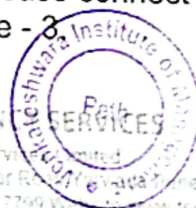
16. Joining Documents:

For a convenient joining process, the joining documents as mentioned in Annexure – 2 should be submitted within 5 days of Offer Acceptance, after due verification against originals. For any clarification on the above, please connect with the point of contact for your joining location as mentioned in Annexure - 2.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tower S No 103/A-1/129 CTS 1995 Nagar Road, Bangalore 560088 India
Tel 91 20 5099 7777 Fax 91 20 4602 7799 Website: www.tcs.com
Registered Office: Normal Building 9th Floor Nariman Point Mumbai - 400021



Venkateshwar Institute of Management
Post, Tel. No. 020-2550-1111, Sangli, 7



17. Letter of Appointment:

You will be issued a letter of appointment at the time of your joining post completing joining formalities as per TCSL's policy.

18. Data Privacy:

Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

19. Terms and Conditions:

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

20. Rules and Regulations of the Company:

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

21. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle TCS in withdrawing this

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyasa Tiara S No 101 A-1 129 CTS 1995
Tel 91 20 6608 7777 Fax 91 20 6608 7777
Registered Office: Normal Building 9th Floor, Nariman Point, Mumbai - 400021

Venkat Software Institute of Management
P.O., Tel. Wadgaon, Dist. Sangli



Offer Letter Validity

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Click [Here](#) or use a QR Code scanner from your mobile to validate the offer letter

Girish Nandimath

Global Head -Talent Acquisition



Encl :

- Annexure 1:** Benefits Gross Salary Sheet
- Annexure 2:** Document Submission
- Annexure 3:** List of TCSL Offices
- Annexure 4:** Confidentiality, Data and Intellectual Property Protection



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Peth, Tal. Waran, Dist. Sangli.

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Tata Consultancy Services Limited
Nyati Tiara S No 103 A 1 129 CTS 1095 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Normal Building 9th Floor Nariman Point Mumbai - 400021



Annexure 1

GROSS SALARY SHEET

Name	Ms. Dhanashri Ramesh Kadam		
Designation	Systems Engineer		
Grade	C1	Relevant Experience	2.84 years

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	15,000	1,80,000
Bouquet Of Benefits #	23,604	2,83,248
2) Performance Pay		
Monthly Performance Pay	3,900	46,800
Performance Bonus *	2,700	32,400
3) City Allowance	1,200	14,400
4) Annual Components/Retirals		
Health Insurance	NA	7,900
Provident fund	1,800	21,600
Gratuity	722	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	30,000
TOTAL GROSS	48,926	6,25,006

Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis

Table 2: TCSL defined structure for BoB (All Components in Rs.)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	14,354	1,72,248
GROSS BOUQUET OF BENEFITS	23,604	2,83,248



Handwritten signature

Venkataraman, TCSL Management
Patil, TCSL, Patil Institute of Management, Patil

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tower 5, No. 101, A, 1st Floor, 1st Floor, Narim Point, And Yerwade Road, Mumbai - 400 021, India
Tel: 91 20 6000 1122 Fax: 91 20 6000 2779 Website: www.tcs.com
Registered Office: Narim Point, Mumbai - 400 021



Document Submission

List of BGC and Joining Documents

BGC:

- 1. Address Proof** (Ration card/Landline /Telephone bill/Electricity bill/House Lease Agreement).
 - Present and Permanent Address Proof to be attached (If different then provide separate proof).
 - Mobile phone bill not acceptable as Address Proof.
- 2. Identify Proof** (Passport/Voter's ID/PAN card/ Driving License/Aadhar Card).
- 3. Education:** Highest Degree/Provisional Degree Certificate & Highest Degree Mark sheets for all semesters.
- 4. Previous Employment Proof:**
 - Experience Certificate and Relieving Letter from all previous employer(s). It is mandatory that you submit the relieving and experience certificates from your current employer within 30 days of your joining TCSL. Your BGC status will be positive only after successful completion of employment checks including your current employer.
 - Last 3 Salary Certificates.
 - Resignation acceptance letter from current employer.
- 5. Documents to explain gaps during Employment/Education:** Medical records for gap due to medical reasons / Affidavit with Notary Authorization for gap due to other personal reasons.

Joining:

1. Birth Certificate
2. Standard Xth and XII the mark sheets / equivalents
3. Degree certificate and mark sheets for all semesters
4. Postgraduate Degree certificate and mark sheets for all semesters
5. Passport / Driving License / Ration Card
6. Experience certificate from previous employers indicating the following:
 - Period of employment
 - Technology areas you have worked on
 - Certificates for any training provided by your previous employers in various technologies
 - Release letter and experience letter from current and all previous employers indicating date of release
7. PAN card
8. Medical certificate of fitness
9. Work permit or any other documentation required to take up permanent employment with TCSL
10. Two passport size photographs
11. Aadhar Card

Please mention your EP Reference number on all the documents and also carry originals of the joining documents for verification. Please take a prior appointment with the Regional Point of contacts mentioned in Annexure - 3.



[Handwritten Signature]
Venkateshwar Institute of Management
Peth, Tel. No. 20 6008 7777



Reg.No MAH/A123/Sangli

Shri Venkateshwar Shikshan Sanstha's

NANASAHEB MAHADIK POLYTECHNIC INSTITUTE

(ISO 9001 : 2008 Certified Institute)

Approved By AICTE, DTE & Affiliated to MSBTE

DTE CODE : D 6473

MSBTE INST CODE :- 1206

Ref. No. SVSS/NMPI/8490-1/2022-23

Date :- 4/8/2022

APPOINTMENT LETTER

To,
Miss. Nikita Tanaji Patil
A/P - Pethnaka
Tal - Walwa, Dist - Sangli.

Sub: Appointment order.....

With reference to your application dated 02.08.2022 & subsequent interview held at our institute, the Management is pleased to inform that, you are hereby appointed as a Lecturer on adhoc basis in Electrical Department of Nanasaheb Mahadik Polytechnic Institute, A/P - Pethnaka, Tal - Walwa, Dist - Sangli, on the consolidated salary of Rs. 12000/- per month on the following terms & conditions :-

- 1 Your appointment is for one academic year from the date of joining, confirmation subject to approval from competent authorities.
- 2 Your services will be governed by Ordinances and rules and regulation laid down by the AICTE, DTE and State Government from time to time.
- 3 You shall not be permitted to engage in any outside business, consultation, profession and / or any other type of outside work either with or without remuneration, without seeking prior written permission of the management.
- 4 In case of you are found irregular and negligent of your duties, your appointment may be terminated without any notice.
- 5 You are requested to send your acceptance within eight days, failing to which your appointment is liable to be cancelled.
- 6 You are informed to report to the institute on 5/8/2022 & join your duties.

Yours faithfully



[Signature]
PRINCIPAL
Nanasaheb Mahadik Polytechnic Institute
Peth, Tal. Walwa, Dist. Sangli.

Gat No.905A/1, Pune-Bengalore (NH-4) Highway, A/P-Peth, Tal. Walwa, Dist. Sangli Ph. & Fax No. (02342) 252477, 8600325533

website-http://www.nmpi.org.in

E-mail-office nmpi@gmail.com



Sangli

Chowgule Industries Pvt Ltd., Sangli Kolhapur Road, Opp. Gajanan Maharaj Mandir, A/p
Ankali, Sangli, Maharashtra- 416416

Payslip for the month of Feb 2023

Employee No:	30804	PAN Number:	
Name:	POOJA SUBHASH PATIL	PF No:	GA/GOA/0009821/000/1015205
Joining Date:	10 Aug 2022	PF UAN:	101852499333
Designation:	SALES EXECUTIVE	ESI Number:	3314256469
Department:	SALES	Bank Name:	HDFC Bank
Location:	ISLAMPUR	Bank Account No:	50100564606357
DAYS IN MONTH:	31	PL:	0
PAID DAYS:	31	SL:	0
LOP:	0	CL:	0
PRESENT:	25	OD:	1
WEEKLY OFF:	4	COF:	0
HOLIDAY:	1		


Earnings	Full	Actual	Deductions	Actual
BASIC	3000	3000	PF	360
HRA	1500	1500	ESI	97
CONVEYANCE	1500	1500	PROF TAX	300
ADHOC	3000	3000	ADVANCE	1763
MOBILE ALLOWANCE	500	500		
INCENTIVE	3399	3399		
Total Earnings:INR.	12899	12899	Total Deductions:INR.	2520

Net Pay for the month (Total Earnings - Total Deductions): **10379**

(Rupees ten thousand three hundred seventy nine Only)

This is a system generated payslip and does not require signature.




Venkateshwar Institute of Management
Peth, Tal. Sangli, Dist. Sangli.



Sangli

Chowgule Industries Pvt Ltd., Sangli Kolhapur Road, Opp. Gajanan Maharaj Mandir, A/p
Ankali, Sangli, Maharashtra- 416416

Payslip for the month of Mar 2023

Employee No:	30804	PAN Number:	
Name:	POOJA SUBHASH PATIL	PF No:	GA/GOA/0009821/000/1015205
Joining Date:	10 Aug 2022	PF UAN:	101852499333
Designation:	SALES EXECUTIVE	ESI Number:	3314256469
Department:	SALES	Bank Name:	HDFC Bank
Location:	ISLAMPUR	Bank Account No:	50100564606357
DAYS IN MONTH:	28	PL:	0
PAID DAYS:	27.5	SL:	0
LOP:	0.5	CL:	0
PRESENT:	21.5	OD:	1
WEEKLY OFF:	4	COF:	0
HOLIDAY:	1		


Earnings		Full	Actual	Deductions		Actual
BASIC		3000	2946	PF		354
HRA		1500	1473	ESI		84
CONVEYANCE		1500	1473	PROF TAX		200
ADHOC		3000	2946			
MOBILE ALLOWANCE		500	491			
INCENTIVE		1850	1850			
Total Earnings:INR.		11350	11179	Total Deductions:INR.		638

Net Pay for the month (Total Earnings - Total Deductions): **10541**

(Rupees ten thousand five hundred forty one Only)

This is a system generated payslip and does not require signature.




VENKATESHWARA
Venkateshwara Institute of Management
Peth, Tal. Sangli, Dist. Sangli.

Date: 10.02.2023

Mr. Prabhuprasad jadhav
A/P Kameri, Walwa, Sangli 415403
Emp. Code- 4110

SUBJECT: LETTER OF APPOINTMENT

Dear Mr. Prabhuprasad,

With reference to your application and subsequent interview we had with you, we are pleased to appoint you as "**HR Officer**" in our organization with effect from **10.02.2023**. Your Place of posting shall be at Ranjangaon, Pune plant (Maharashtra)

Appointment is based on following Terms & conditions.

1 REMUNERATION

Your remuneration will be as per Annexure "A" attached herewith.

2 INCREMENT.

Increment is entirely merit based, depending on your performance and abilities and shall always be dependent on discretion and sole judgment of the company.

3 OTHER BENEFITS

You will be eligible to various benefits such as leave, provident fund, gratuity etc. as per the rules of the Company as amended from time to time.


4 ACCOMMODATION / CONVEYANCE

You will be responsible for your own accommodation/conveyance unless otherwise agreed by Company in writing.

5 PROBATION, CONFIRMATION, SEPARATION:

- I. You will be on probation for a period of six months from the date of your joining the organization. The probation period can be curtailed or extended at the sole discretion of the management..
- II. During the probation period, your services are liable to be terminated by giving you 7 days' notice and after confirmation in writing one months' notice or payment in lieu thereof. Same condition is applicable in case of resignation from your end i.e. 7 days'




Venkateshwara Institute of Management
Peth, Tal. Walwa, Dist. Sangli.

6. PLACE OF WORK.

Your place of appointment will be at present at Ranjangaon. But you are liable to be transferred to another department, post or place whether in India existence or coming into existence hereafter, either at the place of posting or at any other place where the management may establish / open its branch later on. You are also liable to send on deputation for the service at any station and in any company in which SPM Autocomp. Systems Pvt. Ltd. or any of its holding / subsidiary companies have an interest. Upon such transfer the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you.

7. RETIREMENT AGE.


You shall retire upon completion of the age of 58 years. However the company may grant extension of the retirement age if you are found physically fit and you possess special qualification and experience.

8. GENERAL CONDITIONS OF WORK

You will be bound by the following:

- a) You will not engage in any trade or profession or undertake any employment, full or part time, while in service within the company.
- b) You will carry out your duties with diligence and loyalty at all times, keeping the company's interest paramount.
- c) During the employment, you will be bound by company's rules and regulation framed and enforced from time to time. The company reserves the right to amend or alter these at its discretion, without any notice thereof, and these will be deemed as rules and regulation in terms of your employment.
- d) Your employment is subject to your having been found medically fit at the time of your appointment and remaining fit thereafter.
- e) Should you remain absent from work, without reasonable explanation, for more than 07 consecutive days, it will be presumed that you are no longer interested in working for the company and have abandoned its services, thereby terminating your contract of service. In such case, you will not be entitled to any statutory compensation.
- f) In case of any dispute arising in respect of the interpretation of your terms and conditions of service in the company, the decision of the director shall be final and binding on you.
- g) The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone.
- h) You hereby give an undertaking that during employment you will not take out any copies whatsoever of drawings, plan specifications, reports or any written statements either prepared by you or by any other employee of the company and will not disclose, divulge or communicate to any person(s) whomsoever, any information of a secret or confidential nature relating to the trade or business of the company or to any of the matters mentioned above including methods, processes or appliances used by the company.
- i) While reporting for the duty, kindly submit copies of your certificates/testimonials along with the relieving letter of your previous organization.
- j) You will keep the company informed of all the subsequent changes in the data furnished by you before joining the duty.
- k) During the period of your employment, you can be transferred to any other section / department and your designation can be changed as an when necessary keeping in view of the nature of work assign to you. You can also be transferred to any place in India, where our organization exist, or might exist in future. There will be no changes in your basic salary and your will eligible to allowance as are applicable to the place of posting. In case of failure to make the completion within seven days, a presumption will be drawn that you are no longer interested in the employment and have lost the lien on the job.




Venkateshwara Institute of Management
Peth, Tal. Walwa, Dist. Sangli.

- l) If at any time during your employment, you are found guilty of misconduct or any willful breach or continuous negligence of the terms of this appointment letter or rules or dereliction of duties and/or instructions given to you from time to time, the management may without any notice or payment in lieu of any notice put an end to your employment with the company/firm/organization. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and you shall, therefore, continue to be liable for all losses and damages to the management.
- m) You will not indulge activity or causes any act likely to affect the discipline that is expected from every employment of this company or associate with any such activities which may tantamount to act subversive of discipline.
- n) For grievous offences like conduct involving moral turpitude, corruption, embezzlement or misappropriation of organization's funds, serious negligence's and dereliction of duty, refusal or deliberate failure to carry out written orders of superior officers, engagement in activities prejudicial to the interests of the security of the organization and the security of the states of India, involvement in a case justifying civil or criminal proceedings likely to lead to conviction, the appoint authority reserves its right to take suitable action against you.
- o) The annual increment if granted to other employees will not be claimed as a matter of right. It will be based on your performance of duty during the past year in terms of efficiency, regularity, punctuality and discipline. It can also be withheld if the performances are found unsatisfactory or accelerated in case of exceptionally good performance.
- p) In case of unsatisfactory performance during service, your services will be terminated by giving One month Basic Salary.
- q) Variable Salary will be decided targets management with mutual understanding

9. JURISDICTION

Any dispute arising out of this contract will be subject to the jurisdiction of court of laws at Pune in the state of Maharashtra.

10. ACCEPTANCE

If you accept the above terms and conditions of services, please sign and return the duplicate copy of the appointment letter as a token of your acceptance.

I am sure that you will find your assignment with SPM Autocomp Systems Pvt. Ltd. a great challenge and we look forward to a long and mutually beneficial association.

**Yours Faithfully,
For, SPM Autocomp Systems Pvt. Ltd.**

**(Ashok Jagtap)
Executive Director- Operations
And Plant Head**

DECLARATION OF THE EMPLOYEE

I have read and understood the above terms and conditions and undertake to abide by them.

Signature of Employee (.....)
(Name)
(Prabhuprasad Jadhav)



Venkateshwara Institute of Management
Peth, Tal. Wadgaon, Dist. Sangli.
Page 3 of 3



Chola Business Services Limited

Regd. Office: Dare House, 2, M.S.C Bose Road, Parrys, Chennai - 600 001, India
Tel: 91 44 30007172 Fax: 91 44 25346464
CIN - U72300TN2004PLC054887

Date: 10-Sep-2022
Ms. Pradnya Jagdish Patil

Dear Pradnya Jagdish Patil

We are pleased to offer you an appointment in our Organization on the following terms and conditions. We would appreciate your joining at the earliest, but in any case on or before 10-Nov-2022.

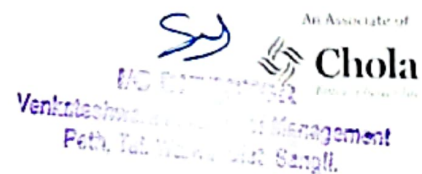
Grade Title: Junior Officer
Grade : CG 2
Your Role: Relationship Officer
Business: Home Loans
Location: Kolhapur
Compensation

Your total remuneration for your services will be Rs. 170900 per annum. Refer Annexure for the details of your compensation structure. Please note that matters relating to remuneration are strictly personal and confidential between you and the Company and should be treated as such. Further, the Company reserves the right to change, modify or alter the compensation structure and other Terms of Service, as may be communicated to you from time to time.

In addition to your monthly remuneration you may have incentives, if any, applicable to you based on your achieving of targets, as per the scheme designed in this regard from time to time.

Statutory Bonus – Will be paid to eligible employees as per the provision of Payment of Bonus Act, 1965, amended time to time.

- 1) You would be eligible for leave as per the policies of the Company.
- 2) You are liable to be transferred to any other Branch/ Location of the Company, in India as and when required by the company.
- 3) As a full time employee of the Company, you are required to devote your full time, attention and efforts to the furtherance of business of the Company and to continuously develop your professional skills in your own and the company's mutual interest. You shall not, during your employment with the Company, directly or indirectly engage yourself, or devote any time to any part time employment, with or without any remuneration, unless it has the prior approval of the management in writing. You shall not disclose confidential information, database, company documents, etc., that you come across in the course of your responsibilities to anyone outside. You shall use such information only in connection with your employment. You shall not remove





Chola Business Services Limited

Regd. Office: Dare House, 2, H.S.C Bose Road, Parrys, Chennai - 600 001, India
Tel: 91.44 30007172 Fax: 91.44 25346464
CIN - U72300TN2004PLC054887

any documents or materials of the Company without prior consent and knowledge of your Superiors.

4) This appointment is based on the information furnished by you to us in your application for employment/personal data form. If any material has been suppressed by you or you have indulged in suppression of facts or the information furnished by you found to be false and such false information is known to the Management after your appointment, if any, your appointment shall be liable for termination without notice.

5) Notwithstanding anything to the contrary contained earlier, this agreement can be terminated by giving:

a) One month's notice or with one month salary in lieu of notice, by either party

b) Without any notice or compensation by the Company in the following cases:

i) Performing any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duties on your part or breach by you of any of the terms, conditions or stipulations contained herein.

ii) If the performance level is below the expected level and/or the Business targets as set out for you from time to time has not been achieved by you.

6) For the purpose of sub clause (b) above, the Company's opinion as to whether any one of the events mentioned therein has occurred shall be final and binding upon you.


7) You shall be responsible for properly and diligently performing the duties assigned to you. You shall fully indemnify the Company for any loss occurring on account of any acts or omissions committed by you during the term of your employment and for such acts or omissions you shall continue to indemnify even after the expiry or termination of your employment.

8) In the event of any dispute out of the interpretation or implementation of this agreement, this shall be referred to arbitration. The Arbitrator will be appointed by the Company at its sole discretion. The venue for such arbitration shall be Chennai.

9) All other standard rules of the Company as existing and as may be amended from time to time, will be applicable to you.

10) You will retire from the services of the company on completion of 58 years of age or such other age as may be intimated by the Company from time to time.



An Associate of

Chola
For a better future
Venkateshwara Institute of Management
Peth, Tal. Khatola, Dist. Sangli.



SINCE 1992

HOTEL
aram^R
agency

A COMPLETE FAMILY 1-DAY PICNIC DESTINATION

Date: 18/03/2022

To:

Name – Pranali Pandurang Thorat

Address - At/post Navekhed, Tal- Walwa, Dist-Sangli Pin : -
415403

Mob: 9503023274

E-Mail ; - pranali24pt@gmail.com

Subject :Offer Letter For Employment

Dear Miss. Pranali,

We are Pleased to Offer You An Appointment in Our Organization as "front office" with effect from "28-03-2022" .Your Gross Salary Package will be Rs.10,000/- Per Month . Food and accommodation is provided by the company.

Your Appointment Letter with Detailed Terms & Conditions shall be given to you after your Joining .Your Offer Letter has been made based on Information Furnished By You .However if there is any discrepancy in Copies Of Documents given by you as proof of above, we retain the right to cancel your appointment or review our offer of employment, At The time of Joining please Bring Following Documents for Our Record:

Documents Required For New Joining Employee :

- 1) Two Photograph Passport size.
- 2) Pan Card /Adhar Card Xerox .

We Hereby Welcome you in Our Organization and Wish you a Successful Career & Bright Future with us.
For Hotel Aram Regency

Manager
Admin

I Accept the above Terms & Conditions HR &
Date :
PCC, Tal. Walwa, Dist. Sangli.

Village Vele, Pune – Bangalore Highway, Tal. Wal, Dist. Satara.

Mob. +91 9361799899



SINCE 1992



HOTEL
ARAM^R
Agency

A COMPLETE FAMILY 1-DAY PICNIC DESTINATION

Date: 18/03/2022

To:

Name – Pratiksha Pandi Varekar

Address - At/post Navekhed, Tal- Walwa, Dist-Sangli

Mob: 9637177188

E-Mail ; - pratikshavarekar84@gmail.com

Subject :Offer Letter For Employment

Dear Miss. Pratiksha,

We are Pleased to Offer You An Appointment in Our Organization as "front office" with effect from "28-03-2022". Your Gross Salary Package will be Rs.10,000/- Per Month . Food and accommodation is provided by the company.

Your Appointment Letter with Detailed Terms & Conditions shall be given to you after your Joining .Your Offer Letter has been made based on Information Furnished By You .However if there is any discrepancy in Copies Of Documents given by you as proof of above, we retain the right to cancel your appointment or review our offer of employment, At The time of Joining please Bring Following Documents for Our Record:

Documents Required For New Joining Employee :

- 1) Two Photograph Passport size.
- 2) Pan Card /Adhar Card Xerox .

We Hereby Welcome you in Our Organization and Wish you a Successful Career & Bright Future with us.
For Hotel Aram Agency

Manager
Admin

I Accept the above Terms & Conditions HR &

Venka Date: _____
Pcti, Tal. Walwa, Dist. Sangli.

Village Vele, Pune - Bangalore Highway, Tal. Wai, Dist. Satara.

Mob. +919881799999





SINCE 1992

HOTEL
ARAM^R
Agency

A COMPLETE FAMILY 1-DAY PICNIC DESTINATION

Date: 18/03/2022

To:

Name: Pritam Lalaso Ptail

Address - At/post - Nerle, Tal- Walwa, Dist-Sangli Pin : -
415406

Mob: 9511828473

E-Mail :- pritam1719@gmail.com

Subject :Offer Letter For Employment

Dear Miss. Pritam,

We are Pleased to Offer You An Appointment in Our Organization as "front office" with effect from "28-03-2022" .Your Gross Salary Package will be Rs.10,000/- Per Month . Food and accommodation is provided by the company.

Your Appointment Letter with Detailed Terms & Conditions shall be given to you after your Joining .Your Offer Letter has been made based on Information Furnished By You .However if there is any discrepancy in Copies Of Documents given by you as proof of above, we retain the right to cancel your appointment or review our offer of employment, At The time of Joining please Bring Following Documents for Our Record:

Documents Required For New Joining Employee :

- 1) Two Photograph Passport size.
- 2) Pan Card /Adhar Card Xerox .

We Hereby Welcome you in Our Organization and Wish you a Successful Career & Bright Future with us.
For Hotel Aram Agency

Manager
Admin

I Accept the above Terms & Conditions HR &
Date: 18/03/2022
Tal. Walwa, Dist. Sangli.

Village Vele, Pune - Bangalore Highway, Tal. Wal, Dist. Satara.

Mob. : 9881799999



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Appointment Letter

09th Jan, 2023


To
Mr. Rohit Mane
Maharashtra
7620701764

Dear Rohit,

Congratulations on successfully completing the Anlage Skilling Program which commenced on 17th Oct 2022 and concluded on 11th Dec 2022. We are pleased to onboard you as a full-time employee at Anlage Infotech. We are sure that you will enjoy and get enriched by your term with us.

- 1) You are appointed to the post of "Resource Executive"
- 2) Your date of joining is 12th Dec 2022.
- 3) Your annual gross CTC shall be Rs. 3,80,000/- i.e., Rupees Three Lakhs and Eighty Thousand only (inclusive of bonus, incentives & deductions). Your monthly take-home salary, after deductions shall be Rs. 18750/-. Please refer Annexure – A for the details of our tax efficient structure.
- 4) For the initial 4 (Four) months of your Full-time employment, you will be paid 50% (Fifty percent) of your net in-hand salary i.e., Rs. 9,375/- (fixed) (Rupees Nine-Thousand Three Hundred Seventy Five only). The other 50% (Fifty percent) of the salary will be paid to you at the end of your 1 (One) year at Anlage Infotech, as Retention Bonus of Rs. 37,500/- (fixed) (Rupees Thirty Seven Thousand Five Hundred only).
(The sole purpose of holding back these 4 (Four) months' 50% (Fifty percent) remuneration is an indemnity for your assurance that you would not abscond/terminate this employment abruptly during your 1st year).
- 5) Any discontinuation of service before completion of 12 (Twelve) months will lead to the forfeiture of the training period and 4 (Four) months' 50% (Fifty percent) held-back remuneration sum. Salary release will completely be at the discretion of the management and will be decided based on your performance and attitude towards work.
- 6) **Probation:** You will be on probation for the first four (4) months of your tenure. During the probation period the Company assesses your progress and ability to handle responsibility. In the event your performance is found inadequate, the Company can relieve you by giving you notice of one week (7 days) without assigning any reasons and any amount withheld during the probation period as per clause 4 above will be forfeited. During the 4 (Four) months' probation period, any leaves taken will be considered as 'Leave without Pay (LWOP)'. During your probation period your notice period will be limited to 30 days.




Venkateshwara Institute of Management
Petli, Tal. Waran, Dist. Sangli.




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- 7) **Notice Period:** After the probation period of 4 months, you will be a confirmed permanent employee automatically (no letter required to be issued) and subsequent to this duration, if you want to resign from your current position with the Company you have to serve 60 (Sixty) days of Notice Period to ensure continuity and proper knowledge transfer (KT) to the incumbent.
- 8) **Leaves:** During the Financial Year (01st April – 31st March), you are entitled to 26 days leave in the following manner:
 - a. 15 days, on a pro rata basis, towards Casual Leave and Sick Leave (i.e., 1.25 days per month will be credited to your leave balance)
 - b. 11 days on account of National holidays / Festivals (as per Anlage Holiday list). At the end of the Financial Year, balance leaves, if any, will not be eligible for encashment. However, up to 5 leaves can be carried forward to the next Financial Year.
- 9) Absence for a continuous period of 3 working days without prior approval or prior intimation to your senior (including overstay on leave / training) would result in losing your lien on service at Anlage Infotech and the employment will automatically come to an end without any notice or intimation with forfeiture of all pending dues.
- 10) **Confidentiality:** You obviously know that Company and Company's client's confidential information/trade secret/data/proprietary methods cannot be divulged to anyone not intended to use the information. You will be required to maintain utmost secrecy in respect of Company documents, incentive schemes, projects, commercial terms with clients, Company's processes, software packages license/s, Company's policies and patents/trademark & Company's other employees/human resources information and profile. Violation of the same shall result in appropriate strictest legal action by the Company and the immediate termination of your employment with forfeiture of all pending dues.
- 11) All programs, systems, designs, manuals, literature, presentations, etc. developed by you while in Company's service will at all times be deemed to be sole property of the Company with the Company having sole proprietary rights over it/them.
- 12) As a responsible employee, any property entrusted to you by the company shall be your sole responsibility and you shall be personally responsible for any loss/damage to the property entrusted to you.
- 13) **Dual Employment:** During your association with the Company, you agree not to engage yourself directly or indirectly with any other firm/company/business/individual/any type of entity for any salary or retainer fee or on honorarium basis. Such association shall result in immediate termination and the Company can recover three (3) month's salary along with damages and legal expenses, as applicable, from you.
- 14) **Non-Compete & Non-Solicit:** For as long as you are employed with the Company and for a period of two (2) years thereafter, you shall not directly or indirectly, on behalf of any




Venkateshwar Institute of Management
Pathi, Telangana, India




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individual or entity, take up employment or consulting assignment, part-time or full-time, or enter into business relationship even at arm's distance with any of Company's direct client, indirect client through MSP/RPO arrangements, present or future landlord, employee, consultant, contractor of the Company, vendor, group company of any client or MSP/RPO/vendor's end-client. You shall not, directly or indirectly, solicit the employment, consulting, freelance, part time or other services of any other employee of the Company. You shall not in any capacity induce or attempt to induce any Company employee, consultant, contractor or other party to terminate his or her employment or contractual relationship with the Company. The Company shall conclude that such act is no other than cheating and criminal breach of trust, in which case, the Company shall take appropriate action, both criminal and civil proceedings before competent authority and the Company shall recover three (3) month salary along with damages and legal expenses from you.

- 15) In case during the probation period or regular employment period, if you leave the Company or join any other Company without issuing notice and if you join other Company without the Company's relieving letter, the Company shall conclude that the act is no other than cheating and criminal breach of trust, in which the Company can take appropriate action of both criminal and civil proceedings before competent authority and the Company can recover three month salary along with damages and legal expenses from you. The Company also retains the right to question the company you are joining or joined and holds the right to recover damages from that company, if you fail to compensate as per above.
- 16) If you decide to resign from the company, any incentive or bonus or variable amount payable during or after your term will be forfeited.
- 17) Your appointment shall be subject to you being medically fit at the commencement of and at any time during the tenure of your employment with the company. The company has a right at all times to send you for a medical check-up or ask you to fill up a self-assessment form to ascertain your fitness for the job.
- 18) You shall keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
- 19) Please understand that the company will be forced to terminate your services immediately without any compensation for past dues and/or any notice pay, in case of following events:
 - a. Insubordination, insult or disobedience to any of your seniors or responsible officers of the company.
 - b. Gross neglect of work and/or non-performance of duties assigned.
 - c. Damage to the company equipment/property and/or misappropriation.
 - d. Medically unfit to continue service.
 - e. Furnished credentials are incorrect or false.




VeriTech HR Solutions
Pune, Maharashtra | Bangalore



www.anlage.co.in

Mumbai | Bangalore | Noida | Chennai | Pune

- 20) Anlage is a pioneer in establishing leading workforce practices and has permanent Work from Home facility. WFH timings are 9.30 AM to 6.30 PM or as decided with your reporting manager. For those who want to work out of Anlage Infotech offices, can avail of flexi hours to accommodate different travel distances, hence you can work any 9 hours between 8:30 AM to 8:00PM, which you can inform the Company on joining.
- 21) We strive to ensure that your skills are up to date, hence, you would be required to participate in appropriate training and instructional programs as required by the company.
- 22) You are required to abide by the rules and regulations of the company, which may revise from time to time.

We wish you success in your career with Anlage Infotech. We are confident that you will grow and prosper with the company and we look forward to a long association.


Yours truly,

For Anlage Infotech (India) P Ltd

Durgesh Vaish

Sr. Manager - HR & Legal




Venkateshwarra Infotech Pvt. Ltd. Management
Peth, Telangana, India. Sangli.



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Annexure A

Employee Name		Mr. Rohit Mane	
Date of Joining		12 th Dec, 2022	
Location		Sangli, Maharashtra	
Designation		Resource Executive	
	Particulars	Monthly	Yearly
(A)	Gross Salary		
	Basic Salary & DA	6,000	72,000
	HRA	3,000	36,000
	GMP	0	0
	Service Weightage	120	1,440
	Statutory Bonus	583	6,996
	City Compensatory Allowance	9,390	1,12,680
	Gross Salary (A)	19,093	2,29,116
(B)	Benefits		
	Performance Incentive (check notes below)	0	80,000
	Performance Bonus (check notes below)	0	60,000
	Total Benefits (B)	0	1,40,000
(C)	Employer Contribution		
	Employer's PF Contribution	0	0
	Employer's ESIC Contribution	621	7446
	Provision for Gratuity	288	3,460
	Total Employer Contribution(C)	909	10,906
	CTC (A+B+C)	20,000	3,80,000
(D)	Deductions		
	Employee's PF Contribution	0	0
	GMP	0	0
	Employee's ESIC Contribution	143	1,718
	Profession Tax	200	2,500
	Total Deductions (D)	343	4,218
	Net Salary (A-D)	18,750	2,24,898




Venkateshwar Institute of Management
Peeth



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Notes:

1. Income-Tax is subject to provision of actual investment proof.
2. Group Medclaim is optional, if opted then insurance premium (GMP) amount will depend on number of family members opted for coverage.
3. Medical reimbursement will be paid along with monthly salary, tax will be applicable subject to submission of actual bills before the end of the year.
4. Gratuity is payable after 5 years of service.
5. PT deduction is Rs. 200 per month except in the month of Feb for Rs. 300.
6. The compensation of the first 30 days (Classroom & Buddy Training), will be paid after your 1 (One) year at Anlage Infotech as a Full-time employee. In the 13th month you will receive Rs. 18,750 + Rs. 37,500 (training period salary of 30 days + 15 days salary of 4 months) = Rs. 56,250/-.
7. The terms and conditions to earn performance bonus and performance incentive which are a part of your CTC shall be separately communicated to you via email.
8. The training period payment of Rs. 4500/- (Rupees Four Thousand Five Hundred) for the period of 05th Dec, 2022 – 11th Dec, 2022 shall be paid to you as a joining bonus upon completion of prescribed month in the organization.

Yours truly,

For Anlage Infotech (India) P Ltd

Durgesh Vaish

Sr. Manager - HR & Legal



Venkateshwara
Peth Tel

Management
Peth Sangli.

HR-Ref No:

Name: Samiksha Patil**Sub: Offer for the Learning Consultant****Dear Samiksha,**

We are pleased to offer you a position **Learning Consultant** of with **TALENTEGE EDUCATION VENTURES PVT.LTD** at our Pune Office. Your **Band** shall be **5A** and shall be working for our **Online Sales** department. You are expected to join us on or before **29-Sep-2022**. This offer letter is subject to the terms and conditions and not limited to below mentioned terms but also includes the Annexure(s) attached hereto and/or any form of communication that is communicated or to be communicated to you:

A. Your Cost to Company **3,60,000/- (Three Lakh Sixty Thousand Only)** with details enclosed in Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion. Over and above the Fixed Compensation, you shall be eligible for a performance-based incentive up to **INR 4,00,000/- (Four Lakh Rupees Only)** per annum, on achieving specific targets, which will be paid as per the sales incentive plan.

B. Annexure II lists out the broad Code of Conduct governing your employment with us. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.

C. Please accept this offer within **Two** working days from the date of this letter, else this offer shall be automatically revoked and no claim and/or disputes shall be entertained.

D. Your employment in the Organization is subject to satisfactory verification of your certificates, and personal credentials. These are outlined in Annexure III. The Organization reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the details shared with the Organization or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer letter, you shall be issued an appointment letter after joining the Organization.

E. You would be entitled to leaves subject to prior approval of your reporting manager. Your leave entitlement, accumulation and/or carry forward, shall be driven as per the Organization policies on the subject.

Please read the details of the letter and the attached annexures (I, II and III) and accept the offer letter online. We look forward to work with you.

Yours faithfully,

For Talentedge Education Services Pvt. Ltd.

Authorized Signatory

Talentedge Education Services Pvt. Ltd.

CIN: U74900MH2015PTC262490

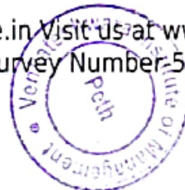
Registered Office: Bhavewhar Arcade, 7th Floor, B-Wing, Opposite Shreyas Cinema,

LBS Marg, Ghatkopar West, Mumbai

Landline No.: 022-42193000. Email: info@talentedge.in Visit us at www.talentedgenext.com



Corporate Office: Corporate Office: Plot Number-4, Survey Number-5, Near Axis Bank, Bhavdhan Pashan Road, Bhavdhan Khurd, Pune-411021

Landline: 9102067782491



Venkateshwarar
Peth, Tal. Wankar, Dist. Sangli.

Annexure I

Talentedge Education Services Pvt. Ltd.		
Name	Samiksha Patil	
DESIGNATION	Learning Consultant	
Grade	5A	
ROLE	Online Sales	
DATE OF JOINING	29-Sep-2022	
Department	Online Sales	
Location	Pune	
COMPENSATION DETAILS		
FIXED CTC (A1)		
PARTICULARS COMPONENTS	CTC (INR)	
	MONTHLY	ANNUALLY
Basic	24,560	2,94,720
House Rent Allowance	2,456	29,472
Education Allowance	0	0
Food Allowance	0	0
City Compensation Allowance	0	0
Statutory Bonus	0	0
TOTAL GROSS FIXED PAY (A)	27,016	324,192
FLEXI BENEFITS (B)		
Driver Reimbursement	0	0
Fuel Reimbursement	0	0
Professional Literature	0	0
Leave Travel Reimbursement	0	0
FIXED COST TO COMPANY A B	27,016	3,24,192
RETIRAL BENEFITS (C)		
Provident Fund- Employer Contribution	1800	21,600
ESIC	0	0
Gratuity	1181	14,172
Gross CTC (A B C)	30,000	3,60,000
VARIABLE PAY/ BONUS (D)		
*Performance Linked Bonus (Variable)	33,334	4,00,008
One Time Joining Bonus	0	0
One Time Retention Bonus	0	0
OTHER BENEFITS(E)		
Group Mediclaim 0	0	0
Group Personal Accident Insurance 0	0	0
Group Term Life Insurance 0	0	0
TOTAL E	0	0
TOTAL COST TO COMPANY (TCTC) A B C D E	63,334	7,60,008
Appraisal	You shall be eligible for performance appraisal and increment cycle as per Organization policy. The appraisal period will be from date of joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.	
*Performance Bonus/ Variable/ Retention Bonus	You will be eligible for performance/variable/retention bonus provided that you are on the rolls of the Organization and not on the notice period at the time of disbursement of the amount. This bonus is paid on the basis your performance and the Organization policy, applicable at the time.	
Group Health Insurance Policy	Covered under GMC policy of sum assured of up to 2 Lakhs as per Company Policy, effective from the date of endorsement in policy.	
Group Personal Accident Insurance 0	Covered under GPA policy of sum assured of 3 times the fixed salary plus variable, shall effective from the date of endorsement.	
Group Term Life Insurance 0	You will be eligible for GTLI i.e. 3 times the fixed salary plus variable.	
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.	
Note	The Organization reviews its compensation structure and policies from time to time. The compensation structure and benefits are subject to change and shall be communicated to you at the time of joining or later, as the change becomes applicable.	
For Talentedge Education Ventures Pvt. Ltd.		
Authorized Signatory		 Accepted and Signed

Venkateshwarra Patil
Director of HR
Talentedge Education Services Pvt. Ltd. Sangli.

Annexure II

Code of Conduct

Whilst employed with the Organization, you would be expected to follow the below mentioned:

1. No Conflicting Obligations:

1. You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement. You represent and warrant that you are free to enter into this Agreement and accept the employment of the Company under the terms of this Agreement. If you have any obligations or commitments, you shall disclose fully all of your business interests to the Company, whether or not they are similar to or in conflict with the business or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and your any other of your immediate relatives. Also, you agree not to create or enter into such business interests during the course of your employment and, in the event, such interests occur for reasons.

2. Integrity & Honesty

1. You warrant to the Organization, that all obligations and commitments shall be carried out with utmost honesty and integrity. While interacting with existing and prospective clients, correct and accurate information shall be provided at all times. No misrepresentation shall be made to any person in relation to Organization's business. Misrepresentation of facts and submission of false information, data, facts etc. shall lead to summary termination of employment.

3. Mutual Trust and Respect

1. You agree to conduct themselves in a respectful manner while interacting and representing with regard to the Organization's business at all the times. At no time would you use any such language, gestures, indications etc. which shall be offending to others and/ or in violation of decorum of the Organization. Any difference of opinion shall be expressed in a respectful manner.

4. Diversity

1. The Organization stands committed to diversity at work place. No discriminatory conduct on the basis of cast, creed, gender, ethnicity, religion, region etc. shall be tolerated. All cultures and traditions shall be mutually respected.

5. Non Solicitation & Non-Compete

1. During the period commencing on the date of this Agreement and for a period of six months from the date of termination you shall not directly or indirectly solicit, induce or attempt to solicit or induce (on your own behalf or on behalf of any other person or entity) either as an employee or consultant of the Company or any of the Company's affiliates or as a business of any customer and/or vendor of the Company or any of the Company's affiliate with whom you became acquainted with during the term of this Agreement.

6. Adherence to the Law

1. You are expected to follow all the applicable provisions of law while acting on behalf of the Organization with regard to its business. You shall be duty bound to report any instance of violation of any provisions of law to management in confidence. Management shall maintain the confidentiality of all such reporting. You shall be required to mandatorily inform any such occurrence and/or situation which may lead to creation of potential hazard to safety and security of employees and assets of the Organization.

7. Confidentiality

1. You are expected to follow to ensure that all information related to the Organization is kept confidential. At any stage of your career with the Organization, you would not divulge, share any information, trade insights, customer information, technical know-how or any other information that is under the purview of the Organization.

8. Data Security

1. Any data/information related to the work conducted in the Organization that you have access to or have been provided access of, by the virtue of your job role, shall not be transferred or emailed to any location or personal email id, without prior written approval from the relevant stakeholders /data owners.

Accepted and Signed:




 Venkateshwara Institute of Management
 Peth, Tal. Walwa, Dist. Sangli.

Annexure III

Listed below are the Mandatory Documents to be uploaded on or before the Date of Joining

1. Letters:

- a. Relieving / Experience Letter from your existing / last employer
- b. Resignation letter duly accepted

1. Salary Slip: Last 3 months


2. Certificates : Highest Qualification

3. Identity Proof : Pan Card; Aadhar Card or Passport copy

4. Address Proof : Aadhar Card or Passport copy

5. If you are already a member of the Provident Fund scheme with your previous employer, then, share your UAN number




Venkateshwar Institute of Management
Pathi, Tal. Nellore, Dist. Gngl.

OFFER LETTER

Date- 03/10/2022

Miss. Sonali Dinkar Patil

Address: A/P-32 Shirala Tal-Shirala

Dist-Sangli, Maharashtra (India)

Subject: Letter of Offer

Dear Sonali,

With reference to your probation period you had with **Age Home Appliances India Pvt. Ltd.** We are pleased to appoint you as **Position of HR Officer** in our organization based at Shirala. Your employment will be governed by the following terms and conditions:

1. Monthly CTC

You will be paid a monthly CTC of **Rs.15,000/-**(In words Rs Fifteen Thousand Only).

2. Working Hours

Your working hours will be 10.00am to 7.00pm as per the current company policy. The company observes a 6 day work week.

3. Date of Appointment

Your date of appointment as per company record is 03/10/2022

4. Job Description

- Set objectives for the HR team and track progress
- Design and implement company policies that promote a healthy work environment
- Develop compensation and benefits plans
- Support and suggest improvements to the entire recruitment process
- Host in-house recruitment events
- Discuss employees' career development paths with managers

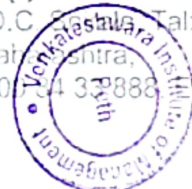
AGE HOME APPLIANCES (I) PVT. LTD.


Plot No. A-63, Growth Centre, M.I.D.C. Shirala Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra

Contact: Ph: +91 2345 295488, 1800 433888

www.ageindia.in



Handwritten signature: 
Email: admin@ageindia.in

Web: www.ageindia.in
Phone: +91 2345 295488, 1800 433888
Dist: Sangli, Maharashtra

- Monitor HR metrics (e.g. turnover rates and cost-per-employee)
- Review departmental budgets
- Organize learning, Training and development programs to improve skills
- Ensure HR staff addresses employees' requests and grievances in a timely manner
- Maintain HR procedures that comply with labor regulations
- Improve employee relationship matrix and Employee Hygiene Sheet score
- Planning to keep the atmosphere in the company vibrant
- Appreciate department wise employees with Shabbas Card/ Appreciation certificates and awards rewards
- Take care of Employees safety at workplace
- Conduct Q12 Surveys periodically to improve employee skills and relations as well
- To look after PF and ESIC policies
- Motivate and promote Employees with periodic performance analysis

Reporting to- Mr. Ghanshyam Awate (CEO)

5. Salary Increase

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.

6. Leave

You will be governed by the current Leave Policy of the company for permanent employees.

7. Travel

Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

8. Responsibilities

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System. You are responsible to regularly come on time for duty. You have to follow company's rules & discipline.

9. Retirement Age

The normal retirement age for all employees is as per provisions of The Factories Act, 1948.

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C., Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra.

Contact: Ph: +91 2345 295488, 1800 101 333888

www.ageindia.in




Vankateshwar & Associates
Chartered Accountants
Mumbai

10. Notice Period

On confirmation, this appointment may be terminated by either side by giving two months' notice or two months' salary in lieu of notice period.

11. Transfer

You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

12. Other work

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.

13. Conflict of Interest

You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.

14. Confidential Information

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

15. Contract/Bond with Previous Employers

It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

16. Termination

On termination of this contract, you will immediately give up to the Company all correspondence, On specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

17. General

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra

Contact: Ph: +91 2345 295488, 1800 433 888. Email: admin@ageindia.in, Web: www.ageindia.in

www.ageindia.in




Venkateshwar Prasad, Director of Management

Sangli



Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the Age Home Appliances India Pvt.Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

Age Home Appliances India Pvt. Ltd
Human Resource

I accept the Offer letter and the conditions mentioned above.



Receiver's Signature



Authorized Signature



AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web: www.ageindia.in

www.ageindia.in



7/11/2019 11:27:19
Ministry of Labour, Government of Maharashtra
Pune, Tal. Walva Dist. Sangli.

SALARY BREAK UP

Basic Salary Rs. 15,000/- per Month

Conveyance Allowance Rs. 00 /-

Other/Spl Allowance Rs. 00 /-

Gross Total: - Rs. 15,000/-

PF 12% Nil

ESI 0.75% Rs. 113/-

PT Rs. 200/ Monthly

Take Home Rs. 14,687/-

PF 12% Nil

ESI 3.25% Rs.477/-

TOTAL COMPANY COST Rs:14,210/- (Rs. Fourteen thousand two hundred ten Only.)


Receiver's Signature


Authorized Signature



AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in

www.ageindia.in


Venkateshwar Institute of Management & Technology
Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala, Dist: Sangli.



HEXAWARE

HEXAWARE TECHNOLOGIES LIMITED

BLDG. NO.3, SECTOR-II MILLENNIUM BUSINESS PARK, 'A' BLOCK, TTC INDUSTRIAL AREA,
MAHAPE, NAVI MUMBAI 400710

Payslip for the month of January 2023

Employee No: 2000087249	Bank Name: Bank of India
Name: Sweety Subhash Patil	Bank Account No.: 151410110009806
Date of Joining: 20 Oct 2022	PAN.: EDGPP2116B
Designation: Executive	UAN: 101893433425
Department: Operations	PF No.: THVSH01158090000063240
Location: Mumbai	ESI No.: 3416652135
Grade: BAND 1	LOP: 0
Total Days: 31	LOP Reversal: 0
Effective Work Days: 31	VPA Rating: 3
Work Days: 31	


Earnings	Amount	Deductions	Amount
BASIC	4,500.00	PF	720.00
HRA	3,291.00	ESI	101.00
SPECIAL ALLOWANCE	3,000.00	PROF TAX	200.00
ADVANCE BONUS	1,050.00		
VARIABLE PAY MONTHLY	3,000.00		
CONVEYANCE ALLOWANCE.	1,200.00		
Total Earnings (Rs.):	16,041.00	Total Deductions (Rs.):	1,021.00

Net Pay (Rs.) 15,020.00

(Rupees Fifteen Thousand Twenty Only)

- Note:- 1. This is a system generated payslip hence does not require signature.
2. For any query please mail at bpspayhelpdesk1@hexaware.com.
Alternatively contact on +91-22-27783300 | Extn:-5247 between 10.00 A.M to 7.00 P.M




Venkateshwara Institute of Management
Peth, Tal. Walva, Dist. Sangli.

2020-21



Date: 14-May-22

Name : ANUJ VIJAY PATIL
Location: MUMBAI - THANE

Letter of Intent

Dear ANUJ VIJAY PATIL

We are pleased to inform that you have been shortlisted for a fixed term employment at Quess Corp Limited (formerly Ikya Human Capital Solutions), hereinafter referred as Quess, and would be deputed at our Client premise at SHAREKHAN LIMITED as EXECUTIVE - SALES for a fixed term with DOJ on 16-May-22 and last working day as 15-May-23 on the following terms and conditions:

Note: Date of joining mentioned above is tentative. For payroll processing, your date of reporting to the client site will be considered as your actual date of joining. The tenure of your contract end date will be considered from your actual date of joining.

1. You would undertake to abide by the code of conduct and ethics prescribed by the client as well as Quess. Any violation of the code of conduct and ethics would be subjected to appropriate and stringent disciplinary action including termination of service.
2. This contract would be exclusively with Quess and you shall never be deemed to be the employee of Quess or Client, where you have been deputed.
3. Your time of reporting to work at the client premise would be at 9:30:00 AM on 6:00:00 PM.
4. Your Monthly Base Salary will be Rs.17743 & CTC will be Rs. 20000
5. You will be deputed by Quess to work at its client premise at any of their locations.
6. Notwithstanding the tenure of this contract, in the event of the project / work / deputation for which you are being employed terminates before your contract end period, this contract shall be coterminous with the project / work. During the period of contract, either of the parties may terminate the contract by giving 30 days prior notice in writing or payment in lieu thereof. However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

The above is based on current policies of the company; any change in the policy impacting the above points will be communicated through policy communications channel.

All the best !!!

With warm regards,
For IKYA Human Capital Solutions.


Tej Hans Raj Singh COO | Staffing

I hereby accept the above mentioned terms and conditions.

Quess Confidential
Page 1

Offer No :

IKYA HUMAN CAPITAL SOLUTIONS (a Division of Quess Corp Limited)
1st & 2nd Floor, A. B. Chambers, No.6, BU Feet Road, 6th Block, Koramangala, Bangalore - 560 093 India
www.ikyaglobal.com

Staffing Solutions / Training & Skill Development / Executive Search / Recruitment Services



Name ANUJ VIJAY PATIL Signature: [Signature] Date: 14-May-22

Annexure A

Compensation Sheet

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic Salary	13426	161112
House Rent Allowance	2917	35004
Special Allowance	0	0
Statutory Bonus	1400	16800
Base Salary - (A)	17743	212916

Retiral Benefits		
Employer Provident Fund	1611	19332
Gratuity (4.81% on Basic Salary)	646	7752
Total Retiral Benefits - (B)	2257	27084
Total Cost To Company - (A+B)	20000	240000

Note: In addition to the above you will be eligible for Hospital Insurance, Accident and life Insurance cover, if any, as per the company policy applicable to your Level from time to time.

Deductions : From the monthly gross salary there will be deductions w.r.t

1. Income Tax as per applicable slab & declarations
2. Professional Tax as applicable
3. Employees' contribution to PF @ 12% of PF wages
4. ESI (if applicable) @ 0.75% of monthly gross salary.

[Signature]
Tej Hans Raj Singh COO | Staffing



Quess Confidential
Page 2

Offer No :

APPOINTMENT LETTER

Date: 15 April 2022

Name: Ajinkya Shivaji Maske

Address: Gajanan Co Op Hsg Soc, Pt No 15, Rm No B6, Sawarkar Nagar, Thane - 400606.

Dear Mr. Ajinkya Shivaji Maske,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. Date of Joining & Work Location:

Your appointment becomes effective from the date of joining the services of the Company, which date shall be not later than **15 April 2022**.

Your work location would be **Mumbai** or any other location as assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Department, Designation & Reporting Manager:

Department: - **Business Development**

Designation: - **Service Counsellor - Byjus Tuition Center**

Reporting Manager: - **Rahul Jogindarkumar Nanda**

3. Cost to the Company:

Your annual Compensation including Benefits is **Rs.600000/-**. Your salary comprises of a Fixed Compensation and other benefits (Refer **Annexure 1** for detailed breakup).

Your salary will be revised yearly based on your satisfactory performance in the company determined at the sole discretion of the Company.

The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances
- (e) Or any other applicable statutory deductions

The Income Tax Liability with regards your salary and perks will your liability, and will be governed by the tax laws of the country as applicable from time to time.

[Employee's Signature]



Other Benefits

• **Health Insurance Scheme**

You are covered by the group Health Insurance Scheme with add-on benefits that focus on you and your family's protection for a holistic health and wellness. Please refer to the Group Insurance Policy for more details and exact coverage.

• **Expense Reimbursement**

In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

4. Company Policies:

You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

5. Probation:

On joining the Company you shall be on probation for 90 days. The probationary period may be reduced or extended at the sole discretion of the Company. During this period, your employment may be terminated upon giving 2 days notice with or without reason by the Company. You are also at liberty to resign from the services of the Company by giving 2 days notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation.

You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the Company.

6. Retirement Age:

The age of Superannuating of an employee from Company Service is 60 years. You shall however, during your employment be required to be medically fit for the work for which you have been employed. As to whether an employee is medically fit, is an issue that will be professionally determined by the Company and the employee shall be bound by such determination. You will accordingly undergo periodic medical examination as and when intimated to you by the Company. The Company shall have the right terminate your services immediately, in the event you are found to be medically unfit to perform your duties and responsibilities.



[Employee's Signature]

Annexure I- Compensation Details

Name	Mr. Ajinkya Shivaji Maske
Designation	Service Counsellor - Byjus Tuition Center
Date of Joining	15 April 2022
Total Cost to Company (CTC)	600000
Total Cost to Employee (CTE)	578400

Component Category	Annual
<u>Earnings</u>	
Basic Pay	300000
HRA*	150000
Statutory Bonus	0
Leave Travel Allowance	84000
PF(Employer Part)	21600
ESIC(Employer Part)	0
Special Allowance	44400
<u>Deductions</u>	
PF(Employees Part)	As per Rules
ESIC(Employees Part)	As per Rules
Professional Tax	As per Rules
TDS	As per Rules

*For House Rent Allowance, declaration and original receipts to be submitted once a Year.



[Employee's Signature]

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by e-signing this letter. This employment letter is valid only if you join the company on the said date of joining unless otherwise mutually agreed in writing.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

Thanking you,

Yours faithfully

Deeptha A R
Head – Human Resources
Think & Learn Pvt. Ltd

ACCEPTANCE

I accept the above mentioned terms and conditions.

Name: Ajinkya Shivaji Maske

Signature:

Date: 15 April 2022



Date: October 28, 2021

Ankush Pandurang Katke
Room no. 02, ground floor, BDD
CHWAL, N. M. Joshi marg,
MUMBAI - 400013,
Maharashtra, India

Subject: Offer Cum Appointment Letter

Dear Ankush,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sr. Corporate Agency Manager

Department: Bancassurance - Yes Bank

Organizational Band / Grade: J2

Location: Mumbai - Fort

Date of Joining: Within 15 days of November 01, 2021

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be **3,90,000** per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:
 - a. The Provident Fund Scheme and other retirement schemes, if any. The statutory Provident Fund (PF) contribution by the Company and your contributions (or deductions from your payroll) would follow the prevailing PF rules at the time.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

+91 22 6751 6600
1860-267-9999
Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.
www.hdfclife.com



- b. Medical Hospitalisation Scheme, as applicable
 - c. Group Term Insurance plan, as applicable
 - d. Gratuity: You will be entitled to gratuity as per 'Payment of Gratuity Act, 1972'.
 - e. Employees State Insurance Corporation: You will be entitled to the benefits under Employees State Insurance Corporation Act, 1948 depending on your eligibility.
4. The Company in line with its business requirement or based on your performance as applicable to you from time to time reserves the right in its sole discretion to effect change in the compensation structure or its components.
5. All matters pertaining to compensation on your joining or thereafter is to be maintained under strict confidentiality and not shared with any third party.

Probation Period

6. You will be on probation for a period of six (6) months from the date of your joining the Company, which may be extended in case it is found necessary by the Company. You will continue to be on probation unless specifically confirmed in writing.

Your confirmation in the Company would be based on your performance, which would be evaluated at the end of 3rd and 6th month from the date of your joining or at the end of extension period. While on probation, your services can be terminated at any time by either party, with notice of 15 days without assigning any reason whatsoever. However, to mitigate organizational risks, if any, the company's decision will be final and binding in this regards.

Transfer

7. Although you are initially appointed at our Mumbai - Fort, the Company may at its discretion transfer your services either temporarily or permanently to any other location or department of the Company or to any of its affiliates, subsidiaries, or any of their branches and you shall comply with all directions and instructions in that behalf. While on your transfer, you will be governed by the rules, regulations and conditions of service as applicable.

Leave

8. You will be eligible for leave as per the rules of the Company applicable from time to time.

Retirement

9. You will automatically retire on attaining the age of 58 years and that no further notice whatsoever to you will be necessary in this regard. The last day of the month when you attain the age of 58 years would be considered as your relieving date.

Conflict of interest

10. Whilst in the employment of the Company, you shall engage yourself exclusively in the work assigned to you by the Company and shall not take up any independent or individual assignments whether on part time or full time basis or in an advisory capacity either directly or indirectly.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7pm (IST)

DO NOT provide any country code

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Annexure-1

Date: October 28, 2021
 Name: Ankush Pandurang Kalke
 Designation: Sr. Corporate Agency Manager
 Location: Mumbai - Fort
 Band: J2

CTC STRUCTURE		
COMPONENT	Per Annum	Per Month
(I) Fixed Pay		
Basic	105,000	8,750
House Rent Allowance	63,000	5,250
Other Allowance	46,575	3,881
Tablet Allowance	12,000	1,000
Bonus	24,000	2,000
Daily Activity Allowance	24,000	2,000
Monthly Gross	274,575	22881
(II) Retirals & Other Benefits		
Provident Fund	21,600	
Gratuity	5,075	
Flexi Pay	40,350	
(III) Valued Benefits		
Group Insurance Benefit	8,400	
Fixed Cost to Company	350,000	
City Based Performance Bonus	40,000	
Total Cost to Company	390,000	

FLEXI ANNEXURE		
COMPONENT	Per Annum	Per Month
FLEXI		
LTA (Leave Travel Allowance)	8,750	729
Fuel and driver	21,600	1,800
Children Education Allowance	2,400	200
Mobile Handset Allowance	10,000	833
NPS(National Pension Scheme)	10,500	875

Other Eligibilities

On appointment you will be covered under the Group Term insurance as per Company policy.
 You will be eligible to be enrolled into sales incentive schemes as and when announced by the Company.

Note:

HDFC Life Insurance Company Limited
 Corporate & Registered Office
 13th Floor, Lodna Excelis, Apollo Mills Compound
 N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011

☎ +91 22 6751 6000
 ☎ 1800 207 9999
Available from the first week of February onwards
 till 31st March every year till 31st March
 ☎ www.hdfclife.com



Annexure-2

Undertaking

Date: October 28, 2021
Name: Ankush Pandurang Katke
Designation: Sr. Corporate Agency Manager
Location: Mumbai - Fort
Band: J2

I, Ankush Pandurang Katke, the undersigned hereby undertake to buy the prescribed electronic tablet - Samsung Galaxy Tab Iris Model No. SM-T116IR within 30 days of joining, or on receipt of first month salary, whichever is earlier.

I understand and acknowledge that failure to comply with this undertaking may result in appropriate disciplinary actions being taken against me by the Company, including but not limited to loss of pay.

Name: Ankush Pandurang Katke

Date:

Candidate Signature



HDFC Life Insurance Company Limited
Corporate & Registered Office:
13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

+91 22 6751 6666
1860-267-9999
Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DND NOT pertain to any country code e.g. +51 or 00.
www.hdfclife.com





OFFER LETTER

Date- 01/09/2021

Mr. Uday Vijay Gaikwad

Address: A/P-32 Shirala Tal-Shirala

Dist-Sangli, Maharashtra (India)

Subject: Letter of Offer

Dear Uday,

With reference to your probation period you had with Age Home Appliances India Pvt. Ltd. We are pleased to appoint you as Position of HR Manager in our organization based at Shirala. Your employment will be governed by the following terms and conditions:

1. Monthly CTC

You will be paid a monthly CTC of **Rs.15,000/-**(In words Rs Fifteen Thousand Only).

2. Working Hours

Your working hours will be 10.00am to 7.00pm as per the current company policy. The company observes a 6 day work week.

3. Date of Appointment

Your date of appointment as per company record is 01/09/2021

4. Job Description

- Set objectives for the HR team and track progress
- Design and implement company policies that promote a healthy work environment
- Develop compensation and benefits plans
- Support and suggest improvements to the entire recruitment process
- Host in-house recruitment events
- Discuss employees' career development paths with managers

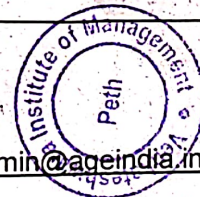
AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web:

www.ageindia.in



- Monitor HR metrics (e.g. turnover rates and cost-per-employee)
- Review departmental budgets
- Organize learning, Training and development programs to improve skills
- Ensure HR staff addresses employees' requests and grievances in a timely manner
- Maintain HR procedures that comply with labor regulations
- Improve employee relationship matrix and Employee Hygiene Sheet score
- Planning to keep the atmosphere in the company vibrant
- Appreciate department wise employees with Shabbas Card/ Appreciation certificates and awards rewards
- Take care of Employees safety at workplace
- Conduct Q12 Surveys periodically to improve employee skills and relations as well
- To look after PF and ESIC policies
- Motivate and promote Employees with periodic performance analysis

Reporting to- Mr. Ghanshyam Awate (CEO)

5. Salary Increase

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.

6. Leave

You will be governed by the current Leave Policy of the company for permanent employees.

7. Travel

Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

8. Responsibilities

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System. You are responsible to regularly come on time for duty. You have to follow company's rules & discipline.

9. Retirement Age

The normal retirement age for all employees is as per provisions of The Factories Act, 1948,

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A 63, Growth Centre MIDC Shirala, Tal. Shirala, Dist. Sangli, Pin: 415 408, State: Maharashtra
Contact: Ph. +91 2345 295488, 1000 84 33 888, Email admin@ageindia.in, Web: www.ageindia.in



SALARY BREAK UP

Basic Salary Rs. 15,000/- per Month
Conveyance Allowance Rs. 00 /-
Other/Spl Allowance Rs. 00 /-

Gross Total: - Rs. 15,000/-

PF 12% Nil

ESI 0.75% Rs. 113/-

SA ABLERT

PT

Rs. 200/ Monthly

Take Home Rs. 14,687/-

PF 12% Nil

ESI 3.25% Rs.477/-

TOTAL COMPANY COST Rs:14,210/- (Rs. Fourteen thousand two hundred ten Only.)

Ankur
Receiver's Signature



[Signature]
Authorized Signature

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,
Dist: Sangli, Pin: 415 408, State: Maharashtra.

Contact Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web:
www.ageindia.in



Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the Age Home Appliances India Pvt.Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

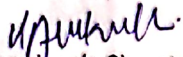
Age Home Appliances India Pvt. Ltd

Human Resource

I accept the Offer letter and the conditions mentioned above.

returning it.

We welcome you to
the family.


Receiver's Signature




Authorized Signature

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, MID.C. Shirala, Tal. Shirala,

Dist. Solapur, Pin 415 408 State Maharashtra.

Contact: Ph. +91 2345 245 488, 1800 64 33 888, Email admin@ageindia.in Web

www.ageindia.in

3:02 PM

4G LTE 60



Dear Mr. Ajay,

Greetings from NOVO Medi Sciences Pvt Ltd!

Your profile has been selected for the position of **Business Executive- HQ - Panvel(Kavach)**

We are pleased to offer you a **CTC of Rs. 2,50,021/-** plus DA, with a NetTake home of **Rs. 16,200/-**

Note: On receipt of this email, kindly share the resignation letter of your current employment with acceptance for our reference within 24 hours else the offer will be withdrawn.

PFB the CTC break up for your reference.

*Inhand Salary = Fixed Salary - (PF + 200).



**Thanks & Regards,
Dhanashree Kothare
HR Team
Novo Medi Sciences Pvt Ltd
(E- Friendly Organization)
Tel: +91 22 4342 6117**





Annexure 'B'

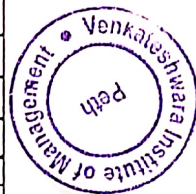
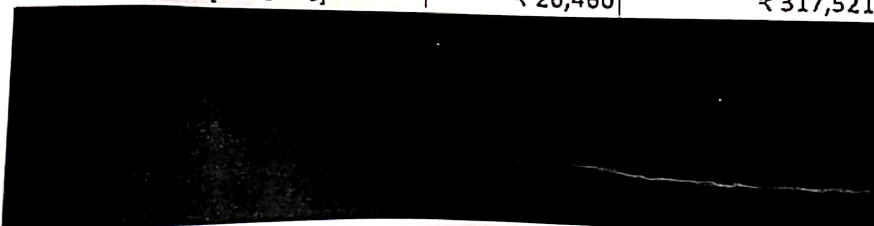
Name - Mr. Ajay Nathuram Jadhav

Designation - Business Executive

HQ - Panvel

Earnings

CTC Components	Proposed CTC (Rs.)	
	Monthly	Yearly
A) Fixed Components		
Basic	9,086	109,032
HRA	4,543	54,516
CCA	1,093	13,116
Medical Reimbursement	1,250	15,000
Mobile Allowance	1,000	12,000
Transportation Allowance	1,200	14,400
Total - Fixed Pay [A]	₹ 18,172	₹ 218,064
B) Retirals		
PF	1,635	19,626
ESIC (Employer Contribution)	591	7,087
Gratuity	437	5,244
Total - Retirals [B]	₹ 2,663	₹ 31,957
Total - Committed CTC {A+B}	₹ 20,835	₹ 250,021
Deductions		
PF	1,635	19,626
ESIC (Employee Contribution)	136	1,635
PT	200	2,400
Total - Deductions	₹ 1,972	₹ 23,661
Net Take Home	₹ 16,200	₹ 194,403
Note : Provident Fund, Gratuity & ESIC is as per the prevailing statutory laws applicable to you.		
C) DA		
DA	₹ 5,625	₹ 67,500
Total - DA [C]	₹ 5,625	₹ 67,500
Total - CTC + DA [A + B + C]	₹ 26,460	₹ 317,521



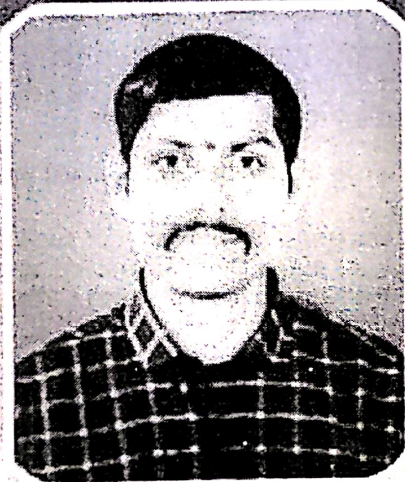


RAJARAMBAPU

**SAHAKARI BANK LTD; PETH
(SCHEDULED BANK)**

HEAD OFFICE - PETH, TAL. WALWA, DIST. SANGLI

PH NO. (02342) 252131, 252132



MAHESH RANGARAO THOMBARE

Clerk

Address - Yelur

Tal - Walwa Dist - Sangli

Mob.No.- 9657289399

Date of Birth - 17/11/1993

Blood Group - B+Ve


Managing Director





Date :16 August 2021

Omkar Patil Gulab

Room no-4 Revankar Chawl, Gokuldas Wadi

Thane (West)-400601

Sub: Employment Letter

Dear Omkar,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as Executive in the BPM with CONNEQT Business Solutions Limited (The Company) with effect from 16 September 2021 on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. 238030.00 In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs 269000.0 This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on 16 September 2021. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our Thane Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)

3. PAN Card and Aadhar Card

4. Cancelled Cheque





Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your emp'oyment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

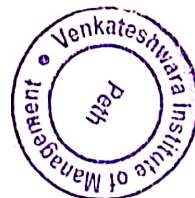
The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:



Date:

Q CONNEQT

BUSINESS SOLUTIONS LIMITED

Name Omkar Patil Gulab
Grade 1A
Designation Executive

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount (Rs) Per Year
A. Fixed Pay		
Basic Salary	7146.00	85750.00
House Rent Allowance	5002.00	60024.00
Other Allowance	4613.00	55356.00
Advance Statutory Bonus	1075.00	12900.00
Collection Skill Allow	2000.00	24000.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
PERFORMANCE INCENTIVE @ Meeting Expectation(100%)	0.00	0.00
C. MONTHLY GROSS (A+B)		
	19836.00	238030.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1411.00	16932.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	344.00	4128.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	645.00	7740.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. TOTAL COST TO COMPANY (C + D)		
	22417.00	269000.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1411.00	16932.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.)	149.00	1785.00
Provident Fund contribution will be based on Basic + Dearness + Other allowance + Food coupons + Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.		

Patil



I accept the terms of this letter



You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for 15 days prior notice by either side.

Upon completion of Probation period; your employment with the Company can be terminated upon 30 Days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter,(by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.


Tony Jacob Joseph

Assistant Vice President - Human Resource




I accept the terms of this letter

RAJARAMBAPU
 SAHAKARI BANK LTD. PETHI
 (SCHEDULED BANK)



SWAPNIL DILIP OZARDEKAR
 Clerk

Address - Bawachi
 Tal - Walwa , Dist - Sangli
 Mob.No. - 9765326148
 Date of Birth - 28.11.1994


 Managing Director

RAJARAMBAPU
 SAHAKARI BANK LTD. PETHI
 (SCHEDULED BANK)
 HEAD OFFICE - PETHI, TAL. WALWA, DIST. SANGLI
 PIN NO - 9100600700.




SUNBEAM APPLIANCES

FACTORY & OFFICE : Gat No. 1304 / 2,
Off. Pune Bangalore Highway,
Near Sai International Hotel,
Yelur, Taluka- Walwa,
District : Sangli - 415411 (MH)
Tel.: 02342 - 250000 / 1 / 2.
E-mail : sunbeam20@gmail.com Web : www.sunbeamcooling.com

THANE OFFICE ; Row House No. 37,
Vasant Vihar Row House CHS.,
Pokhran Road No. 2,
Thane (W) - 400 610,
Maharashtra, India.
Tel : 022-21710251/52/58
Email : contact@sunbeamcooling.com

Ref: SA/HRD/APPT/05/2023/170

Date: 28/05/2023.

Offer Letter

To,

Prajakta Nayakal
At Post Peth, Tal-Walwa,
Dist - Sangli - 415407

Dear Miss Prajakta,

With reference to your application and subsequent interviews, we are pleased to make this offer to you to join the company on or before 30th of May 2023.

Please be informed that you are being appointed as Trainee Hr Executive at an annual compensation of Rs. 108000/- (Rupees One Lakh Eight Thousand Only) The terms and conditions of service shall be mentioned in your Appointment Letter.

You are requested to submit the following documents on the day you join:

1. Copies of mark sheets /certificates in respect of all your educational qualifications
2. Last salary slip of your present employer, Relieving & Experience Letters of your previous employment if any
3. Passport copy
4. Address Proof- Electricity bill/ Leave & License Agreement /Aadhar card
5. ID Proof - Certificate of Birth/Driving License/Passport/Voter's Card/Ration Card
6. Permanent Account Number (PAN)
7. 2 Copies of Recent Passport Size Photograph.
8. Medical fitness certificate with blood group (certified by a registered medical practitioner)

Kindly acknowledge the acceptance of this offer within 7 days of its receipt, failing which the offer will stand invalid.

Yours faithfully,
For Sunbeam Appliances,

Hr Head



Prajakta
I accept the above

(Name, Signature & date)

Prajakta Arjun Nayakal
28-05-2023



ESTD. 1962
"A++" Accredited by
NAAC (2021)
With CGPA 3.51

**SHIVAJI UNIVERSITY, KOLHAPUR - 416 004,
MAHARASHTRA**
PHONE : EPABX - (0231) 2609000, PGBUTR - 2609296 / 9139
website: www.unishivaji.ac.in, Email - pgbutr@unishivaji.ac.in, pgbutr2@unishivaji.ac.in
**शिवाजी विद्यापीठ, कोल्हापूर - ४१६ ००४,
महाराष्ट्र**
दूरध्वनी - इंजीनियरिंग - (०२३१) २६०९०००, पीजीयोटोआर - २६०९२९६ / ९१३९
website: www.unishivaji.ac.in, Email - pgbutr@unishivaji.ac.in, pgbutr2@unishivaji.ac.in



Ref. No. S.U./P.G./B.U.T.R./Ph.D./R.R.C./914 / 10997

Date: 14 JUL 2022

To,
Smt. Tibe Shital Vijay,
A/p - Islampur, Shirala Naka,
Tal. Walwa, Dist. Sangli.

Sub : Confirmation of admission to Ph.D. Degree Course.

Sir / Madam,

With reference to your application I am directed to inform you that you are hereby admitted to Ph.D. degree programme in **Business Management** in the faculty of **Commerce and Management**, w.e.f. 01-Jan-2022 under the guidance of **Dr. J. G. Mulani** on the following conditions.

- You will have to pay the yearly fees as mentioned below from the date of admission.
- If you fail to pay the fees in month of January of every year the fine will be imposed as per University rules.

Sr. No.	Particulars	Regular Students & DRF	Form JRF/UGC Teacher Fellow/Full Time Teacher at Jr./Sr. College, Laboratory, Private & Govt. Organization Employed Persons
i)	Tuition Fee	Rs. 7405	Rs. 7405
ii)	Library Fee	Rs. 976	Rs. 1948
iii)	Internet fees	Rs. 1948	Rs. 1948
iv)	Medical Charges	Rs. 195	Rs. 195
	Total	Rs. 10524	Rs. 11496

Successful completion of M. Phil course / M. Phil theory course work / pre Ph.D. theory course work shall be pre-requisite for the submission of thesis as per R.R.D. 14. If you fail to pay the above fees within one month from the receipt of this letter, your admission will be automatically cancelled.

Yours faithfully,

Dy. Registrar

Copy to:

- The Head, Department of Commerce and Management, Shivaji University, Kolhapur.
- (Research Guide) - Dr. J. G. Mulani,
Dept. of Commerce, Malati Vasantrodada Patil Kanya College, Urun Islampur, Sangli.
- The Director, Barr. Balasaheb Khardekar Knowledge Resource Centre, Shivaji University, Kolhapur.

The Approved title of your proposed research work is,

A STUDY OF IMPULSE BUYING BEHAVIOUR OF CONSUMERS IN THE ORGANIZED RETAIL BAZAARS WITH SPECIAL REFERENCE TO SANGLI DISTRICT

(Note: The student should verify the title of thesis and communicate this office (within 15 days) for technical / typographical errors, if any)



2019-20





Estd.
21 August 1992

Palus Shikshan Prasarak Mandal's

ARTS, COMMERCE AND SCIENCE COLLEGE PALUS

Tal: Palus, Dist: Sangli, Pin- 416 310 ☎: 023463 226226

(Affiliated to Shivaji University, Kolhapur)

DBT's STAR College Scheme Assisted, NAAC Reaccredited with CGPA-2.67(B⁺)

Web: www.acscpalus.edu.in Email: acscollegepalus@gmail.com / palus101.c@unishivaji.ac.in
B.A. B.COM. B.SC. B.B.A. B.C.A. B.C.S. M.A. M.COM. M.SC. PGDCA

Acting Principal Dr. R.S. Salunkhe

No. Mahavi / 208 / P- USC / 2022-23
Date: 09/08/2022

To,
Mr. Rahul Vishwas Nikam
A/P-Palus,
Tal-Palus, Dist-Sangli.

APPOINTMENT ORDER

With reference to your application dated 26/07/2022 the Principal is pleased to inform you that you are appointed as a Full Time Assistant Professor in Management Subject for BBA Course in ARTS, COMMERCE AND SCIENCE COLLEGE, PALUS DIST-SANGLI in the Scale with Consolidated salary with effect from 1st August 2022.

Your appointment is on purely temporary basis up to 17 June 2023 or till the University Selection whichever is earlier. Your service shall be governed by the provision of University Act 2016 and the statutes, Ordinances, Regulations and Rules made there under from time to time. If your acceptance is not received up to 10 days from date of appointment. Your appointment is liable to be cancelled.

In case you accept the appointment you shall have to sign the agreement in the enclosed form at the time of joining the duties.

Your appointment is subject to approval to University and Govt. Authority.

Copy To:
Secretary,
Palus Shikshan Prasarak Mandal's
Palus.



R. Salunkhe
Acting Principal,
Arts, Commerce & Science College,
Palus, Dist. Sangli

VKF

V I J A Y
ENGIFAB INDIA PVT. LTD.

Engineering Redefined.....

Offer letter

Date: 01.12.2021

Mr. Swapnil H. Mane,

With reference to your interview with us on 26.12.2021 it is our pleasure to offer you a position as "HR Executive" as per the terms and conditions we have discussed with you. If you agree to these terms, we would like you to join our organization on 07.12.2022.

Your Remuneration CTC will be 2.50 Lakh's per annum. Structure of compensation will be as per compensation policy of the organization. On the date of joining, please bring the following documents for verification / submission.

- 1) Copy of this offer letter duly signed
- 2) Photocopies of your degree certificates
- 3) Experience / relieving letters
- 4) Two color passport-size photos
- 5) Latest salary slips from your previous organization.

Please bring your original documents for verification at the time of joining. This offer letter is based on the information furnished in your application for employment and during the interview you had with us. If at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice. Notice period for leaving the organization is 2 month.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

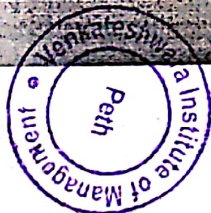
For Vijay Engifab India Pvt. Ltd.

Manager HR



Head Office: Gal No. 357-18/3, Waghjanagar, Ambelhan Road, Kharabwad, Chakan, Tal. Khed, Dist. Pune-410 501
E-mail: info@vijayengifab.com

Branch Office: Gal No. 448, Niphon, Tal. Khed, Dist. Pune-410 501



डॉ. आबासाहेब पवार,
गटविकास अधिकारी (वर्ग १)

Dr. Abasaheb Pawar,
Block Development Officer(Class 1)

एस.टी.स्टेशनच्या पाठीमागे, इस्लामपूर ता - वाळवा जि - सांगली
फोनन - ०२३४२-२२४०४८ Email ID - bdo.walwa@gmail.com

संदर्भ - १) मा. मुख्य कार्यकारी अधिकारी जि.प. सांगली यांचेकडील जा.क्र.साप्रवि/ आस्था २/वशि/ अनुक्रमा /
समा/०४/२०२३ दि. ०२/०१/२०२२
२) या कार्यालयाकडील मंजूर टिपणी दिनांक ०३/०१/२०२२

जा.क्र.यापंस/आस्था-१/वशि/ ६८/२०२२
वाळवा पंचायत समिती, इस्लामपूर
दिनांक - ०३/०१/२०२२

कार्यमुक्त आदेश

मा. मुख्य कार्यकारी अधिकारी, जि.प. सांगली यांचेकडील संदर्भिय क्र १ आदेशान्वये श्री.अबरार मुताहिर सिद्दीकी परिचर वाळवा पंचायत समिती, इस्लामपूर यांना समायोजनाने आरोग्य सेवक (पुरुष) (जिल्हा तांत्रिक सेवा वर्ग ३ वेतन श्रेणी एस-८ २५५००-८११०० अधिक नियमानुसार भत्ते) या पदावर प्राथमिक आरोग्य केंद्र कुरळप अंतर्गत उपकेंद्र कुरळप येथे पदस्थापना देणेत आलेने त्यांना पदस्थापने ठिकाणी हजर होणेसाठी या कार्यालयाकडून दि. ०३/०१/२०२२ रोजी कार्यालयीन वेळेनंतर कार्यमुक्त करणेत येत आहे.

(Signature)

(डॉ. आबासाहेब पवार)
गटविकास अधिकारी (वर्ग-१)
वाळवा पंचायत समिती, इस्लामपूर

प्रति,

✓ श्री.अबरार मुताहिर सिद्दीकी
वाळवा पंचायत समिती, इस्लामपूर

प्रत माहितीसाठी सविनय सादर

१. मा. मुख्य कार्यकारी अधिकारी, जि.प. सांगली
२. मा. मुख्य लेखा व वित्त अधिकारी, जि.प. सांगली
३. मा. जिल्हा आरोग्य अधिकारी, जि.प. सांगली.
४. मा. उपमुख्य कार्यकारी अधिकारी (साप्रवि), जि.प. सांगली

प्रत माहितीसाठी

१. तालुका आरोग्य अधिकारी, वाळवा पंचायत समिती इस्लामपूर
२. वैद्यकीय अधिकारी प्रा. आ. केंद्र कुरळप



3	प्रचार-प्रसार पुस्तकें विभाग मु.पी. परलामपुर ता. माळगा	प्रचार- विभाग पंचायत समिती माळगा	जिल्हा सेवा वर्ग-3, (तांत्रिक) वेतनश्रेणी एस-6 २५५०० - ८१५०० अधिक नियमानुसार भत्ते	खुला	खुला	प्रा.आ.केंद्र - कुरळप अंतर्गत उपकेंद्र - कुरळप तालुका - नांदे
4	श्री. अशोक प्रकाश पाटील मु.पी. भोरगाव ता. सिकोडी जि. बेळगाव	बीधकाम उपविभाग पंचायत समिती अंत	जिल्हा सेवा वर्ग-3, (तांत्रिक) वेतनश्रेणी एस-6 २५५०० - ८१५०० अधिक नियमानुसार भत्ते	खुला	खुला	प्रा.आ.केंद्र - नांदे अंतर्गत उपकेंद्र - कनीक तालुका - प्रिज
5	श्री. बाबुल बाबुराम (शियाणीराव) पाटील मु.पी. माळगा ता. शिरगा	बीधकाम उपविभाग पंचायत समिती शिरगा	जिल्हा सेवा वर्ग-3, (तांत्रिक) वेतनश्रेणी एस-6 २५५०० - ८१५०० अधिक नियमानुसार भत्ते	खुला	खुला	प्रा.आ.केंद्र - अंजी (दु) अंतर्गत उपकेंद्र - विकर तालुका - शिरगा
6	श्री. तेजस प्रकाश शिंदे मु.पी. शिरगा ता. शिरगा	प्रशासनिक विभाग जिल्हा परिषद सांगली	जिल्हा सेवा वर्ग-3, (तांत्रिक) वेतनश्रेणी एस-6 २५५०० - ८१५०० अधिक नियमानुसार भत्ते	खुला	खुला	प्रा.आ.केंद्र - (नसा) अंजी अंतर्गत उपकेंद्र - नशतंड तालुका - प्रिज
7	श्री. माण जिनेंद्र सांगलीकर मु.पी. सांगली ता. शिरगा	जलसंधारण विभाग जिल्हा परिषद सांगली	जिल्हा सेवा वर्ग-3, (तांत्रिक) वेतनश्रेणी एस-6 २५५०० - ८१५०० अधिक नियमानुसार भत्ते	अनु- वर्ती	अनु- वर्ती	प्रा.आ.केंद्र - कवठ्या अंतर्गत उपकेंद्र - कवठ्या तालुका - प्रिज
8	श्री. शंभु सुरेश पाटील मु.पी. छापूर ता. तारगाव	प्रशासन विभाग पंचायत समिती तारगाव	जिल्हा सेवा वर्ग-3, (तांत्रिक) वेतनश्रेणी एस-6 २५५०० - ८१५०० अधिक नियमानुसार भत्ते	खुला	खुला	प्रा.आ.केंद्र - मांजरे अंतर्गत उपकेंद्र - वडावे तालुका - तांजगाव

अंतर्गत उपदारांची नियुक्ती रबालील अटी व शर्तीच्या अधीन राहून करण्यात येत आहे.

- 1) रीटर्ग क्र. ५ मधील नियुक्ती आवेष्टातील अटी व शर्ती कायम राहतील.
- 2) तत्कालीन केलेल्या वर्ग - ४ च्या कर्मचाऱ्यांनी प्रथम खाते प्रमुख याचे कडे तजर होणेचे आहे. खाते प्रमुखानी पदासाठी आवश्यक असलेली अर्हता पुरावणी करून पद स्थापनेच्या दिनाची हजर होणेसाठी पात्रविणेचे आहे



SMARTPANEL INDIA PVT LIMITED

Salary Slip

Salary Month		Feb-23	
Name Of Employees	ANIKET SHRIKANT CHOUGULE		
Designation	Marketing Executive	Emp. ID	10019
Month Days	24	Pay Days	22.10
Extra Work	0	Absent Days	1.90
Earnig	Amount Rs.	Deduction	Amount Rs.
Basic	5,528	PF	1,078
HRA	4,837	ESIC	145
Convy.	553	PT	300
Medical	553	LWF	0
Washing	2,073	TDS	0
Education	276	Salary Advance	0
Other Allow.	7,494	Total Deduction	1,523
Extra Work	-		
Gross	21,314	Net Pay	19,791





Plin & Prelam Particle Boards



ANIKET CHOUGULE

Marketing Executive

+91 7767000719
+91 9595953084



smartpanelkingsmail.com

Plot no 100/1st & 2nd crosswalk
Miyap Enclave Road Near Astral
Pune prof. Rd. Tal. Mung. Dist. Sangli
Mah. 414 416



Satish B. Patil
Territory Manager



The
Unbeatable



Genx A DIVISION OF



A / B - 201 / 202 Dipti Classic, 32 / 34, W.T. Suren Road
Andheri (E), Mumbai - 400 093, India.
Tel : + 91 22 2684 9337 / 38 / 39 / 40
Fax : + 91 22 2684 4724 / 9355
Email : contact@heterohealthcare.com

HUORT
KNUDSEN
DANISH DESIGN



VANITA H. PATIL

20069

Employee Sign.

Vanita H. Patil
Authorized Sign.





ILab'z Technology

Date: 30th Dec, 2020

Subject: Employment Offer Letter

Dear Anjali Kadam,

With reference to your application and the subsequent interview you had with us we have pleasure in informing you that you have been shortlisted to join our organization on following terms:-

1. **Position:** You have been selected for the position of **Executive - TA** with effect from **4th January 2021** subject to your accepting and signing the Letter of Employment.
2. **Place of Employment:** Your present place of work will be at **ILabz Technology LLP.EFC India**, Marigold IT Park, Kalyani Nagar, Pune.
3. **Salary:** You will receive a sum of **Rs.1,64,733/-** (Rupees One Lakh Sixty Four Thousand Seven Hundred Thirty Three Only)CTC per annum. The compensation details are mention in the Annexure 1.
4. **Probationary Period:** You will be on probation for a period of six (6) months from the date of joining. The Probationary Period details will be mentioned in the appointment letter.
5. **Duties:** Your initial responsibility shall be as per the employment application. However, the duties may be varied from time to time, depending on the development of the company and your career development.

Please note that by signing this offer of employment you confirm your ability to perform the job as per the job description discussed during your interview and which will be reflected in your Letter of Employment.

We look forward to working with you.

Warm Regards,
For ILabz TechnologyLLP



Nataraj Sunkad
Head - HR

Bangalore, India
ILabz Technology LLP.
#185/2, Tapaswiji Arcade, Hosur Main
Road, BTM 1st Stage, Near Silk Board,
Bangalore-560068 Karnataka

New York, USA
ILabz Technology Inc.
750, Third Avenue,
New York – 10017, USA.

Chennai, India
ILabz Technology LLP.
F-203, Kamarajar Street, Ayanambakkam,
Chennai – 600095 Tamilnadu


E: info@ilabztechnology.com



Accepted By:

Name:

Date:


VENKATESH
Venkatesh Institute of Management
Pathi Taluk, Dist. Sangli



ILabz Technology

Annexure I

Particulars	Per Month (INR)	Per Annum (INR)
Basic & DA	5,082	60984
House Rent Allowance	2,033	24394
Medical Allowance	1,250	15000
Conveyance	1,600	19200
Statutory Bonus	423	5080
Other Allowance	2,317	27802
Total Gross Earnings (A)	12,705	152460
Statutory Deductions		
Employee Provident Fund	610	7318
Employee ESI	95	1143
Professional Tax	0	0
Total Statutory Deductions (B)	705	8462
Net Take Home Pay (A-B)**	12,000	143998
Benefits (C)		
Employer Provident Fund Contribution	610	7318
Employer ESI Contribution	413	4955
Total Benefits (C)	1,023	12273
Cost To Company CTC (A + C)	13,728	164733

If you are agreeable to accept the above terms and conditions please sign and return to us a copy of this letter as a token of your having read, understood and accepted the same.

Warm Regards,
For I Labz Technology LLP



Nataraj Sunkad
Head - HR

Bangalore, India
I Labz Technology LLP.
#185/2, Tapaswiji Arcade, Hosur Main
Road, BTM 1st Stage, Near Silk Board,
Bangalore-560068 Karnataka

New York, USA
I Labz Technology Inc.
750, Third Avenue,
New York - 10017, USA.

Chennai, India
I Labz Technology LLP.
F-203, Kamarajar Street, Ayanambakkam,
Chennai - 600095 Tamilnadu

Accepted By:

Name:

Date:

E: info@ilabztechnology.com



Ref: Rubicon/2018/HR/C/0031

Date: 4th December 2020

Priyanka D Salunkhe
AP-Chikali,
Tal-Shirala Dist-Sangli
Pin 415408
Maharashtra

Sub: Contractual Assignment – *Sourcing Specialist*

Dear Komal,

We are pleased to appoint you as *Sourcing Specialist* on retainer-ship basis in our organization on the following terms and conditions.

1. Your consultancy period shall be for a period of **Three month**, beginning from **4th December 2020**, which can be extended further or terminated earlier with **Two Weeks'** notice on either side, without assigning any reason.
2. You will be paid **Rs.8,500/-** (Rupees Eight Thousand Five Hundred only) fixed as consultancy charges per month & upto **Rs 12,000/-** (Rupees Twelve Thousand Only) as Incentives. If you are not present in office on all the days, except weekly offs & public holidays, in a month then you will be paid on a pro-rata basis.
3. Your present place of work will be at Rubicon, Gurgaon, but during the course of the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Company.
4. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
5. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company's polices, Company's patterns & Trade Mark and company's Human assets profile.
6. You will be required to comply with all such Rules and Regulations and Policies as the Company may frame from time to time.

RUBICON SKILL DEVELOPMENT PRIVATE LIMITED

801, 8th Floor, Tower 1, World Trade Center, Kharadi, Pune – 411014

CIN No. U72900PN2017PTC171926




VC DIRECTOR

Venkateshwar Institute of Management

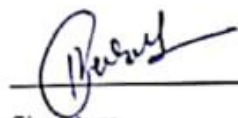
7. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
8. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
9. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
10. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
12. Please note that you have been engaged on contractual assignment and as such you are not an employee of the Company, and it shall be the discretion of the Company to permit you any facilities or amenities while carrying out the assignment. However, the same shall not be considered, nor can you claim, employment by virtue of the same.
13. You are also entitled for reimbursement of any expenses incurred for official purpose, the entitlement of which is subject to prior approval, as per norms of the company.

We welcome you to the Rubicon family and look forward to a fruitful collaboration.

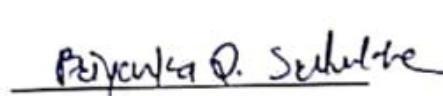
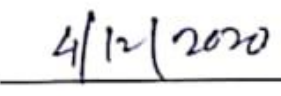
Sincerely,

Pravir Kumar
 Chief Executive Officer
 Rubicon

With the signature below, I accept all the above terms & conditions mentioned in this letter.



 Signature

 Name Date

This document contains confidential information and sharing of this document for any purpose with anyone will be with prior permission of Rubicon



MANAPPURAM
FINANCE LIMITED
Make Life Easy

SNEHAL SAMBHAJI MORE



Employee Code : 1-361383

[Signature]
MD & CEO

Corporate Office :-

MANAPPURAM Finance Limited, Manappuram House,
Vaidyanathapuram, Kerala - 683 567
Tel : 0497-3353-34, 3100188.

OFFER LETTER

Date- 01/09/2021

Mr. Sushant Himane

Address: A/P-Walwa Tal-Walwa

Dist-Sangli, Maharashtra (India)

Subject: Letter of Offer

Dear Sushant,

With reference to your probation period you had with **Age Home Appliances India Pvt. Ltd.** We are pleased to appoint you as **Position of HR Manager** in our organization based at Shirala. Your employment will be governed by the following terms and conditions:

1. Monthly CTC

You will be paid a monthly CTC of **Rs.15,000/-** (In words Rs Fifteen Thousand Only).

2. Working Hours

Your working hours will be 10.00am to 7.00pm as per the current company policy. The company observes a 6 day work week.

3. Date of Appointment

Your date of appointment as per company record is 01/09/2021

4. Job Description

- Set objectives for the HR team and track progress
- Design and implement company policies that promote a healthy work environment
- Develop compensation and benefits plans
- Support and suggest improvements to the entire recruitment process
- Host in-house recruitment events
- Discuss employees' career development paths with managers

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web:

www.ageindia.in



- Monitor HR metrics (e.g. turnover rates and cost-per-employee)
- Review departmental budgets
- Organize learning, Training and development programs to improve skills
- Ensure HR staff addresses employees' requests and grievances in a timely manner
- Maintain HR procedures that comply with labor regulations
- Improve employee relationship matrix and Employee Hygiene Sheet score
- Planning to keep the atmosphere in the company vibrant
- Appreciate department wise employees with Shabbas Card/ Appreciation certificates and awards rewards
- Take care of Employees safety at workplace
- Conduct Q12 Surveys periodically to improve employee skills and relations as well
- To look after PF and ESIC policies
- Motivate and promote Employees with periodic performance analysis

Reporting to- Mr. Ghanshyam Awate (CEO)

5. Salary Increase

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.

6. Leave

You will be governed by the current Leave Policy of the company for permanent employees.

7. Travel

Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

8. Responsibilities

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System. You are responsible to regularly come on time for duty. You have to follow company's rules & discipline.

9. Retirement Age

The normal retirement age for all employees is as per provisions of The Factories Act, 1948.

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web:

www.ageindia.in





Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the Age Home Appliances India Pvt.Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

Age Home Appliances India Pvt. Ltd

Human Resource

I accept the Offer letter and the conditions mentioned above.

A handwritten signature in black ink, appearing to be "S. S. S.", written over a faint horizontal line.

Receiver's Signature

A handwritten signature in black ink, appearing to be "S. S. S.", written over a faint horizontal line.

Authorized Signature

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web:

www.ageindia.in



SALARY BREAK UP

Basic Salary Rs. 15,000/- per Month

Conveyance Allowance Rs. 00 /-

Other/Spl Allowance Rs. 00 /-

Gross Total: - Rs. 15,000/-

PF 12% Nil

ESI 0.75% Rs. 113/-

PT Rs. 200/ Monthly

Take Home Rs. 14,687/-

PF 12% Nil

ESI 3.25% Rs.477/-

TOTAL COMPANY COST Rs:14,210/- (Rs. Fourteen thousand two hundred ten Only.)


Receiver's Signature


Authorized Signature

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web:

www.ageindia.in



2018-19



Address: S.No. 51, Twin Towers, 4th, 5th, 6th Floor,
Near Navli Bridge, Mumbai-Bangalore Highway, Pune - 411041, India.
Website - www.ozanera.com
For HR : +91 7350090647 Email : hr@ozanera.com



Ref: OZANERA/HR/APPT.L./19/2019

Date: 05/08/2019

Appointment Letter

To,
Mr Suraj Todkar,
MB: 9853517878 / Email: suraj.sp0@gmail.com

We are pleased to appoint you for the position of Asst Manager, Client Relationship at OZANERA Pvt Ltd. We trust that your knowledge, skills and experience will be among our most valuable assets. You are expected to join duty is 05/08/2019 at Pune.

You will be on probation for a period of six months from the date of joining, which may be extended based on your performance. On satisfactory completion of probation period you will be confirmed in the services of the company, which will be intimated to you in writing. Terms and Conditions will be applicable as per discussed in interview and agreed for minimum 1 year commitment with OZANERA Pvt Ltd.

You are advised to bring along original copy and submit two photocopies of following documents at the time of joining-

- 1) All educational Certificates
- 2) Photo ID proof (Aadhar Card & PAN Card is must or Passport)
- 3) Address Proof (Telephone bill/Electricity Bill/Ration Card)
- 4) A passport size photograph - 3 Nos.

Important Points:

1. Probation Period: You will be on probation until the successful completion of probationary period is confirmed in writing. The probation period is of 6 months and may be extended at your manger's discretion.
2. Your individual remuneration is strictly between yourself and the Employer. It has been determined on the basis of numerous factors such as your job, skill - specific background and professional merit. This information and any charges made therein should be treated as personal and confidential. In case you share this information and it comes under management's notice, then you will be liable for a strict disciplinary action by the management which might even lead to the termination of your employment.
3. Business Travel allowance and reimbursement: as per company policy.
4. Medical and personal insurance: as per company policy.
5. Leaves: As per company policy.
6. This appointment letter is valid till 6th Aug 2019. If we don't receive your acceptance before this date this appointment letter will lapse automatically.
7. Please send a singed copy of this letter indicating your acceptance to join & resignation acceptance letter from your current employer to our HR Department.

You are entitled to a CTC of Rs 30,000/- (Rupees Thirty Thousand)per month Up to 12 th month payable by OZANERA Pvt Ltd.

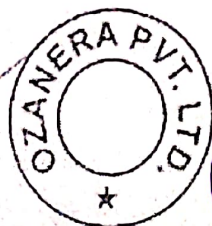
Congratulation for your appointment and welcome to OZANERA Pvt Ltd. We look forward to years of fruitful cooperation, success and long term association with OZANERA Pvt Ltd.

Please confirm our acceptations of employment by singing and returning the duplicate copy.

Yours sincerely,

For OZANERA PVT LTD

(Director)



Received and Accepted By

PRECITEK SERVICES

Regd. Office : C 203, Subhashree Residential Phase 2
Behind Jaigandesh Inx, Akurdi Pune - 411 035

Ref No.

Date

Ref No: PS/HR/18-19/06

Date 1/8/2019

To,

Miss. Supriya Manikar Ghorpade,
A/P Islampur Tal - walwa, Dis-Sangli
Kolhapur Road Shastrinagar
Islampur, 415409

SUB: APPOINTMENT LETTER

Dear Miss. Supriya Manikar Ghorpade

With reference to your application and subsequent interview that you had with us we are pleased to appoint you as, an "HR EXECUTIVE" at Precitek Components on the roll of Precitek Services on following terms and condition with effect from 26/6/2019

1. **REMUNERATION:** Your Salary will be Rs. 1.44/- CTC per Annum. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
2. **PLACE OF POSTING:** Your place of posting will at present is Precitek Components Bhosari. You are liable to be transferred to another department, post or place in India or abroad either in existence or which may come in existence hereinafter either at the place of the posting or at any place where the Management may establish/ open its branch/ office/ works later on. Upon such transfer the rules and regulations of service applicable to such post or at the place of transfer will become applicable to you.



3. **RULES AND REGULATIONS:** During your services with the company, you will be governed by rules and regulations framed by the company from time to time.
4. **CORRESPONDENCE:** Your address noted above shall be treated as your address for correspondence. You shall keep the management informed with any change in your postal address, otherwise the last address communicated by you to the company or available in the company's record will be deemed as your postal address for the purpose of all communications from the Management.
5. **SUPERVISION:** You will work under the supervision of such officers as may be declared upon by the Management from time to time. You shall diligently and satisfactorily carry out instructions given to you by your superiors in connection with the work assigned to you to the best of your potentialities, skill and ability.

Also, you shall abide by the instructions and directions issued to you from time to time verbally or in writing by your superiors directly or by pasting a notice on the notice board of the Company.

6. **FITNESS:** Your employment in our company will be subject to your being found and remaining physically and mentally fit and alerts to perform your duties. Your services will be liable to be terminated on being found physically and mentally unfit by the registered medical officer/practitioner nominated by the company at any time, when the management feels it necessary.
7. **RETIREMENT:** You will automatically retire, without any notice on your reaching the age of 58 years. The Management reserves the right to retire you from the service at any time if you are found to be medically unfit.
8. **TERMINATION / NOTICE PERIOD :**

A. Your services are liable to be terminated any time during the probation period at the sole discretion of the management without assigning any reason or without notice or payment thereof.

B. After confirmation, your services are liable for termination on giving one month's notice per year of service or part thereof subject to a maximum of One month's notice or salary in lieu thereof without assigning any reason. Similarly, you will be at liberty to resign from the services of the company after giving one month's notice per year of service or part thereof subject to a maximum of three months in writing to the company. Alternatively salary in lieu of the aforesaid notice period may be given by either party.

C. In case of your remaining absent from your duty without prior sanction of leaves continuously for 10 days or more, you shall be deemed to have abandoned the services of the Company without any notice to this effect and accordingly you shall be liable to lose your lien on the job.



9. **CONFIDENTIALITY:** A confidentiality agreement as per appendix - I, duly signed by you and the company's forms are the integral part of this appointment letter.
10. **INFORMATION:** If during the period of your employment at any time it is found that the information supplied in your application or Bio-data form submitted by you in our company is false or incorrect wholly or partially, the Management will be at full liberty to terminate your services without giving any notice or payment in lieu of notice.
11. **SECRECY OF OFFICE:** You will not give out to any one by word of mouth or otherwise particular details of our process, know-how, information or trade secrets, administrative or organizational matters or any information of confidential and secret nature which it may be your privilege to know by virtue of being our employee.
12. **CO-EMPLOYMENT / BUSINESS:** You are expected to promote and expand the business of the company and not directly or indirectly and either solely or jointly be engaged in any service or other business or profession whether during or after the hours of employment without written sanction from the company.

Please sign the duplicate copy of the appointment letter and return to us as your acceptance of the above terms and conditions.

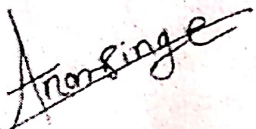
Wishing you all the best and welcoming you to our organisation.

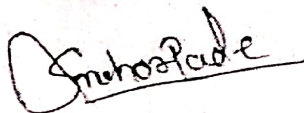
Yours sincerely,

ACCEPTANCE:

I HAVE READ OVER, UNDERSTOOD THE ABOVE MENTIONED TERMS & CONDITIONS AND THE SAME ARE ACCEPTED TO ME

For PRECITEK SERVICES,


(Head HR & Admin)



(SIGNATURE OF THE EMPLOYEE)

Date 1/8/2019.

Place Bhosari



APPOINTMENT LETTER

Date: 25/09/2019

To,
Ms. Shital Shankar Patil
A/p- Rethare Dharan,
Tal- Walwa, Dist-Sangli, Maharashtra,
Pin-415407
Mobile No.- 7028279719

Dear Ms. Shital Patil

With reference to your application and subsequent interview with us, we are pleased to appoint in our organization on the following terms and conditions.

- 1) **Designation:** You are designated as HR-Assistant.
- 2) **Date of joining:** You will join us on 01/10/2019.
- 3) **Salary:** Your will be paid a monthly gross salary of Rs. 12,000/- (Rupees Twelve Thousand Only).
- 4) **Place / Transfer:** During the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the company's projects or any other establishment in India at the sole discretion of the management.
- 5) **Probation/ Confirmation:** You will be on a Probation period for Six months. Based on your performance your services will be confirmed with the company in writing after Six months.
- 6) During the probation period your services can be terminated with seven days' notice on either side and without any reason whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position.
- 7) That your services can be terminated after confirmation by giving one-month notice or notice pay in the following events:
 - a) In case you become physically or mentally incapable to perform any work.
 - b) In case you remained medically unfit continuously for three months.
 - c) In case you remain absent from work without any intimation and reason for a period of more than 30 days.
 - d) In case you indulge in any criminal Act or declared a traitor.
- 8) During the period of your employment with the company, you will devote full time to the work of the company further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the company.



9) You will be required to maintain utmost secrecy in respect to project documents, commercial offer, design documents, project cost & estimation, technology, software package license, company policies, company's patterns & trademarks and company's human asset profile.

10) You will be required to comply with all such rules and regulations of the company or may be framed from time to time.

11) Any of our technical or other information which might come into your possession during the continuance of your services with us shall not be disclosed, divulged or made public by you even thereafter.

12) If at any time in our opinion, which is final in its matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

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

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

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

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to the Raj Infrastructure Development (India) Pvt. Ltd. family and look forward to a fruitful collaboration.

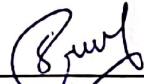
With best wishes,

For Raj Infrastructure Development (India) Pvt. Ltd.,

(Rajendra Phalke)
Manager - HR & Admin



I accept the above terms and conditions of my offer of appointment with the company.


Ms. Shital Shankar Patil



LIC HOUSING FINANCE LTD
SALARY STATEMENT FOR FEB 2023

NAME: PRIYANKA J. BHOSALE
PAN: EKTPB4321J
PF NO: MH/BAN/0092469/17647
BANK ACNO: 653306725456 ICICI BANK

JOINING DATE: 01/AUG/2019
DAYS WORKED: 28
UAN: 101036125423
LOCATION: SANGLI

PARTICULARS	EARNINGS PARTICULARS	DEDUCTIONS
BASIC	9000.00 PROFESSION TAX	200.00
HRA	6000.00 PROVIDENT FUND	1800.00
SPECIAL ALLOWANCE	16117.00	
GROSS EARNINGS	31117.00 TOTAL DEDUCTIONS.	2000.00
NET PAY	29117.00	

(RUPEES TWENTY-NINE THOUSAND ONE HUNDRED SEVENTEEN ONLY)





LIC HOUSING FINANCE LTD.



PRIYANKA J. BHOSALI

ACCOUNTANT

Contact : 9673442244



ILabz Technology

Date: 08th Jul, 2019

Subject: Employment Offer Letter

Dear Prachi Kadam,

With reference to your application and the subsequent interview you had with us we have pleasure in informing you that you have been shortlisted to join our organization on following terms:-

1. **Position:** You have been selected for the position of **Executive - TA** with effect from **08th Jul 2019** subject to your accepting and signing the Letter of Employment.
2. **Place of Employment:** Your present place of work will be at **ILabz Technology LLP**, EFC India, Marigold IT Park, Kalyani Nagar, Pune.
3. **Salary:** You will receive a sum of **Rs.1,64,733/-** (Rupees One Lakh Sixty Four Thousand Seven Hundred Thirty Three Only) CTC per annum. The compensation details are mention in the Annexure 1.
4. **Probationary Period:** You will be on probation for a period of six (6) months from the date of joining. The Probationary Period details will be mentioned in the appointment letter.
5. **Duties:** Your initial responsibility shall be as per the employment application. However, the duties may be varied from time to time, depending on the development of the company and your career development.

Please note that by signing this offer of employment you confirm your ability to perform the job as per the job description discussed during your interview and which will be reflected in your Letter of Employment.

We look forward to working with you.

Warm Regards,
For ILabz Technology LLP



Nataraj Sunkad
Head - HR



Accepted By:

Name:

Date:

Bangalore, India
ILabz Technology LLP.
#185/2, Tapaswiji Arcade, Hosur Main
Road, BTM 1st Stage, Near Silk Board,
Bangalore-560068 Karnataka

New York, USA
ILabz Technology Inc.
750, Third Avenue,
New York – 10017, USA.

Chennai, India
ILabz Technology LLP.
F-203, Kamarajar Street, Ayanambakkam,
Chennai – 600095 Tamilnadu

E: info@ilabztechnology.com



ILab'z Technology

Annexure I

Particulars	Per Month (INR)	Per Annum (INR)
Basic & DA	5,082	60984
House Rent Allowance	2,033	24394
Medical Allowance	1,250	15000
Conveyance	1,600	19200
Statutory Bonus	423	5080
Other Allowance	2,317	27802
Total Gross Earnings (A)	12,705	152460
Statutory Deductions		
Employee Provident Fund	610	7318
Employee ESI	95	1143
Professional Tax	0	0
Total Statutory Deductions (B)	705	8462
Net Take Home Pay (A-B)**	12,000	143998
Benefits (C)		
Employer Provident Fund Contribution	610	7318
Employer ESI Contribution	413	4955
Total Benefits (C)	1,023	12273
Cost To Company CTC (A + C)	13,728	164733

If you are agreeable to accept the above terms and conditions please sign and return to us a copy of this letter as a token of your having read, understood and accepted the same.

Warm Regards,
For ILabz TechnologyLLP



Nataraj Sunkad
Head - HR

Bangalore, India
ILabz Technology LLP.
#185/2, Tapaswiji Arcade, Hosur Main
Road, BTM 1st Stage, Near Silk Board,
Bangalore-560068 Karnataka



Accepted By:

Name:

Date:

New York, USA
ILabz Technology Inc.
750, Third Avenue,
New York – 10017, USA.

Chennai, India
ILabz Technology LLP.
F-203, Kamarajar Street, Ayanambakkam,
Chennai – 600095 Tamilnadu

E: info@ilabztechnology.com



Vighnesh Financial Services

OFFER LETTER

Date: 25/07/2019

Vighnesh Financial Services.

Office No 401,
EPI Center Tower 4th Floor
Above Royal Enfield Showroom
Wakadewadi,
Shivaji Nagar, Pune – 411004

Dear, KAJAL HANUMANT DHAKANE

Congratulation,

We are pleased to confirm that you have been selected to work for Vighnesh Financial Services we feel that your skills and background will be valuable assets to our company. We are delighted to make you the following job offers.

The position we are offering you is that of BACK OFFICE EXECUTIVE at a monthly salary of 15,000/- with an annual cost to company (CTC) 1,80,000/-. This position reports to HR Department on joining Date. You working hours will be form 10:00 pm to 06:00 pm Monday to Saturday.

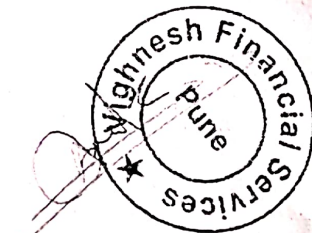
We would like to start work on 01/08/2019 at 10:00 am. Please reports to HR for documentation and orientations. If this Date not acceptable please contact me immediately.



If you accept this offer Please sign the enclosed copy of this letter and return to me to indicate your acceptance of this letter. We are confident you will be able to make a significant contribution to the success of our Vighnesh Financial Services and look forward to working with you



Sincerely



Ajinath khedkar

HR.

Vighnesh Financial Services

Date: Friday, 13 December 2019

To,

Akshay Mohan Chavhan
[[CANDIDATE_ADDRESS]],

Dear Akshay Mohan,

Subject: Offer-cum-appointment letter.

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement/ acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:-

Designation – SDM - Corporate Agency

Department – Bancassurance

Organizational Band/ Grade – J3

Location – Sangli - Shiv Pavillion

Date of Joining – Within 15 days of Monday, 16 December 2019.

Job Detail:

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be 180000 per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com





3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in :-

a. The Provident Fund Scheme and other retirement schemes, if any. The Company will contribute 12% of your basic salary per month as its contribution and an equal amount will be deducted from your payroll as your contribution towards this fund as per the Provident Fund Act, 1952.

b. Medical Hospitalisation Scheme, as applicable

c. Group Term Insurance plan, as applicable

d. Gratuity - You will be entitled to gratuity as per 'Payment of Gratuity Act, 1972'.

e. Employees State Insurance Corporation - You will be entitled to the benefits under Employees State Insurance Corporation Act, 1948 depending on your eligibility.

4. The Company in line with its business requirement or based on your performance as applicable to you from time to time reserves the right in its sole discretion to effect change in the compensation structure or its components.

5. All matters pertaining to compensation on your joining or thereafter is to be maintained under strict confidentiality and not shared with any third party.

Probation Period

6. You will be on probation for a period of six (6) months from the date of your joining the Company, which may be extended in case it is found necessary by the Company. You will continue to be on probation unless specifically confirmed in writing.

Your confirmation in the Company would be based on your performance, which would be evaluated at the end of 3rd and 6th month from the date of your joining or at the end of extension period. While on probation, your services can be terminated at any time by either party, with notice of 15 days without assigning any reason whatsoever. However, to mitigate organizational risks, if any, the company's decision will be final and binding in this regards.

Transfer

7. Although you are initially appointed at our Sangli - Shiv Pavillion office, the Company may at its discretion transfer your services either temporarily or permanently to any other location or department of the Company or to any of its affiliates, subsidiaries, or any of their branches and you shall comply with all directions and instructions in that behalf. While on your transfer, you will be governed by the rules, regulations and conditions of service as applicable.

Leave

8. You will be eligible for leave as per the rules of the Company applicable from time to time.

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10 am to 7 pm (Local charges apply)
DDNCF prefix and country code e.g. +91 or 00

www.hdfclife.com





Annexure-1

Date: Friday, 13 December 2019
Name: Akshay Mohan Chavhan
Designation: SDM - Corporate Agency
Location: Sangli - Shiv Pavillion
Band: J3

Fixed Cost To Company

Particulars	Annual	Monthly
Basic	54000	4500
House Rent Allowance	32400	2700
Other Allowance	7056	588
Bonus	24000	2000
Daily Activity Allowance	24000	2000
Tablet Allowance	12000	1000
Flexi	0	0
Gross Salary		12788
Group Insurance Benefit	7300	
Provident Fund	11647	
Gratuity	2610	
ESIC	4987	
Fixed CTC	180000	

Other Eligibilities

On appointment you will be covered under the Group Term insurance as per Company policy.

You will be eligible to be enrolled into sales incentive schemes as and when announced by the Company.

Note: The Bonus/Advance Bonus component shown above would be paid as part of monthly salary. All payments made towards Bonus / Sales incentives/VPP paid will be in accordance with the Payment of Bonus Act.

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

+91 22 6751 6666

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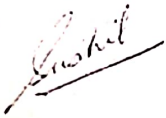
www.hdfclife.com



We look forward to a mutually rewarding relationship.

Regards,

For & On behalf of
HDFC Life Insurance Company Ltd.
SIGNATURE



Sushil Chander
VP - Human Resources

I agree to and accept all the above terms and conditions.

Signature :



HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

CIN: L8510MH12000PL3 189245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10 am to 7 pm (Local charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



Date : 07-Aug-2019

Name : AFRIN ARIF SHAIKH

Address : 1476 DIVAN MAJIHIL SMOR ABABI MANDIRA JAVAL ISLAMPUR SANGLI 41549

Employee Code : AS418228

Dear Sir / Madam,

We are pleased to appoint you in our organization as **RELATIONSHIP EXECUTIVE (Grade – E1)** in the **RETAIL ASSETS- ASHA HOME LOAN - CROSS SALES** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **09-Jul-19** . Your place of work shall presently be at **KOLHAPUR**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	4200	50400
HRA	1680	20160
Conveyance Allowance	1600	19200
Special Allowance	805	9660
Local Conveyance	1000	12000
Employer Provident Fund	913	10956
Employer ESIC	302	3624
CTC	10500	126000

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.




The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in Mumbai will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,
For IKYA Human Capital Solutions (A division of Qess Corp Limited)



Tej Hans Raj Singh
Vice President - Operations | Staffing

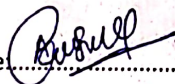
I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: AFRIN ARIF SHAIKH

Emp Id: AS418228

Place:.....



Signature: .....

Date:.....

Date: 26th Nov 2021

To,
DHANASHRI VALMIK KAMBLE,

OFFER LETTER

Dear DHANASHRI VALMIK KAMBLE

Congratulations...!!


We are pleased to offer you employment in our company based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

Your offer will be subject to following below terms & conditions:

1. You will be designated as **DESIGNATION- DEPARTMENT**
2. Your annual CTC will be Rs. 2,40,000/- PA
3. You will be entitled to receive appointment letter & compensation and benefits at the time of joining.
4. Your date of joining will be 1st DEC 2021.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be on probation for a period of Six month from the date of joining.
7. Please bring along the below listed documents / details on your day of joining.
 - a. Date of Birth proof certificate (Copy of passport / birth certificate)
 - b. Academic Certificates (all from 10th to Highest)
 - c. Resignation Letter with acknowledgement
 - d. Relieving letter from previous employer
 - e. Proof of compensation last drawn
 - f. Three passport size photographs (Recent)
 - g. Bank Statement (six months)
8. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Regards,


SAI VIDYA CONSTRUCTIONS.





sbicap securities

A Tradition of Trust

SBICAP Securities Limited

Registered & Corporate Office:

Marathon Futurex, 12th Floor, A & B Wing,

Mafatlal Mill Compound, N. M. Joshi Marg,

Lower Parel, Mumbai - 400013.

Tel.: 91-22-4227 3300 / 3301 | Fax: 91-22-42273472

SSL/HRD/APP/2019-20/2605

March 3, 2020

Ms. Nikita Nandkumar Nazare
A/p Ashta Naka Urun Islampur,
Tal. Walwa Dist. Sangli.

Letter of Employment

Dear Nikita,

With reference to the interview you had with us, we are pleased to appoint you in our organization as Relationship Officer at (Officer Grade) in Retail Sales Department on following terms and conditions:

Commencement:

You are required to join our organization on or before March 05, 2020

Location:

You will be initially posted at our office in Kolhapur till further instructions.

Remuneration:

Your annual total cost to company will be Rs. 200,004/-p.a. (Rupees Two Lakh and Four Only).

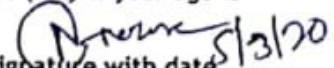
A detailed break up of your compensation has been attached herewith in the affixed Annexure.

Important note:-

- Your remuneration is a confidential matter between you and the Company, and the Company shall view any breach of confidentiality with utmost seriousness, warranting initiation of disciplinary action against you including termination of service.
- The Company shall deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
- The Company shall also be entitled to deduct any sum as may be recoverable from you from time to time as per Company's policies from time to time.

Medical Test:

On acceptance of this offer, you have to undergo a pre-employment medical test (only if your age is


Signature with date 5/3/20



Corporate Identity Number (CIN): U65999MH2005PLC155485 | Website: www.sbismart.com

SEBI Registration No.: Stock Broker: INZ000200032 | DP Registration No.: IN-DP-314-2017

Research Analyst: INH000000602 | Portfolio Manager: INP000004912 | IRDA: CA0103

A wholly owned subsidiary of SBI Capital Markets Limited





sbicap securities

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SBICAP Securities Limited

Registered & Corporate Office:

Marathon Futurex, 12th Floor, A & B Wing,
Mafalal Mill Compound, N. M. Joshi Marg,
Lower Parel, Mumbai - 400013.

Tel.: 91-22-4227 3300 / 3301 | Fax: 91-22-42273472

35 & above as on date of joining), arrangements for which will be made by the company. The expenses incurred for the medical tests will be reimbursed on submission of receipts/bill. Any suppressed statement declared in self-declaration will be viewed seriously by the Management, which will lead to termination of services without notice.

Duties & Responsibilities:

Your duties and responsibilities will be communicated to you by your reporting manager.

The Company shall have the authority to determine and may change from time to time the portfolio of your duties and responsibilities in the Company, which you shall diligently perform.

You shall perform, observe and conform to such duties, directions and instructions given to you by your superiors in connection with the business of the Company / Group Company diligently and faithfully.

Background Checks:

The Company shall conduct a background verification of all records / references provided by you. Your employment in this company shall be subject to your background check, records being clear and free from any ambiguity. Company reserves the right to call upon you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

Insurance Coverage:

You will be covered under Employee State Insurance Coverage (only if your gross salary is equal or below Rs.21,000/- monthly) or Group Medclaim Policy and Company's Term Life Insurance Scheme as per the terms & conditions prescribe in the respective Policy.

Leave Policy:

You shall be entitled for leaves in accordance with the Company Leave Policy.

Probation:

You shall be on probation for a period of six months from the date of joining. During this period your services may be terminated at any time by giving one month's notice in writing or by paying one month's gross salary in lieu thereof.

Any Loss of Pay during the probation period will result in extension of probation period by the number of days of such absence. On satisfactory completion of the aforesaid probation period, your appointment may be confirmed in writing subject to approval of the Management. However, your aforesaid probation period may be extended at the discretion of the company in the event your performance/conduct is below acceptable standards.


Signature with date 5/3/20



Corporate Identity Number (CIN): U65999MH2005PLC155485 | Website: www.sbismart.com
SEBI Registration No.: Stock Broker: IN2000200032 | DP Registration No.: IN-DP-314-2017
Research Analyst : INH000000602 | Portfolio Manager: INP000004912 | IRDA : CA0103

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SBICAP Securities Limited

Registered & Corporate Office:

Marathon Futurex, 12th Floor, A & B Wing,

Mafatlal Mill Compound, N. M. Joshi Marg,

Lower Parel, Mumbai - 400013.

Tel.: 91-22-4227 3300 / 3301 | Fax: 91-22-42273472

Salary Offer		
Name	Nikita Nandkumar Nazare	
Department	Retail Sales	
Grade	Officer	
Designation	Relationship Officer	
Location	Kolhapur	
Remuneration Details		
	MONTHLY (Rs.)	ANNUAL (Rs.)
A. SALARY		
a) Basic	5833	69996
b) HRA	2917	35004
c) Executive Allowance	5193	62316
Total	13943	167316
B. OTHER ALLOWANCES		
b) Leave Travel Allowance	0	0
c) Telephone Allowance	1000	12000
d) Fuel Allowance	0	0
e) Driver's Allowance	0	0
Total	1000	12000
GROSS SALARY *	14943	179316
C. STATUTORY BENEFITS		
a) Provident Fund (Employer's Contribution)	1443	17316
b) Gratuity #	281	3372
Total	1724	20688
TOTAL CTC (A+B+C)	16667	200004
<i>Your Net Take Home would be subject to the following deduction from the Gross Salary *</i>		
i) EPF Deduction	ii) ESIC Deduction	
iii) Group Mediclaim Insurance Premium (for dependants)		
iv) Group Term Life Insurance Premium (for self)	v) Income Tax As applicable	
vi) Professional tax as offered in State		
# Gratuity Payable as per Payment of Gratuity Act 1972		

(Signature) 8/3/20
Signature with date



Corporate Identity Number (CIN): U65999MH2005PLC155485 | Website: www.sbismart.com
SEBI Registration No.: Stock Broker: INZ000200032 | DP Registration No.: IN-DP-314-2017
Research Analyst : INH000000602 | Portfolio Manager: INP000004912 | IRDA : CA0103

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State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72300DL2013PTC294996

Methods Channel : FTS Technology -Special Forward Zone, Upper Ground Floor
of Block 1, No.21, Old Maharashtra Road,
Mumbai -Alloy and Furniture, Transport Packaging Unit,
Changeman Road, Kharwestern Dist.
Channel - 603 802, India

Methods Collection : Methods I.I. 3rd Floor, Third Floor Collections Limited (PCL),
Old Maharashtra Road, Cantonment 401 014, India

Methods Home 1 : 1 Corporation, Unit 407, 4th Floor of Building 1,
Survey No. 144 & 145, Sector 14th, Pune,
Opposite to Airport Road, Vashi, Pune - 411 001, India

Payment Office : 801, Southpark, 96, Nehru Plaza, New Delhi - 110 016, India.

Date: August 13, 2019

Private & Confidential

Shakuntala Nivas Patil

**Junekhed, Nave Khed, Janekhed, Sangli, Maharashtra,
Sangli,
Maharashtra,
India - 416313**

Document ID - a11a9b3f-4e25-4e50-b34b-d5c46b2347d3

Dear Shakuntala,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on August 28, 2019 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Obsolete-Pune,Incubation Center,Magarpal.**
- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.



VERTSCEND AUTOMATION PVT. LTD.

Office No 207, R-cube, Wing A, S.No.116/5/1, Rahul Nagar, Warje, Pune, Maharashtra 411052



Offer Letter

Dear Mr. Nikhil. N. Mane

We are pleased to offer you a position in our organization Vertscend Automation Private Limited as Hr. Executive (Level 12D). This offer takes effect from your date of joining 26th June 2019.

We would request you report at the following address Office No 207, R-cube, Wing A, S.No.116/5/1, Rahul Nagar, Warje, Pune, Maharashtra 411052

Your compensation package would be as in Annexure A attached. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

As per organization policy, the probation period applicable to you shall be 3 months. You would be posted at the above address. However as and when required, you may be transferred to any of the offices in India or abroad.

During probation, the period of notice required for resignation is 1 month on either side. After probation, the period of notice required for resignation is 3 months on either side.

As an employee of Vertscend Automation Private Limited, it is likely that you will work on confidential and or proprietary information related to the operations, products and services of Vertscend Automation Private Limited and its clients. To protect the interests of both Vertscend Automation Private Limited and its clients, all employees are required to read and sign an Employment Agreement prior to beginning of employment.

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action.

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.

This offer is valid till 26th June 2019.

If you do not confirm the acceptance, Vertscend Automation Private Limited, has the right to withdraw the offer.

Website: www.vertscend.com



2017-18





Enriching Lives

KARAD PROJECTS AND MOTORS LIMITED
(Wholly Owned Subsidiary of Kirloskar Brothers Limited)

KPML/HRM&C/GET-APPOINT/

27th February 2019

To,
Mr. Akshay Subhash Choutre
At:- Kokarud, Tal:- Shirala,
Dist:- Sangli-415405.

Subject: - Appointment as "Management Trainee"

Dear Mr. Akshay,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that, you have been appointed as a Management Trainee at our Motor Division, located at Plot No.B67 & B68, MIDC Karad Industrial Area, Tasawade-415109 on following terms and conditions:

Terms & Conditions

1. You will be undergoing training from 27th February 2019 to 26th February 2020 both days inclusive. Either party can terminate the contract by giving one week's prior notice.
2. During your training period, your Annual CTC shall be Rs. 2,07,492/- (Rupees Two lacs seven thousand four hundred ninety two only) which includes stipend/basic pay of Rs. 11,500/- (Rupees Eleven thousand five hundred only.) Please refer the Annexure A attached herewith for CTC details.
3. You will report to our Motor Division, located at Plot No. B67 & B68, MIDC Karad Industrial Area, and Tasawade-415109 on 27th February 2019.
4. You will be required to perform your training with the utmost efficiency, honestly, sincerely and befitting your status as a trainee.
5. You shall have to abide and observe all the rules and regulations relating to discipline prevailing in the Company failing which, the Company reserves the right to determine your training and its continuance at its entire discretion.



[Handwritten Signature]

Contd.....

Project Division : Ujwag Bhavan, Tisk Road, Pune 411 002 (India) Phone : +91 20 2444 0770 Fax : +91 20 2444 0156
 Motor Division : Plot No. B-67 & 68, MIDC Karad Industrial Area, Tasawade, Karad-415 109 (India) Phone : +91 2164 258424 Fax : +91 2164 258425
 Stamping Division : Plot No. D-2 & D-3/1, MIDC Karad Industrial Area, Tasawade, Karad 415 109 (India) Phone : +91 2164 258515 Fax : +91 2164 258522
 Component Division : 775/B, Plot No. 11, Karad Dhetwad Road, Wing 415 122 (India) Phone : +91 2164 267001 Fax : +91 2164 267522

Registered Office : Plot No. B-67 & 68, MIDC Karad Industrial Area, Tasawade, Karad 415 109 Tal. Karad Dist. Solapur, Maharashtra (India)



Enriching Lives

KARAD PROJECTS AND MOTORS LIMITED

(Wholly Owned Subsidiary of Kirloskar Brothers Limited)

6. This continuance as a trainee is further subject to verification of the particulars given by you in your application form. In case any particular/particulars mentioned by you in the application for training are found false or incorrect your training period shall be terminated or discontinued without any notice or assigning any reason thereof.
7. The Company will expect you to undergo training in the section in which you will be placed with a high standard of discipline, initiative, efficiency and economy. A detailed training schedule will be issued to you on your training.
8. In case there is a change in your residential address, you will intimate the same in writing to the Company within seven days from the date of such change and get such change of address recorded.
9. Your continuance as a **Management Trainee** for the specified and stipulated period stated above is subject to your remaining physically and mentally fit during the said period.
10. You shall abide by the instructions of your superiors in matters pertaining to training as well as the rules of discipline either existing or extended from time to time.
11. Your appointment as a **Management Trainee** will automatically discontinue after completion of your period of training without giving any prior notice. During period of your training if your performance is found unsatisfactory your training period shall be discontinued without assigning any reason & notice.
12. You shall not, during the continuance of your training and thereafter disclose and divulge to any person, firm or body whatsoever, any information of any description acquired by you while in the training of the company concerning the business, manufacturing process, commercial practice of the company or any of its associates, including customer and supplier.

[Handwritten mark]



[Handwritten signature]

Contd-----



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Page-3

KARAD PROJECTS AND MOTORS LIMITED

(Wholly Owned Subsidiary of Kirloskar Brothers Limited)

3. You shall be provided books, tools, instruments and other such movable property from time, as may be required by you to perform your duties efficiently. You shall be accountable for such items, failing which we reserves the right to recover the loss and damages from your consolidate compensation or dues or recover such value by other means.

14. You shall be entitled for 10 Casual Leaves during the period of your training.

15. Your appointment and continuance of your training with the Company is subject to you being declared medically fit to carry out the jobs assigned to you, by medical officer of the company or medical practitioner nominated by the company from time to time.

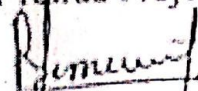
16. You will have to work in any of the department and our any place/unit to establish the productivity.


Please bring two recent passport size photographs, copies of all mark sheets/certificate in duplicate with you.

In case the above terms and conditions are acceptable to you please sign the duplicate copy in token of your acceptance.

Thanking you,

For Karad Projects And Motors Limited,


Ravindra Samant
Managing Director

 I Confirm acceptance





SAMRUDDHI INDUSTRIES LIMITED

Corporate Office - Plot No.A-1, SAMRUDDHI PARK, Near Chintamanrao College, Opp. Vishrambag Railway Station,
Sangli. 416 415 Dist. Sangli (MH) India Tel.: +91 233 2600717 Email : samruddhi@samruddhi.com, Website : www.samruddhi.com



U24119PN1992PLC068458

SIL/HR/ 2018/11

Date: 16/11/2018

Job Offer Letter

To,
Mr. Manoj Sunil Patankar
A/P- Yedemachindra,
Tal- Walwa
Dist. Sangli-415409

Dear Mr. Manoj,

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you post of ASM – Sales Department on the terms and conditions explained to you during your final interview with us.

You will join the duties from 19th November 2018.

You will be required to submit the following documents on the day of your joining:

- Proof of date of birth (1 copy of School leaving certificate or equivalent- Attested Copy)
- All the certificates regarding your educational qualifications (1 set of Attested Copies)
- Relieving Letter & Experience Certificate from immediate past employer (1 attested copy)
- Salary slips for current financial year (Last 2 months)
- Original mark list (For verification purpose)
- Address Proof (attested copy of Ration Card)
- Identity Proof (attested copy of voting card, Pan Card and Adhar Card)
- Medical Fitness Certificate (MBBS-Doctor)
- Blood Group Certificate
- 3 Photos
- 2 Cheques (Field Person)
- Bank Passbook Xerox (State Bank of India or Karnataka Bank Ltd)

Your appointment is subject to your being physically and medically fit to carry out duties as per the instructions from your superiors during the tenure of your employment in the company. Please sign the duplicate copy of this letter as token of your having accepted the employment as per the terms and conditions explained to you during your final interview with us.

We look forward for your contribution for mutual success of the organization, as well as yours.
Yours faithfully,

For Samruddhi Industries Ltd.

Authorized Signatory

Har Pal Aapke Saath...



Regd. Office : J-98, M.I.D.C. Kupwad Block, (SANGLI) M.S. 416 436

India's No. 1 Brand In Unbreakable Plastic Products

Ayurveda Rasayani

Manufacturers and Exporters of Ayurvedic Products



॥ रसो वै सः ॥

Innovation ... Eternal

Ref: AR/HRDM035/Appointment

Date: - 17/01/2019

To,

Shrirang Kadam
A/p - Navekhed
Tal - Walwa,
Dist- Sangli.

Subject: - Appointment Letter

Dear Mr. Shrirang,

This is with respect to the above mentioned subject and interview; we would like to inform you that you have been appointed for the post of Account Assistant w.e.f. 07/01/2019.


Reporting: - You will be reporting to Shirish Joshi from Ayurveda Rasayani.

Salary: - Your monthly Gross salary is Rs.10000/- (Ten Thousand only) subject to following terms and conditions.

- 1) PF, ESI and Professional Tax will be deducted from your salary as per the statutory provision.
- 2) On satisfactory completion of Probationary period you will get confirmation in the services of company based on your performance.
The probation period will be extended further by 06 months if your performance is not satisfactory. This probation period will be maximum for 02 years after that you will get automatically confirmed in the services of the company.
- 3) Employee on Probation, whose work is not satisfactory, can be terminated from service with immediate effect, without any notice. He will be paid salary for the period for which he has worked in the company.
- 4) You will be entitled for leaves as per company policy only after your confirmation.



SUN'S
 100% VEG
 SOY MILK
 200ml



Emp. Name : Anuradha R. Pawar
 Emp. Code :
 Branch Name : Sangli
 Designation : Receptionist
 D.O.J : 01/11/2021
 Contact No. : 9527256061

2-314, Ocean The Mall, L.B. Road, Bandrup (W),
 Mumbai 40078. Tel: 4275437312
 Email : sunshouse100@gmail.com

DHANSHEEL INDUSTRIAL CORPORATION
 Plot No169/170 Industrial Estate, Palus
 Tal: Palus Dist: Sangli Pin Code: 416 310
 Mob: - 9890446242 Email: dhansheelindcorp@rediffmail.com



Name: Mr. Rahul Bafaso Kumbhar
 DOB: 23-10-93
 Designation: Clerk
 Address: A/P. Palus Tal. Palus
 Dist. Sangli
 Mobile: 8805526548




Ref: Rubicon/2018/HR/C/0031

Date: 22nd Aug 2018

Prachi Kadam
Kakde Complex Road,
Opposite to MMIT College,
Vadgaon Shinde Road,
Lohegaon, Pune – 411047
Maharashtra

Sub: Contractual Assignment – *Sourcing Specialist*

Dear Prachi,

We are pleased to appoint you as *Sourcing Specialist* on retainer-ship basis in our organization on the following terms and conditions.

1. Your consultancy period shall be for a period of **Three month**, beginning from **22nd Aug, 2018**, which can be extended further or terminated earlier with **Two Weeks'** notice on either side, without assigning any reason.
2. You will be paid **Rs.8,500/-** (Rupees Eight Thousand Five Hundred only) fixed as consultancy charges per month & upto **Rs 12,000/-** (Rupees Twelve Thousand Only) as Incentives. If you are not present in office on all the days, except weekly offs & public holidays, in a month then you will be paid on a pro-rata basis.
3. Your present place of work will be at Rubicon, Gurgaon, but during the course of the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Company.
4. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
5. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company's polices, Company's patterns & Trade Mark and company's Human assets profile.
6. You will be required to comply with all such Rules and Regulations and Policies as the Company may frame from time to time.



RUBICON SKILL DEVELOPMENT PRIVATE LIMITED

7. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
8. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
9. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
10. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
12. Please note that you have been engaged on contractual assignment and as such you are not an employee of the Company, and it shall be the discretion of the Company to permit you any facilities or amenities while carrying out the assignment. However, the same shall not be considered, nor can you claim, employment by virtue of the same.
13. You are also entitled for reimbursement of any expenses incurred for official purpose, the entitlement of which is subject to prior approval, as per norms of the company.

We welcome you to the Rubicon family and look forward to a fruitful collaboration.

Sincerely,

Pravir Kumar
Chief Executive Officer
Rubicon

With the signature below, I accept all the above terms & conditions mentioned in this letter.

Signature



Name

Date

This document contains confidential information and sharing of this document for any purpose with anyone will be with prior permission of Rubicon

SCUF:TED:OFF:9687:2022

10/08/2022

SHAMBHURAJE BABASO PATIL,
AT PO DEWALE TALUKA PANHALA,
KOLHAPUR,
KOLHAPUR - 416213.

Dear SHAMBHURAJE BABASO PATIL,

Letter Of Offer

With reference to your application and the subsequent interview you had with us, we are pleased to offer you post of "**PRODUCT EXECUTIVE-SALES & MARKETING -SMALL AND MEDIUM ENTERPRISE & PERSONAL LOAN**" at **WARNA** as per the terms and condition discussed and agreed during the course of the interview. You will be paid CTC of Rs.**241937/-** per annum.

You are initially appointed to work in WARNA. However, you are likely to be transferred to any department or establishment of the company or to associates/subsidiary operations, anywhere in India, temporarily or permanently.

Kindly send us your acceptance along with the tentative date of joining to tedmaharashtra@shriramcity.com. On acceptance of the above offer, you are advised to report to **Mr.Vikas Babu Patil - Assistant Branch Manager** at our office, WARNA at the earliest as this offer will be valid only for 30 days from the date of Issue.

Also, find enclosed herewith the Joining Report which has to be submitted at your reporting branch / Office at the time of joining along with necessary documents. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to cancel the offer.

We welcome you to Shriram City Union Finance for a bright career.

For SHRIRAM CITY UNION FINANCE LTD.,



RAMAKRISHNAN V
GENERAL MANAGER



Shriram City Union Finance Limited

Business Solution Centre,144, Santhome High Road, Mylapore, Chennai - 600 004. Ph: +91 44 4392 5300, Fax: +91 44 4392 5430

Regd. Office: 123, Angappa Naicken Street, Chennai - 600 001. Ph : +91 44 2534 1431

E-mail : shriramcity@shriramcity.in Website : www.shriramcity.in

Corporate Identification Number (CIN) L65191TN1986PLC012840

JOINING REPORT

SCUF:TED:OFF:9687:2022

Name : **SHAMBHURAJE BABASO PATIL**

Designation : **PRODUCT EXECUTIVE**

Date and time of Reporting :

Reporting To :

Location : **WARNA**

Permanent Address :

Blood Group :

Place :

Date :

PASSPORT
SIZE
PHOTOGRAPH

Signature of Employee

List of Documents to be submitted:

- Copy of Educational (from 10th std onwards) and Employment Certificates.
- 4 Passport size recent photographs.
- Address proof: (Driving License, Passport and Voter ID).
- Pan card copy.
- Aadhar card copy.
- One Cancelled cheque of your personal bank savings account.
- Relieving letter copy, previous pay slips and UAN for PF (wherever Applicable).
- Employees working in Shriram Group Companies will have to submit a NOC from the relevant Shriram Group co along with the relieving letter.

Note : Kindly bring all the original documents with the copies for verification.

For Office Use Only

This is to confirm that Ms/Mr. SHAMBHURAJE BABASO PATIL has reported for duty as per the details given above.

Place:

Date:

Reporting Manager Name:

Designation:

Employee Code:

Signature:





बी.पी. फाइनेंशियल & मैनेजमेंट
कंसल्टन्सी (ओपीसी) प्राइवेट लि.
B.P. Financial & Management Consultants (OPC) Private Limited

बी.पी. फाइनेंशियल & मैनेजमेंट कंसल्टन्सी (ओपीसी)

प्राइवेट लिमिटेड

स्वतंत्रता, दायरगी, विकास, स्वास्थी, ज्ञानमय सेवा, शान्ति, उन्नयन

CIN : U74110PN2021OPC207200

Ref. No.

Date: 27/12/2021

To,

Priyanka Satush Patil

Tanaji Chowk, Urin-Islampur.

Tal. - Walwa, Dist. - Sangli, 415 409,

Maharashtra.

Subject: Appointed as Chief Financial Officer [CFO]

Dear Priyanka,

We are pleased to offer you, the position of Chief Financial Officer with "BP FINANCIAL & MANAGEMENT CONSULTANCY (OPC) PRIVATE LIMITED" on the following terms and conditions.

Date of Joining: 01 Jan. 2022

Job Title: Chief Financial Officer [CFO]

Salary Policy: Your starting salary will be Rs. 13000 CTC/ month. Travelling allowances, Mobile recharge, Stationary charges will be paid by company as per required in a month's.

Job Location: Head office, Islampur

Working Hours: Your working schedule will be 10.00 AM to 6.00 PM

(Weekly off - Every Sunday)

Probation Period:

There will be a 6 month training period during which you will be given objectives to achieve. Upon satisfactory completion of the training period, you will be considered a 6 month probationary period-employee. Unsatisfactory performance at any time during the probation period could lead to the termination of your employment upon 8 days notice.

Benefits:

You will be entitled to receive all benefits coverage offered by the company, including [life insurance, medical policy]. Benefit coverage may be amended from time to time as deemed appropriate by the company.

Holiday: During your first year, you will be entitled to 2 days per month of service of vacation. And in emergency case you will be entitled 3 days of leave.

Leave Policy: In case of resignation from services during the probationary period you shall serve 15 days' notice



पत्ता: बी.पी. कॉलोनी, स्वराजपुर



92706124324



info@bpfmc@gmail.com



businesspeoplemh



businesspeople

Terms and Conditions:

- Please sign the duly copy of the appointment letter signifying your acceptance.
- We welcome you to our company and look forward to a fruitful collaboration.

We congratulate you on your appointment and wish you long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With best wishes,

"BP FINANCIAL & MANAGEMENT CONSULTANCY (OPC) PRIVATE LIMITED"



Swapnil J. Patil

Managing Director,

"BP Financial & Management Consultancy (OPC) Private Limited"



**BP Financial & Management
Consultancy (OPC) Private Limited,
Chintamani Complex, Azad Chowk,
Urun-Islampur, Maharashtra, 415 409.**

Ref: Rubicon/2018/HR/C/0031

Date: 19th October 2018

Komal Salunkhe
AP-Chikali,
Tal-Shirala Dist-Sangli
Pin 415408
Maharashtra

Sub: Contractual Assignment – *Sourcing Specialist*

Dear Komal,

We are pleased to appoint you as *Sourcing Specialist* on retainer-ship basis in our organization on the following terms and conditions.

1. Your consultancy period shall be for a period of **Three month**, beginning from **19th Oct, 2018**, which can be extended further or terminated earlier with **Two Weeks'** notice on either side, without assigning any reason.
2. You will be paid **Rs.8,500/-** (Rupees Eight Thousand Five Hundred only) fixed as consultancy charges per month & upto **Rs 12,000/-** (Rupees Twelve Thousand Only) as Incentives. If you are not present in office on all the days, except weekly offs & public holidays, in a month then you will be paid on a pro-rata basis.
3. Your present place of work will be at Rubicon, Gurgaon, but during the course of the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Company.
4. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
5. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company's polices, Company's patterns & Trade Mark and company's Human assets profile.
6. You will be required to comply with all such Rules and Regulations and Policies as the Company may frame from time to time.



RUBICON SKILL DEVELOPMENT PRIVATE LIMITED

801, 8th Floor, Tower 1, World Trade Center, Kharadi, Pune – 411014

CIN No. U72900PN2017PTC171926


7. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
8. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
9. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
10. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
12. Please note that you have been engaged on contractual assignment and as such you are not an employee of the Company, and it shall be the discretion of the Company to permit you any facilities or amenities while carrying out the assignment. However, the same shall not be considered, nor can you claim, employment by virtue of the same.
13. You are also entitled for reimbursement of any expenses incurred for official purpose, the entitlement of which is subject to prior approval, as per norms of the company.

We welcome you to the Rubicon family and look forward to a fruitful collaboration.

Sincerely,

Pravir Kumar
Chief Executive Officer
Rubicon

With the signature below, I accept all the above terms & conditions mentioned in this letter.


Signature

Kamalendra Singh . 19/10/2018
Name Date

This document contains confidential information and sharing of this document for any purpose with anyone will be with prior permission of Rubicon



OFFER LETTER

Date- 08/10/2018

Mr. Mahesh S Patil

Address: A/P-Yedemachindra Tal-Walwa

Dist-Sangli, Maharashtra (India)

Subject: Letter of Offer

Dear Sushant,

With reference to your probation period you had with **Age Home Appliances India Pvt. Ltd.** We are pleased to appoint you as **Position of Sales Executive** in our organization based at Shirala. Your employment will be governed by the following terms and conditions:

1. Monthly CTC

You will be paid a monthly CTC of **Rs.12,000/-** (In words Rs Fifteen Thousand Only).

2. Working Hours

Your working hours will be 10.00am to 7.00pm as per the current company policy. The company observes a 6 day work week.

3. Date of Appointment

Your date of appointment as per company record is 10/10/2018

4. Job Description

- Set objectives for the HR team and track progress
- Design and implement company policies that promote a healthy work environment
- Develop compensation and benefits plans
- Support and suggest improvements to the entire recruitment process
- Host in-house recruitment events
- Discuss employees' career development paths with managers

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, www.ageindia.in

www.ageindia.in



- Monitor HR metrics (e.g. turnover rates and cost-per-employee)
- Review departmental budgets
- Organize learning, Training and development programs to improve skills
- Ensure HR staff addresses employees' requests and grievances in a timely manner
- Maintain HR procedures that comply with labor regulations
- Improve employee relationship matrix and Employee Hygiene Sheet score
- Planning to keep the atmosphere in the company vibrant
- Appreciate department wise employees with Shabbas Card/ Appreciation certificates and awards rewards
- Take care of Employees safety at workplace
- Conduct Q12 Surveys periodically to improve employee skills and relations as well
- To look after PF and ESIC policies
- Motivate and promote Employees with periodic performance analysis

Reporting to- Mr. Ghanshyam Awate (CEO)

5. Salary Increase

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.

6. Leave

You will be governed by the current Leave Policy of the company for permanent employees.

7. Travel

Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

8. Responsibilities

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System. You are responsible to regularly come on time for duty. You have to follow company's rules & discipline.

9. Retirement Age

The normal retirement age for all employees is as per provisions of The Factories Act, 1948.

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala, Dist: Sangli, Pin: 415 408, State: Maharashtra,
Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web: www.ageindia.in



10. Notice Period

On confirmation, this appointment may be terminated by either side by giving two months' notice or two months' salary in lieu of notice period.

11. Transfer

You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

12. Other work

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.

13. Conflict of Interest

You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.

14. Confidential Information

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

15. Contract/Bond with Previous Employers

It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

16. Termination

On termination of this contract, you will immediately give up to the Company all correspondence, On specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

17. General

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,
Dist: Sangli, Pin: 415 408, State: Maharashtra,
Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in Web:
www.ageindia.in





Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the Age Home Appliances India Pvt.Ltd. family and trust we will have a long and mutually rewarding association.

Yours faithfully,

Age Home Appliances India Pvt. Ltd

Human Resource

I accept the Offer letter and the conditions mentioned above.


Receiver's Signature



AGE HOME APPLIANCES (I) PVT. LTD.

Plot No. A-63, Growth Centre, M.I.D.C. Shirala, Tal: Shirala,

Dist: Sangli, Pin: 415 408, State: Maharashtra,

Contact: Ph: +91 2345 295488, 1800 84 33 888, Email: admin@ageindia.in, Web:

www.ageindia.in

SALARY BREAK UP

Basic Salary Rs. 12,000/- per Month
 Conveyance Allowance Rs. 00 /-
 Other/Spl Allowance Rs. 00 /-

Gross Total: - Rs. 12,000/-

PF 12% Nil
 ESI 0.75% Rs. 113/-

PT Rs. 200/ Monthly

Take Home Rs. 11,687/-

PF 12% Nil
 ESI 3.25% Rs.477/-

TOTAL COMPANY COST Rs:11,210/- (Rs. Fourteen thousand two hundred ten Only.)


Receiver's Signature




Authorized Signature

Appointment Letter

Dear Mr. Suraj Patil,

"WE WELCOME YOU TO OUR DYNAMIC TEAM OF MAKS FAMILY....."

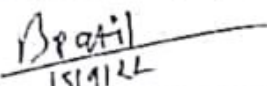
We are happy that you have accepted our job offer and we are pleased to appoint you as **Senior Executive – Accounts** in MAKS Automotive Pvt Ltd with effect from **01/08/2022** on the following terms and conditions:

You will be governed & abide by all mandatory terms and conditions of your employment as per the enclosed Annexure - I. You are expected to follow Companies Policies & Guidelines as applicable and in force; Guidelines & Policies may be amended time to time as decided by Management.

We trust that this appointment letter finds you excited about your new employment with the Company. We would once again like to welcome you on behalf of the Company. Further, we are sure your experience, skills and vision will be a great asset to the Company.

We look forward to the opportunity to work with you in an atmosphere that is successful, mutually challenging and rewarding with long lasting working relationship!

I accept the above referred Pay and Benefits, and the Mandatory terms and conditions of employment as per Annexure – I and Annexure - II.


15/08/22
Acceptance of Employee

Signature



MAKS AUTOMOTIVE PVT. LTD.

CIN Number: U29190PN2017PTC172019

© Sales: ICC Trade Towers, C-Wing, SN 14, Senapati Bapat Road, Shivajinagar, Pune 411016

Service: 11th ~~Maks Automotive Private Ltd~~ holi, Pune 412207

© info@shawtoyota.in @ www.shawtoyota.in © +91 20 26119500

Page 1 of 11

CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH (CSIBER)

University Road, Kolhapur – 416 004 (MS)



An Autonomous Institute under UGC & Shivaji University Acts.
with CPE (College with Potential for Excellence) Status & Accredited By NAAC 'A'

Telephone : (0231) 2535706/07

Fax : (0231) 2535708

E-mail : controller@siberindia.edu.in

Ref.No.: CSIBER EXAM / 54

Date : 13/05/2022

DECLARATION OF M.PHIL. RESULT

It is hereby declared that the dissertation of M.Phil. Entitled, "A STUDY OF CONSUMER BUYING BEHAVIOR OF REDMI MOBILE HANDSETS IN ISLAMPUR CITY." submitted by *TIBE SHITAL VIJAY under the faculty of - Commerce and Management is accepted and the result of said degree is submitted to the Shivaji University, Kolhapur for award of the M.Phil. Degree. The date of declaration of result is 05/05/2022.

CONTROLLER OF EXAMINATIONS

DIRECTOR

1) Student - *TIBE SHITAL VIJAY

2) Guide - Dr. U.M.DESHMUKH CSIBER, Kolhapur





SHRI VENKATESHWARA SHIKSHAN SANSTHA'S

DTE CODE - MB6224

VENKATESHWARA INSTITUTE OF MANAGEMENT (M.B.A.)

GAT NO. 2665, PETH NAKA, TAL. WALWA, DIST. SANGLI. (MH) 415 407

PH. NO. (02342) 252100, 252110

DVV Suggestion:-

7. Kindly note that multiple offers to the same students to be counted once.

HEI Reply:-

- **DVV Suggestion is noted. We have not provided placement letters of the same students for multiple offers.**



VC DIRECTOR

**Venkateshwara Institute of Management
Peth, Tal. Walwa, Dist. Sangli.**



SHRI VENKATESHWARA SHIKSHAN SANSTHA'S

DTE CODE - MB6224

VENKATESHWARA INSTITUTE OF MANAGEMENT (M.B.A.)

GAT NO. 2665, PETH NAKA, TAL. WALWA, DIST. SANGLI. (MH) 415 407

PH. NO. (02342) 252100, 252110

DVV Suggestion:-

8. Please provide the list of the Number of outgoing student's year wise during the last five years in this metric which should match with the data for the metric i.d. 2.6.3.1.

HEI Reply:-

- The list of the Number of outgoing student's year wise during the last five years is attached.

2021-22	2020-21	2019-20	2018-19	2017-18
22	39	25	12	16




VC DIRECTOR
Venkateshwara Institute of Management
Peth, Tal. Walwa Dist. Sangli.

Shree. Venkateshwara Shikshan Sanstha's

Venkateshwara Institute Of Management, Peth

Year 2021-2022

MBA II

Sr. No.	Roll No.	Students Name	Caste	Specialization
1	201	ANUSE GOPALKRISHNA VITTHAL	OBC	FM & HR
2	204	BHOSALE MAYUR SARJERAO	OPEN	FM & MM
3	205	BILAL KHAJASAB SHEKH	OPEN	HR & MM
4	206	DESHMUKH ABHIJIT BAJRANG	OPEN	HR & MM
5	209	JADHAV DHANLAXMI BHARAT	OPEN	HR & MM
6	210	JADHAV PRABHUPRASAD MILIND	OPEN	HR & MM
7	217	KUNDLE MANISHA VASANT	NTB	FM & HR
8	219	MANE ROHIT CHANDRAKANT	OPEN	HR & MM
9	228	PATIL NIKITA TANAJI	OPEN	FM & HR
10	230	PATIL PAYAL HAUSHARAO	OPEN	FM & HR
11	231	PATIL POOJA SUBHASH	OPEN	HR & MM
12	233	PATIL PRADNYA JAGDISH	OPEN	FM & HR
13	234	PATIL PRITAM LALASO	OPEN	HR & MM
14	235	PATIL SAMIKSHA ASHOK	OPEN	HR & MM
15	238	PATIL SONALI DINAKR	OPEN	HR & MM
16	239	PATIL SWEETY SUBHASH	OPEN	HR & MM
17	240	PHARNE RUSHIKESH SANJAY	OPEN	HR & MM
18	242	RASKAR VISHRANT HANMANT	NTC	HR & MM
19	243	SALUNKHE PRAJAKTA SUNIL	OPEN	FM & HR
20	246	SISAL PIYUSH ARUN	NTC	FM & MM
21	249	THORAT PRANALI PANDURANG	OPEN	FM & HR
22	241	PISE SOMESH RAMESH	OBC	FM & HR




IC DIRECTOR
Venkateshwara Institute of Management
Peth, Tel. Waiwa, Dist. Sangli.

Shree. Venkateshwara Shikshan Sanstha's

Venkateshwara Institute Of Management, Peth

Year 2020-2021

MBA II

Sr. No.	Roll No.	Students Name	Caste	Specialization
1	202	BADAVE AVADHUT ADHIKRAO	OPEN	HR & MM
2	203	BHAKTE PRASAD SACHIN	OBC	PM & FM
3	205	BUHADE ONKAR KUMAR	SBC	HR & MM
4	206	CHIKURDEKAR PRAVIN VIJAY	SC	HR & MM
5	207	DHEKALE UTTARA MANOHAR	OPEN	HR & MM
6	208	FONDE RUPESH BABASO	OPEN	PM & MM
7	209	GAIKWAD UDAY VIJAY	OPEN	HR & MM
8	210	JADHAV AJAY NATHURAM	OPEN	PM & MM
9	211	JADHAV ASMITA SAHADEV	SEBC	HR & MM
10	212	JADHAV POOJA ASHOK	DTVJ	FM & HR
11	213	JADHAV PRAJKA VIKAS	SEBC	FM & HR
12	214	JAMADAR SOHEF YUNUS	OPEN	HR & MM
13	215	KABURE VISHAL ASHOK	OBC	HR & MM
14	218	KHADKE SANJANA GANESH	OPEN	HR & MM
15	220	MADANE PRAJAKTA RAJENDRA	DTVJ	FM & HR
16	222	MADANE SIDDHANTH HAMBIRRAO	NTC	HR & MM
17	223	MALI AKSHAY ASHOK	OPEN	HR & MM
18	225	MANE AKSHAY YASHWANT	OPEN	HR & MM
19	227	MASKE AJINKYA SHIVAJI	NTC	PM & MM
20	228	NAYAKAL PRAJAKTA ARJUN	OPEN	HR & MM
21	229	NIKAM PALLAVI CHANDRAKANT	OPEN	HR & MM
22	230	NIKAM VIDYA SAMBHAJI	OPEN	FM & HR
23	233	PATIL ADESH ASHOK	OPEN	PM & MM
24	235	PATIL ANUJ VIJAY	OPEN	PM & MM
25	237	PATIL GAURAV DINESH	OPEN	HR & MM
26	238	PATIL HARSHADA SAMBHAJI	OPEN	HR & MM
27	239	PATIL JYOTI VAKOBA	OPEN	HR & MM
28	240	PATIL NAMRATA LAXMAN	OPEN	HR & MM
29	241	PATIL OMKAR GULAB	OPEN	FM & MM
30	242	PATIL SANKET SANJAY	SEBC	FM & MM
31	244	PATIL SMITA RAYSING	OPEN	FM & HR
32	246	RUPNAR AKSHAY SURESH	OPEN	HR & MM
33	247	SALUNKHE MAYURI SUHAS	OPEN	FM & HR
34	248	SANGLIKAR PRANALI SANJAY	OPEN	HR & MM
35	249	SARGAR MANISHA NAMDEO	NTC	FM & HR
36	250	SAWANT PRIYANKA PRAKASH	SC	FM & HR
37	251	THOMBARE MAHESH RANGARAO	OPEN	FM & HR
38	252	TUPE MOHINI VIJAY	SC	HR & MM
39	253	WALVEKAR DIVYANI DILIP	OBC	HR & MM



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**Venkateshwara Institute of Management
Peth, Tal. Wadwa, Dist. Sangli.**

Shree. Venkateshwara Shikshan Sanstha's
Venkateshwara Institute Of Management, Peth
 Year 2019-2020

MBA II

Sr. No.	Roll No.	Students Name	Caste	Specialization
1	201	CHOUGULE ANIKET SHRIKANT	OPEN	Marketing & Production
2	202	DESHMUKH ANIRUDDHA CHANDRAKANT	OPEN	HR & Finance
3	203	DESHMUKHPATIL VAISHNAVI SHIVAJI	OPEN	HR & Finance
4	204	DHANWADE TATOBA DILIP	SC	HR& Marketing
5	206	GAIKWAD DIPTEE DEEPAK	OPEN	HR& Marketing
6	207	HULVAN MAHESH DILIP	NTC	HR& Marketing
7	208	KACHARE DIPALI DINKAR	NTC	HR& Marketing
8	209	KATKE ANKUSH PANDURANG	OPEN	HR& Marketing
9	210	KHANZADE ARIF JAHANGIR	OPEN	Finance& Marketing
10	211	MANE SWAPNIL HANMANT	OPEN	HR& Marketing
11	212	MORE SNEHAL SAMBHAJI	OPEN	HR & Finance
12	214	NIKAM POOJA CHANDRAKANT	OPEN	HR& Marketing
13	215	NIKAM RAHUL VISHWAS	OPEN	HR& Marketing
14	218	PATIL ASHLESHA RAJENDRA	OPEN	HR & Finance
15	219	PATIL JAYDEEP JAYSING	OPEN	HR& Marketing
16	220	PATIL RESHMA MILIND	OPEN	HR& Marketing
17	221	PATIL SATISH BABURAO	OBC	HR& Marketing
18	222	PATIL SHUBHAM SUBHASH	OPEN	Marketing & Production
19	223	PATIL VANITA HOUSERAO	OPEN	HR& Marketing
20	225	SALUNKHE PRIYANKA DILIP	OPEN	HR& Marketing
21	226	SATHE INDIRA BAPURAO	SC	HR& Marketing
22	227	SIDDIQUEE ABRAR AHMAD MUTAHIR	OPEN	HR& Marketing
23	228	TATE ROHIT SURESH	NTC	HR& Marketing
24	229	THORAT RUTUJA ARUN	OPEN	HR & Agree
25	230	WAJE PRATIKSHA RAVINDRA	OPEN	HR& Marketing




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 Peth, Tal. Walwa, Dist. Sangli.

Shree. Venkateshwara Shikshan Sanstha's
Venkateshwara Institute Of Management, Peth

Year 2018-2019

MBA II

Sr. No.	Roll .no	Name of the Students	Caste	Specialization
1	204	BHOSALE PRIYANKA JALINDAR	OPEN	HR & Finance
2	208	DHAKANE KAJAL HANUMANT	OPEN	HR & Finance
3	211	KAMBLE DHANASHRI VALMIK	SC	HR & Finance
4	216	NAIKWADI HIMMAT MIRASO	OPEN	HR & Marketing
5	221	PATIL PRANITA PRADIP	OPEN	HR & Finance
6	222	PATIL SHAKUNTALA NIVAS	OPEN	HR & Finance
7	223	PATIL SHITAL SHANKAR	OPEN	HR & Finance
8	224	PATILSUPRIYA BALASO	OPEN	HR & Finance
9	225	PHALKE SONALI SUNIL	SBC	HR & Finance
10	227	SHAIKH AFRIN ARIF	OPEN	HR & Finance
11	228	SHAIKH AMIRKHAN RAJMOHMMAD	OBC	HR & Marketing
12	230	SURYAWANSHI AISHWARYA PANDURANG	OPEN	HR & Finance

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Shree. Venkateshwara Shikshan Sanstha's		
Venkateshwara Institute Of Management, Peth		
Year 2017-2018		
MBA II		
MBA-II 2017-2018		
	Roll No.	Candidate Name
1	203	CHAVAN PRITI DILIP
2	206	HOLAMUKHE KIRAN ASHOK
3	207	HOWAL VAIBHAV VIJAY
4	208	JADHAV DHANASHREE KUBER
5	209	JADHAV RESHMA PRALHAD
6	210	KADAM PRACHI ASHOK
7	219	PATIL MAHESH SHRIRANG
8	220	PATIL PRATIK RAGHUNATH
9	221	PATIL PRIYANKA SATISH
10	225	PATIL SMITA SAMBHAJI
11	226	PATIL SUMIT SANJAY
12	227	PATIL SUPRIA SAMBHAJI
13	228	PATIL SURAJ SANJAY
14	229	PATIL SURAJ SARJERAO
15	232	RASKAR ASHLESHA RAMESH
16	231	SALUNKHE KOMAL DILIP




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