



Mahatma Education Society's  
**Pillai HOC College of Arts, Science and Commerce**  
Pillai HOCL Educational Campus, Rasayani  
NAAC Accredited with A+ Grade in Cycle 2  
(ISO 9001: 2015 Certified)



# 5.1.4. QnM.

## Competitive Examination & Career Counseling

(A.Y. 2023-24)

*Lataw*

Principal  
Mahatma Education Society's  
Pillai's HOC College of Arts,  
Science and Commerce  
HOC Educational Campus,  
Rasayani, Tal. Khalapur,  
Dist. Raigad, Pin-410 207.



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### TrackAct - Activity Tracker

<b>Name of the event :-</b>	Interactive Data Visualization with Tableau & Power BI
<b>Conducted by:-</b>	BSc Computer Science
<b>Date:-</b>	08 August,2023
<b>Venue/ Online Platform:-</b>	Conclave II
<b>Mapping with Vision/Mission:-</b>	<ul style="list-style-type: none"> <li>● To help the students enhance their skill sets</li> <li>● To work for the personality development of the students</li> <li>● To inculcate in them scientific temper and civic sense</li> </ul>
<b>Mapping with PO:-</b>	<ul style="list-style-type: none"> <li>● To realize that pursuit of knowledge is a lifelong activity and in combination with untiring efforts and positive attitude and other necessary qualities leads towards a successful life.</li> <li>● To develop scientific outlook not only with respect to science subjects but also in all aspects related to life.</li> <li>● To realize how developments in any science subject helps in the development of other science subjects and vice-versa and how interdisciplinary approach helps in providing better solutions and new ideas for the sustainable developments.</li> <li>● To understand the basic concepts, fundamental principles, and the scientific theories related to various scientific phenomena and their relevancies in the day-to-day life.</li> <li>● To analyse the given scientific data critically and systematically and the ability to draw the objective conclusions.</li> <li>● To be able to think creatively (divergent and convergent) to propose novel ideas in explaining facts and figures or providing new solutions to the problems.</li> </ul>
<b>Mapping with CO:-</b>	<ul style="list-style-type: none"> <li>● Learn about how the way of work is changing.</li> </ul>
<b>Activity Falls under Criterion/Criteria:</b>	Criterion 5
<b>Convenor:-</b>	Ms. Vinaya Bhoir
<b>Co-Convenor: -</b>	Ms. Priyanaka Sorte
<b>Number of participants benefitted:-</b>	138
<b>Report:-</b>	<b>Event Overview :</b> The event commenced with an opening address by Speaker, highlighting the importance of career counselling in today's rapidly evolving job market. Following the introduction, attendees were provided with a detailed agenda outlining the schedule of workshops, panel discussions, and one-on-one counselling sessions.

Reva Technologies organized a highly beneficial Career Counselling Event at Conclave II, aimed at providing guidance and support to individuals in making informed career decisions. The event was structured to cater to the diverse needs and aspirations of attendees, offering valuable insights into various career paths and opportunities.

**Objective :** The Primary objective of the Career Counselling Event was to empower participants with the knowledge and resources necessary to navigate the complexities of the job market, explore different career options, and make well-informed career choices.

**Conclusion :** The Career Counselling Event organized by Reva Technologies at Conclave II was a resounding success, providing attendees with valuable insights, guidance, and resources to navigate their career paths effectively. The event not only empowered individuals to make informed career decisions but also fostered a sense of community and collaboration among participants. Moving forward, Reva Technologies remains committed to organizing such initiatives to support individuals in achieving their professional aspirations.

Photos:-







Mahatma Education Society's

College Code: 870

## PILLAI HOC COLLEGE OF ARTS, SCIENCE & COMMERCE

Pillai HOCL Educational Campus, HOC Colony, Rasayani, Via. Panvel, Dist. Raigad. Pin 410207

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(NAAC Accredited 'A+' Grade, CGPA - 3.26 in Cycle 2 & ISO 9001:2015 Certified)

Affiliated to the University of Mumbai, Approved by Government of Maharashtra

CAREER COUNSELLING EVENT	
Event name : Interactive Data Visualization with Tableau & Power BI	
Date : 08/08/2023	
Convenor : Ms. Vinaya Bhoir	
Co-convenor : Ms. Priyanaka Sorte	
Programme name : BSc CS	
No of students : 138	
SR NO	STUDENT NAME
1	BHARKALE BHUMI RAMESH SAPANA
2	DABHANE DARSHAN PARSHURAM SUNITA
3	DALVI VAISHNAVI SATISH SHWETA
4	DESHMUKH OM SHRIKANT SULABHA
5	DHAKWAL VIVEK DEEPAK JYOTI
6	GAVADE SANIYA SUNIL MANISHA
7	GHADGE MANAS AMIT GEETA
8	JADHAV PRAGATI VIJAY MANISHA
9	BAITHA OMKUMAR SITARAM SARITA
10	AHER SUYOG BHIMASHANKAR SANGITA
11	BALHARA KHUSHBOO JAISINGH ANITA
12	BHOIR JATIN NARAYAN PRAMODINI
13	BHOIR KAUSTUBH MAHENDRA
14	CHOWDHURY JYOTIRMAY BADAL TULSHI
15	DESHMUKH SANIKA SATISH NITA
16	DESHMUKH TEJAS WAMAN JYOTI
17	DESHPANDE SHARVARI HEMANT MADHAVI
18	DHOLE OMKAR GANESH BHARATI
19	FOFERKAR SHRUTI GAJANAN DEEPAI
20	GADGE DEEP ANIL ANCHAL
21	GOPALE SHUBHAM KASHINATH KAVITA
22	GORE PREM VINOD SHAILA
23	GUPTA DILIPKUMAR JAYPRAKASH SHAKUNTALA
24	GURJAR KAUSHAL KAILASH
25	HALDANKAR DIVYESH BALKRISHNA VARSHA



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26	JADHAV TANUJA RAGHUNATH PRANALI
27	KATIK PEERMA ABDULBASHA FATIMA
28	KHAN FARDEEN NADEEM RESHMA
29	KOLI SHRUTI GAJANAN BHARATI
30	KUSHWAHA JAY HARIPAL MAMTA
31	LANKE PRATIK RAMCHANDRA SUVARNA
32	MEDHEKAR KARAN BHAGWAN BHAGYASHREE
33	MEHATO ABHISHEK JOGINDAR FULKUMARI
34	MHATRE PAYAL RAJAN BHAVANA
35	MORE SONALI CHANDRAKANT CHAITALI
36	MUMBAIKAR SANIYA KAILAS KUNDA
37	NAVAGHARE RUPESH MAHADEV SAGUNABAI
38	PANDIT ISHA MANGESH
39	PATHANIA ANSHUMAN KAMALJEET ANJALI
40	PATIL ADITYA ANKUSH ANKITA
41	PATIL ARYAN ASHOK PADMA
42	PATIL ARYAN RAKESH VAISHALI
43	PATIL HARSH DHANANJAY SMITA
44	PATIL KETAN DILIP DEEPIKA
45	PATIL RITESH ANANTA AKANKSHA
46	PATIL RONIT MAHENDRA KANCHAN
47	PATIL SHRUTI AJIT RAJESHRI
48	PATIL YASH BHANUDAS CHHAYA
49	PRASAD GUNJAKUMARI BENIMADHAV RITADEVI
50	RAJBHAR NITISH PARDESHI URMILA
51	SARKAR SUKHDEV SHANKAR JHARNA
52	SHAIKH NADIR NAUSHAD TASLEEM
53	SHAIKH SADAP ANIS KAISAR
54	SHAIKH SHAHABAJ ISTAKHAAR REHANABANU
55	SINGH PRINCE MUNNA SANJU
56	TAMBADE SUYASH MAHESH MEGHANA
57	YADAV ANIKET OMKARNATH PRAMILA
58	MHASKE GANESH RAJESH JAYA
59	CHAUDHARI DNYANESHWAR SHANKAR SUNITA
60	JAISWAL SHIVAM VIJAYSHANKAR SITA
61	JAMBHALE ARYAN RAJESH GEETA
62	JAMBHALE AYUSH MARUTI MANALI
63	JOSHI TANVI SANDESH MANSI
64	KADU SANSKRUTI KUMAR SIMRAN
65	KAMBLE SUJAL ANNA SUREKHA
66	KASBALE DARSHAN SANDIP VIDYA
67	KHEDEKAR SUJAL NILESH SAKSHI
68	KHODKE GAYATRI GANESH SARIKA



69	KHOPADE JEEVAN UMESH SUPRIYA
70	KOLEKAR SAHIL RAVINDRA VIJAYALAXAMI
71	KOLI KRUTIKA JITENDRA ARCHANA
72	LAHANE HARSHAD ASHOK ANKITA
73	LANGI ARYAN NARENDRA PALLAVI
74	MALUSARE DEEP KASHINATH SARIKA
75	MEDHEKAR SAHIL SHRIKRUSHNA PRAGATI
76	MISHRA PANKAJ SANJEEV GINA
77	MOKAL MANASVI DEEPAK SHRADDHA
78	MORE AKSHAY ANIL GAURI
79	MORE PARAS RAMESH RESHMA
80	MULLA MOAZZAM ISMAIL HAFIZA
81	NAIK DIPESH SANDIP VISHRANTI
82	NAIK SAHIL DHANAJI JYOTI
83	NIGUDASE PRACHITI SANJAY NILIMA
84	NIGUDSE PRAJAKTA VILAS VANDANA
85	PATIL ISHWARI SUDHIR NITA
86	PATIL MAYURESH AVINASH UJJWALA
87	PATIL NIKHILESH AVINASH UJJWALA
88	PATIL PIYUSH DILIP SUGANDHA
89	PATIL SAIRAJ MANOJ NEHA
90	PINGALE NISHANT VIJAY AARTI
91	PINGALE SAHIL SANTOSH SANGITA
92	PINGALE SOHAM KIRAN NETRA
93	POLEI SATYAVHAN KAILASH JUNU
94	PRASAD SWEETY KUMARI VIJAYKUMAR MADHURI
95	REDDY C ROHIT C SHRINIVAS C SAMUDRA
96	RODRIGUES MATTHEW ROMAN JYOTI
97	SATISH RAMESH JADHAV SAVITA
98	SHAHU PRANSHU VINODKUMAR SUNITA
99	SHINDE DIVESH RAJENDRA LALITA
100	SHREYA ANANT KURANGALE ARPITA
101	SINGH AMAN ANIL NITU
102	SINGH ARPITA SANDEEP REENA
103	SINGH MANISH SATISH NILAM
104	SINGH RAHULKUMAR PAPPU BABITA
105	SINGH RISHABH AWADHESH URMILA
106	TELORE PRUTHVI VILAS YOGITA
107	THAKUR BHAVIK ANANT POOJA
108	THAKUR KALPIT JAYRAM SUVARNA
109	THAKUR ROHAN RAVINDRA VANITA
110	THAKUR SUKANYA JAGDISH JANHAVI
111	THORAT DIVY DEEPAK MEENA

112	WAGH RISHIKESH SUNIL SARITA
113	YEWALE MANISH SUDHAKAR SADHANA
114	PATIL SARVESH SANTOSH SAKSHI
115	PATIL SHRIYASH BALASAHEB SUJATA
116	PATIL SRUSHTI SHASHIKANT SAKSHI
117	PATIL TANMAY ARUN CHITRA
118	PATIL TANMAY SURESH SULBHA
119	PAWAR ANIKET MOHAN SUNITA
120	PAWAR CHETAN TARACHAND SITABAI
121	PAWAR RUSHABH MANOJ UMA
122	PAWAR SHRIRAM UDAY SUNITA
123	PINGALE SANSKRUTI ANIL SANJEEVANI
124	PRASAD VISHAL SHATRUGHAN SHILADEVI
125	RAI SANKET SURESH MANTIDEVI
126	RAJ GODSON DENNIS D PERIYA NAYAGI
127	RASAM PUSHKAR NILIMA RASAM
128	RAUT APEKSHA UMESH SUHASINI
129	RAWOOL SAMRUDHI MUKUND MAYURI
130	REPALE BHAVESH DEVRAM SAVITA
131	RIYA SINGH SHAIL SHAIL
132	ROKADE ASHISH SONYABAPU SANGITA
133	SAYYED SABA ARSHADALI TAHSIN
134	SHEDGE YASH SACHIN SHRUTI
135	SHELAR SAKSHI SUDHIR SEEMA
136	SHINDE SANIKA SANJAY ANITA
137	SHUBHAM RAMJEET MANJU
138	SINGH ANIKET SANTOSH SAPNA

### TrackAct - Activity Tracker

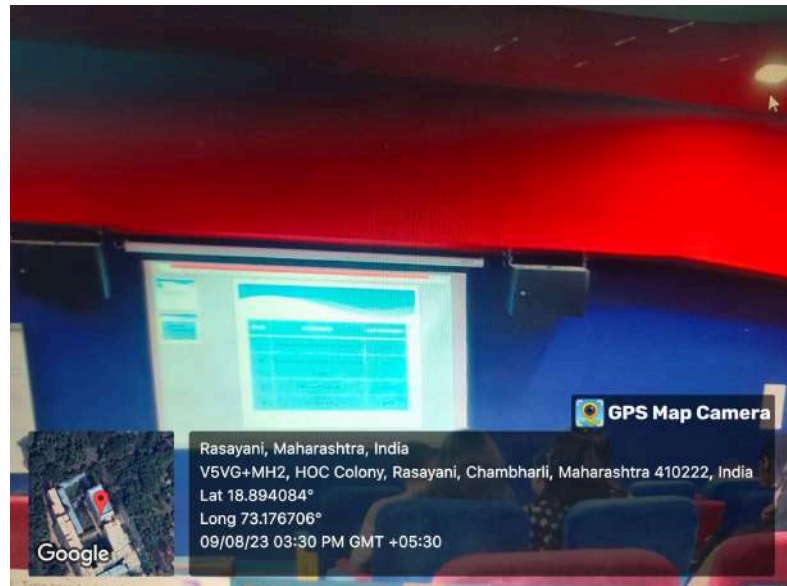
<b>Name of the event :-</b>	Empowering Data-Driven Decisions: Tableau and Power BI
<b>Conducted by:-</b>	BSc IT & MSc IT
<b>Date:-</b>	09 August,2023
<b>Venue/ Online Platform:-</b>	Conclave II
<b>Mapping with Vision/Mission:-</b>	<ul style="list-style-type: none"> <li>● To help the students enhance their skill sets</li> <li>● To work for the personality development of the students</li> <li>● To inculcate in them scientific temper and civic sense</li> </ul>
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<b>Activity Falls under Criterion/Criteria:</b>	Criterion 5
<b>Convenor:-</b>	Mr. Sadiq Shaikh
<b>Co-Convenor: -</b>	Ms. Rutuja Madane
<b>Number of participants benefited:-</b>	161
<b>Report:-</b>	<b>Event Overview :</b> The event commenced with an opening address by the Speaker, highlighting the importance of career counselling in today's rapidly evolving job market. Following the introduction, attendees were provided with a detailed agenda outlining the schedule of workshops, panel discussions, and one-on-one counselling sessions.

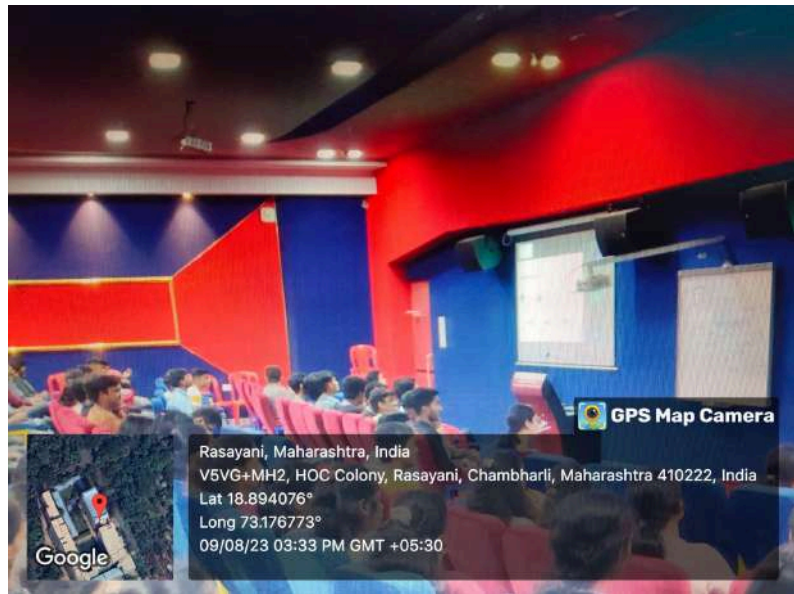
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Photos:-





CAREER COUNSELLING EVENT	
Event name : Empowering Data-Driven Decisions: Tableau and Power BI	
Date : 09/09/2023	
Convenor : Mr. Sadiq Shaikh	
Co-convenor : Ms. Rutuja Madane	
Programme name : BSc IT and MSc IT	
No of students : 161	
SR NO	STUDENT NAME
1	BAGUL VIRAJ BHARAT BHAVIKA
2	BHOIR JAY SURESH ASHWINI
3	BHOIR PRATIK DATTATRAY SHUBHANGI
4	CHAKRABORTY SURABHI MONINDRA SEEMA
5	CHAUGULE KRRISH HARISH SAVITA
6	CHAVAN RISHI RAJESH RASHMI
7	DESHMUKH SANIKA DEEPAK
8	GADGE VISHAKHA HARISHCHANDRA SUSHILA
9	GAHINE GHANSHAM NARENDRA REKHA
10	GAONKAR OMKAR AJAY DEEPALI
11	GAVADE ROHIT ARUN AARATI
12	GAWADE HARDIK NARAYAN
13	HAJARE NUTAN BHARAT
14	JANGID KETAN PAVANKUMAR
15	JANJIRKAR RUSHIKESH NARENDRA KARUNA
16	KADU MAYURI RAMESH
17	KHOT PALLAVI DAMODAR RAJANI
18	KOLI ADITYA RUPESH UJWALA
19	KOLI SAMANTA JAGDISH MALTI
20	KOTHEKAR RUTUJA DNYANESHWAR KAVITA
21	KUMAVAT KAILASH CHHAGANLAL BABLI
22	KUSHWAHA ANIKET JAGDISH ARTI
23	LAKADE SHREYAS ARUN ANUJA
24	MAHADIK VEDASHREE VIJAY VARSHA
25	MHATRE DIVYA ASHOK DARSHANA
26	MHATRE PRITI KRISHNA PRAMILA
27	MHATRE RUTIKA NARAYAN ANJANI
28	MHATRE SANIKA PARESH MALATHI
29	MHATRE VEDANT PRAKASH
30	MISAL SAHIL SUBHASH PRITI
31	MISHRA BIKAS ANSUYAPRASAD SAVITA
32	MOGARE SHARAYU RAMESH SEEMA
33	NAVNEET RAJESH KUMAR KAVITA DEVI
34	NIKAM LAVANYA MANGESH MRUNAL

35	PAGARE HARSHITA ANIL AKSHATA
36	PALKAR SAMIKSHA DEEPAK ARTI
37	PALVE DIKSHA SACHIN PUSHPA
38	PATIL MRUNAL DIPAK VARSHA
39	PATIL PAVAN MAHESH MOHINI
40	PATIL RAJ ANANTA AKANKSHA
41	PAWAR SHRADDHA SANTOSH MANISHA
42	RANE SANDESH BALARAM RANJANA
43	RAUT YASH PRAKASH KALPANA
44	SHINDE PRANJALI SUDHIR SANJANA
45	SHINDE SUJAL RUPESH RANI
46	SINGH NIKHILKUMAR SANTANPASAD LEELAVATI
47	SONDE MARYAM TAWHEED NILOFER
48	TANDEL AKANKSHA MARUTI MEGHA
49	TERDE ANALA MANGESH GAURI
50	THAKUR VARUN CHANDRAKANT SARIKA
51	TIWARI DHIRAJ JOGENDER SUNITA
52	WAGHMARE CHAITALI MAHESH HEMLATA
53	MADHAVI PRANAY HARIBHAU
54	MOHITE PRIYA MANGESH
55	CHAUHAN ASHISH RAMAYAN
56	HUSSAIN SHABBIR KOTHARI
57	SINGH MANASI RAKESH
58	AGA JAY ROHIDAS ROHINI
59	AMARESH MAURYA GUDDI DEVI
60	ARYAN ARUN PATIL ARUNA
61	BADVI ADITYA BHASKAR AARTI
62	BANDAL ISHA SANDEEP VARSHA
63	BANGAR SIDDHESH PRAMOD REKHA
64	BHARADWAJ SACHIN KAILASH SUMAN
65	BHOIR DARSHAN DILIP VANDANA
66	BHOIR RASHMI GANESH SADHANA
67	BHOJ OMKAR SANTOSH SHAILA
68	BORKAR HIMAGNA AMAR BHARTI
69	CHAVAN ATHARV ANIL ARTI
70	CHAVAN NIKITA GORAKH KAVITA
71	CHAVAN SHRAVANI JAYPRAKASH SUNITA
72	CHOGALE DHURUV SHAILESH SUJATA
73	CHOGALE PRATIK PANDURANG SANGITA
74	DALAVI NAMRATA NAMDEV NANDA
75	DALVI MADANI ABDULRAHIM SADAF
76	DAYARE DEEP ANIL JYOTSNA
77	DESAI PRADNYA AJIT KAVITA



78	DESHMUKH SWARAJ SHIVAJI SHUBHANGI
79	DEVKAR VAISHNAVI RAJU ASMITA
80	DEVLEKAR KEYUR NARENDRA ANITA
81	DHAKRAS SAKSHI RAJESH RAJESHRI
82	GADGE SAHIL BALKRISHNA KALYANI
83	GAIKAR SWAPNIL KRISHNA KAMINI
84	GANESH AJIT SAWANT RENUKA
85	BAHIRA DWIP RUPESH SARIKA
86	BANDAL DIKSHA SANTOSH SANDHYA
87	BARETH DEEPIKA KRISHNAKUMAR SAMPATTI
88	BHATT RAHUL BASHANT KAMALA
89	BHOIR GAYATRI MANGESH MEENA
90	BHOIR MANJIRI MAHESH RANJANA
91	CHAPADE PRANJALI SITARAM SUSHAMA
92	DALVI SRUSHTI SACHIN SANJANA
93	DESALE HRISHIKESH RAJARAM SUGANDHA
94	DESHMUKH KAUSTUBH RAJENDRA GAYATRI
95	DESHMUKH SARVESH MANGESH VAISHALI
96	DHARNE SALONI DATTATREY JAMAN
97	DHAWALKAR PAYAL MAHENDRA SUVARNA
98	DHONDGE SUSHANT VIKRAM MANISHA
99	GADHAVE SHIVAM SANTOSH ARUNA
100	GAIKAR BHAVESH BALKRUSHNA SUNITA
101	GHADGE PREM SANJAY SHUBHANGI
102	GHARAT ADESH JAGDISH VANDANA
103	GHARAT NEHA SURENDRA SEJAL
104	GHARAT RAJ RAKESH SUREKHA
105	GHOSALKAR AAYUSH ROHIDAS SUPRIYA
106	GONDHALI SARTHAK SUNIL SUVARNA
107	GURAV PRANJAL UDAY SEEMA
108	JADHAV HARSH RAVINDRA RASHMI
109	JADHAV HARSH SATYAWAN SWATIKA
110	JADHAV JATIN SURESH SANGITA
111	JADHAV SANIKA CHANDRASHEKHAR SANJANA
112	JADHAV SARVESH PANDHARINATH SHARADA
113	BHOIR SMITA BHAGWANKALPANA
114	CHAUHAN ABHAY TEJBAHADURZEENA
115	DESHMUKH ANUSHKA NAVINSUJATA
116	SEJAL VIJAY DHADVEJAYSHREE
117	DHILLON GURMANN SINGH MALKIT SINGHARPINDER KAUR
118	DUKARE RESHMA ANILANITA
119	GAIKWAD SHRUTI DINESHROHINI
120	KOLI OM RAMSANJIVANI

121	KURANGALE ROHAN MANOHARMANISHA
122	MHATRE OMKAR ARUNVAISHALI
123	MHATRE SANJEEVAN DHANANJAYSANJEEVANI
124	MISHRA YASH SURYABHANNIRAJ
125	MORE ROHAN NITINSANDYA
126	MORE VISHAL RAJUSANGITA
127	MUNDHE DIPESH ASHOKANJANA
128	NAGMOTE PRATIK RAMESHMADHURI
129	PATIL AKANKSHA RAJENDRASHUBHANGI
130	PATIL BHARGAV JAGDISHJANHAVI
131	PATIL DARSHAN PRAMODMANGALA PRAMOD PATIL
132	PATIL HARSH RAMESHVIDYA
133	PATIL HARSH RAVINDRASHAILA
134	PATIL TANVI MAHESH MANASI
135	PATIL TANVI SANTOSH SUVARNA
136	MHATRE KAUSHAL RAVINDRA JYOTI
137	MHATRE PRAJWAL JAGDISH RANJANA
138	MHATRE RITESH SANTOSH SHUBHANGI
139	MHATRE SAMIKSHA SANJAY
140	MHATRE SANCHITA SHAMKANT NALINI
141	MHATRE SANIKA SANTOSH
142	MHATRE SHIVAM SANDIP SNEHA
143	MISHRA VIKASH CHANDRABHUSHAN
144	MOHITEPATIL VISHESH SANJAY VARSHA
145	MOKAL NEERAJ NARESH SANGITA
146	MUDE SUHANI SHANKAR
147	MULANI SAHIL GANIM RIZAWANA
148	NAIK ANUSH VISHWANATH SUJATA
149	PANDEY SOUMYA VINOD ARCHANA
150	PATEL PRIYA SANJAY VIMAL
151	PATIL ANUSHKA RAJESH SHALINI
152	PATIL ARYAN NANDKUMAR PUSHPA
153	PATIL NISHANT NATHA URMILA
154	PATIL PALLAVI ANIL CHHAYA
155	PATIL PRABHAT SANTOSH SUGANDHA
156	PATIL SAKSHI RAJESH ROHINI
157	PATIL SANIKA VIVEK VARSHA
158	PATIL SHRUTI PRAKASH KIRTI
159	PATIL SIDDHANT SANJAY SUPRIYA
160	PATIL SIDDHI RAJAN USHA
161	PATIL SUHANI JAYHIND JANHAVI

## TrackAct - Activity Tracker

<b>Name of the event :-</b>	MBA Entrance Preparation: Right Approaches for Excellence
<b>Conducted by:-</b>	Career Counselling Cell and Internal Quality Assurance Cell (IQAC)
<b>Date:-</b>	10/08/2023
<b>Venue/ Online Platform:-</b>	PHCASC Auditorium (9th floor)
<b>Mapping with Vision/Mission:-</b>	<ul style="list-style-type: none"><li>• To help the students enhance their skill sets</li><li>• To work for the personality development of the students</li></ul>
<b>Mapping with PO:-</b>	NA
<b>Mapping with CO:-</b>	NA
<b>Activity Falls under Criterion/Criteria:</b> -	Criteria V
<b>Convenor:-</b>	Ms. Ashwini Khillari
<b>Co-Convenor: - (if any)</b>	Ms. Sheetal Patariya
<b>Number of participants benefited:-</b>	377
<b>Report:-</b>	The "MBA Entrance Preparation: Right Approaches for Excellence" seminar was organised on 10th August 2023, for UnderGraduate (UG) students of

second year and third year who are aspiring to pursue an MBA. The event aimed to provide comprehensive guidance and strategies for successfully preparing for the Common Admission Test(CAT) and pursuing a rewarding MBA program.

The event commenced with a warm welcome by Mr. Priyesh Keekan, who also addressed the guest of honour and expert Mr. Vinay Raikar and his team.

The expert emphasized the importance of CAT as a gateway to prestigious B-schools and introduced the agenda for the day.

The Expert and his team delivered a presentation on the structure, content and scoring pattern of the CAT exam. Students gained insights into various sections and learned effective strategies to excel in each. There was a discussion about the time management, study plans and the importance of maintaining a balanced approach during the preparation phase.

The session provided tailored advice and recommendations for CAT preparation. The event concluded with the vote of thanks by Ms. Ashwini Lad.

**Photos:-**





Winners(if any):-

NA

COMPETITIVE EXAM		
Event name : MBA Entrance Preparation: Right Approaches for Excellence		
Date : 10/08/2023		
Convenor : Ms. Ashwini Khillari		
Co-convenor : Ms. Sheetal Patariya		
Programme name : BA, BCOM, BAF, BMS, BAMMC, BSC, BSC IT, BSC CS		
No of students : 377		
SR NO	STUDENT NAME	
1	BAGUL VIRAJ BHARAT BHAVIKA	
2	BHOIR JAY SURESH ASHWINI	
3	BHOIR PRATIK DATTATRAY SHUBHANGI	
4	CHAKRABORTY SURABHI MONINDRA SEEMA	-+
5	CHAUGULE KRRISH HARISH SAVITA	
6	CHAVAN RISHI RAJESH RASHMI	
7	DESHMUKH SANIKA DEEPAK	
8	GADGE VISHAKHA HARISHCHANDRA SUSHILA	
9	GAHINE GHANSHAM NARENDRA REKHA	
10	GAONKAR OMKAR AJAY DEEPALI	
11	GAVADE ROHIT ARUN AARATI	
12	GAWADE HARDIK NARAYAN	
13	HAJARE NUTAN BHARAT	
14	JANGID KETAN PAVANKUMAR	
15	JANJIRKAR RUSHIKESH NARENDRA KARUNA	
16	KADU MAYURI RAMESH	
17	KHOT PALLAVI DAMODAR RAJANI	
18	KOLI ADITYA RUPESH UJWALA	
19	KOLI SAMANTA JAGDISH MALTI	
20	KOTHEKAR RUTUJA DNYANESHWAR KAVITA	
21	KUMAVAT KAILASH CHHAGANLAL BABLI	
22	KUSHWAHA ANIKET JAGDISH ARTI	
23	LAKADE SHREYAS ARUN ANUJA	
24	MAHADIK VEDASHREE VIJAY VARSHA	
25	MHATRE DIVYA ASHOK DARSHANA	
26	MHATRE PRITI KRISHNA PRAMILA	
27	MHATRE RUTIKA NARAYAN ANJANI	
28	MHATRE SANIKA PARESH MALATHI	
29	MHATRE VEDANT PRAKASH	
30	MISAL SAHIL SUBHASH PRITI	
31	MISHRA BIKAS ANSUYAPRASAD SAVITA	
32	MOGARE SHARAYU RAMESH SEEMA	
33	NAVNEET RAJESH KUMAR KAVITA DEVI	
34	NIKAM LAVANYA MANGESH MRUNAL	

35	PAGARE HARSHITA ANIL AKSHATA
36	PALKAR SAMIKSHA DEEPAK ARTI
37	PALVE DIKSHA SACHIN PUSHPA
38	PATIL MRUNAL DIPAK VARSHA
39	PATIL PAVAN MAHESH MOHINI
40	PATIL RAJ ANANTA AKANKSHA
41	PAWAR SHRADDHA SANTOSH MANISHA
42	RANE SANDESH BALARAM RANJANA
43	RAUT YASH PRAKASH KALPANA
44	SHINDE PRANJALI SUDHIR SANJANA
45	SHINDE SUJAL RUPESH RANI
46	SINGH NIKHILKUMAR SANTANPASAD LEELAVATI
47	SONDE MARYAM TAWHEED NILOFER
48	TANDEL AKANKSHA MARUTI MEGHA
49	TERDE ANALA MANGESH GAURI
50	THAKUR VARUN CHANDRAKANT SARIKA
51	TIWARI DHIRAJ JOGENDER SUNITA
52	WAGHMARE CHAITALI MAHESH HEMLATA
53	MADHAVI PRANAY HARIBHAU
54	AHER SUYOG BHIMASHANKAR SANGITA
55	BALHARA KHUSHBOO JAISINGH ANITA
56	BHOIR JATIN NARAYAN PRAMODINI
57	BHOIR KAUSTUBH MAHENDRA
58	CHOWDHURY JYOTIRMAY BADAL TULSHI
59	DESHMUKH SANIKA SATISH NITA
60	DESHMUKH TEJAS WAMAN JYOTI
61	DESHPANDE SHARVARI HEMANT MADHAVI
62	DHOLE OMKAR GANESH BHARATI
63	FOFERKAR SHRUTI GAJANAN DEEPALI
64	GADGE DEEP ANIL ANCHAL
65	GOPALE SHUBHAM KASHINATH KAVITA
66	GORE PREM VINOD SHAILA
67	GUPTA DILIPKUMAR JAYPRAKASH SHAKUNTALA
68	GURJAR KAUSHAL KAILASH
69	HALDANKAR DIVYESH BALKRISHNA VARSHA
70	JADHAV TANUJA RAGHUNATH PRANALI
71	KATIK PEERMA ABDULBASHA FATIMA
72	KHAN FARDEEN NADEEM RESHMA
73	KOLI SHRUTI GAJANAN BHARATI
74	KUSHWAHA JAY HARIPAL MAMTA
75	LANKE PRATIK RAMCHANDRA SUVARNA
76	MEDHEKAR KARAN BHAGWAN BHAGYASHREE
77	MEHATO ABHISHEK JOGINDAR FULKUMARI

78	MHATRE PAYAL RAJAN BHAVANA
79	MORE SONALI CHANDRAKANT CHAITALI
80	MUMBAIKAR SANIYA KAILAS KUNDA
81	NAVAGHARE RUPESH MAHADEV SAGUNABAI
82	PANDIT ISHA MANGESH
83	PATHANIA ANSHUMAN KAMALJEET ANJALI
84	PATIL ADITYA ANKUSH ANKITA
85	PATIL ARYAN ASHOK PADMA
86	PATIL ARYAN RAKESH VAISHALI
87	PATIL HARSH DHANANJAY SMITA
88	PATIL KETAN DILIP DEEPIKA
89	PATIL RITESH ANANTA AKANKSHA
90	PATIL RONIT MAHENDRA KANCHAN
91	PATIL SHRUTI AJIT RAJESHRI
92	PATIL YASH BHANUDAS CHHAYA
93	PRASAD GUNJAKUMARI BENIMADHAV RITADEVI
94	RAJBHAR NITISH PARDESHI URMILA
95	SARKAR SUKHDEV SHANKAR JHARNA
96	SHAIKH NADIR NAUSHAD TASLEEM
97	SHAIKH SADAP ANIS KAISAR
98	SHAIKH SHAHABAJ ISTAKHAAR REHANABANU
99	SINGH PRINCE MUNNA SANJU
100	TAMBADE SUYASH MAHESH MEGHANA
101	YADAV ANIKET OMKARNATH PRAMILA
102	MHASKE GANESH RAJESH JAYA
103	CHAUDHARI DNYANESHWAR SHANKAR SUNITA
104	AHIRE SIDDHI SHIVAJI REKHA
105	BAGADE KESHAVI LAXMAN LAXMI
106	BAGUL MRUDULA YOGESH JYOTI
107	BARASKAR AAYUSHI PRABHAKAR NAVITA
108	BHAGAT AMAN JAYWANT SANDHYA
109	BHAGVANE DHANASHRI NARESH MINAKSHI
110	BHANUSHALI PURVA NARESH CHHAYA
111	BHARTI NITIN SUKESH ASHA
112	BHOIR PRANALI MANOHAR MANISHA
113	BHONDAGE NEHA SANTOSH SANDHYA
114	CHAUDHARI PRATHAMESH RAJARAM VAISHALI
115	CHAURASIYA NIKITA KUMARI SIYARAM RANISDEVI
116	CHOGLE AWESH ABDULREHMAN SARWARI
117	CHOUDHARI PRANJAL SUDHIR SAMIDHA
118	CHOUDHARY HARISH VORARAM DHAPU
119	CHOUDHARY SATRARAM VALARAM VADIYA
120	DESHMANE OM GANESH SAVITA



121	DHUMAL DHANSHREE SATISH JAYASHREE
122	DONGARE SAKSHI TULSHIRAM SMITA
123	GAIKAR SAKSHI NARAYAN CHANDRAKALA
124	GAIKWAD AKANSHA APPASAHEB SUMAN
125	GAVADE DIPTI PRAVIN JANAKI
126	GHONGE SAMEEKSHA VIJAY LALITA
127	GUJARE SAHIL MANGESH RUPALI
128	GUPTA AKASH VINOD SUCHITA
129	GUPTA ASHMITA ARVIND MINA
130	GURAV MANASI MANGESH MANISHA
131	GURJAR MEENA MATHURA LAL PREMBAI
132	HULGE SAHIL NAVNATH VARSHA
133	INGALE ROHINI ATUL RENUKA
134	ITHAPE TRUPTI RAVINDRA SUREKHA
135	JADHAV SHRIKANT MAHENDRA ANITA
136	JAGDALE ABHISHEK DADASO KAUSHALYA
137	JAGDALE VAISHNAVI JAYSING REKHA
138	JAMBHULKAR RAKSHA ATMARAM VAISHALI
139	JANGAM MAYUR RAMEAH SHITAL
140	KADAM SAKSHI SANJAY KAVITA
141	KANUGIYA MADAN ASHOK SUNITA
142	KARNE SUMIT UTTAM MANISHA
143	KEDARI ADITI DEVIDAS SARITA
144	KHANDELWAL YASH MAHENDRA NIMMI
145	KHANVILKAR VAISHNAVI YASHWANT PURVA
146	MAHADIK RUPALI VIJAY POOJA
147	MAHAJAN SANKALP GAJANAN SHITAL
148	MALKAR DHRUV BHAGWAN APARNA
149	MANDAL KHUSHI BECCHU ANJU
150	MANKAME LAUKIK JAGDISH JYOTI
151	MHASKAR AADITI KIRAN KARUNA
152	MHATRE SAHIL MANOHAR CHANDANA
153	MISAL VAISHNAVI KASHINATH VAISHALI
154	MISHRA ABHISHEK MANOJ BHAMA
155	MOHANTY MANAS PRAFUL JAMUNA
156	SHINDE AASTHA ARUN VANITA
157	MOHARE ISHA MILIND RASHMI
158	MORE VAIDEHI SHANKAR SALONI
159	NARKHEDE AKASH SANJAY SONALI
160	NATUSKAR SUMAID SAMEER ANISA
161	PAITHANKAR TANVI SANDEEP SNEHA
162	PARULEKAR DEVESHRI SUDHIR YOGITA
163	PATANKAR VIGHNESH GOVIND GIRIJA

164	PATEL DHWANI DHARMENDRA JAYSHREE
165	PATEL JYOTI SANJAY VIMAL DEVI
166	PATHANIA SHREYA KAMALJEET ANJALI
167	PATIL APURVA VISHWAS MAYA
168	PATIL DIKSHA SADANAND JAYSHREE
169	PATIL PRATHAMESH GANPAT RAVINA
170	PATIL SALONI SANDESH YOGITA
171	PATIL SWARAJ KISHOR SAPANA
172	PATIL SWARAJ SUNIL SARITA
173	PHARATE ADITYA SANTOSH SHIVANI
174	PIMPLE SANIKA PRASHANT POONAM
175	PINGALE KUNAL CHANDRAKANT SUMAN
176	PINGALE PRACHI VINAYAK VIDHYA
177	PORWAL TANVI LALIT SARIKA
178	RAKSHE NEHA NARESH RATNA
179	RAM ANJUKUMARI SUNILKUMAR MEENADEVI
180	RATHOD GOVIND PAPYA AMBIBAI
181	SACHAN ABHAY CHANDRASHEKHAR SARALA
182	SAPKAL VAISHNAVI GANESH KAVITA
183	SAWANT RUCHI SANDEEP SANIKA
184	SHAH KHUSHI MUKESH BHAVANA
185	SHAIKH SAJIYA JAVED RIZWANA
186	SHARMA TARUNKUMAR GANDHI RAJGINDI DEVI
187	SHENDE KARTIKI SANTOSH RESHMA
188	SHINDE NACHIKET SANJAY HARSHALA
189	SHINDE SWARA VIJAY VARSHA
190	SINGH PRITI MUNNA SANJU
191	SINGH REEYA VIJAYKUMAR POONAM
192	SINGH SANDHYA BECHU MEENADEVI
193	SONAVANE AATISH SANTOSH SAKSHI
194	TAMHANE SHRUTI DEEPAK MANISHA
195	THAKUR ARYAN DNYANESHWAR RUPALI
196	THAKUR CHANDANIKUMARI SUMANT ANITADEVI
197	THOMBARE MAYURI YASHWANT SUREKHA
198	THORAVE HARSHAD BHALCHANDRA BHARATI
199	TIWARI AMANKUMAR KRISHANKUMAR ARCHANA
200	TIWARI GANESH SHIVPUJAN SANTOSHDEVI
201	VARTAK KSHITIJ SANTOSH PRATIBHA
202	VEDPATHAK CHINMAYEE KIRTIKUMAR SWATI
203	WAGHMARE GIRISH HARISHCHANDRA SUNANDA
204	YADAV ANIKESH SANJAY BINDU
205	YADAV ASHWINI ASHOK MOUSMI
206	YERUNKAR VAISHNAVI SACHIN JANHVI

207	OJHA RISHIKANT AKHILESH REKHA
208	LAMBHATE SAHIL MAHESH
209	NAIK SANKET ATMARAM
210	BAHIRA OMKAR RAVINDRA LINA
211	BAJPAI TANISHQA SAURABH POOJA
212	CHAUDHARI MANSI PRASHANT NAINA
213	CHOUDHARY AMAN PRAVIN NEETU
214	DALVI NAMRATA RAMDAS RANJANA
215	DAS SUMI SUSHANTA RUPA
216	DESHMUKH HARSH KAILAS SUVARNA
217	DHARNE SAKSHI SUNIL GEETA
218	DUBEY SANJEEV SHRIKANT DUBEY PRATIBHA
219	GAJBHIYE PRASHIK DHARMAPAL NILIMA
220	GAUR MAYUR DHIRENDRA POONAM
221	DEVENDRA HEMALATHA LOGANATHAN PREMA
222	JAYA KRISHNA MADAN SEEMA
223	KAKADE SNEHAL BHAJI MONIKA
224	KAMBLE TUSHAR DEEPAK TULSI
225	KANOJIA ARYAN RAKESH ANUJA
226	MAHAJAN SAHIL RAJENDRA SUREKHA
227	MALKAR AKHILESH RAJENDRA PRAMILA
228	MALUSARE SHUBHAM SUNIL SAYALI
229	MASHILKAR SAKSHI AJAYKUMAR VIJAYA
230	MOHITE AMISHA MAHESH ANJALI
231	PATIL KHUSHI MAHENDRA MAYURI
232	PATIL SAKSHI HARISHCHANDRA KUNDA
233	PATIL SHREYASH SANDIP SUJATA
234	PATIL SWARAJ VISHWAS VAISHALI
235	RAY DEEPA DEENANATH MEERADEVI
236	SAPKAL PRASAD DIGAMBAR SAVITA
237	SHAH ADITYA PRAKASH PHOOLKUMARI
238	SINGH KOMAL PREM MEENA DEVI
239	SINGH KRITIKA RAJESH MAMTA
240	SINGH RASHMI DILIP KUMAR SAROJ
241	SINGH VISHWAJEET SHASHIBHUSHAN KAVITA
242	JOSHI SUMATI DILIP JAYSHREE
243	THAKUR KUNAL VILAS KALPANA
244	TIWARI AMIT ASHOK SANGITADEVI
245	TIWARI SHIVANI UDAYBHAN BINDU
246	VARMA RAKESHKUMAR RAMKUMAR MALTI
247	VASAVE VAIBHAV GULABSING SEEMA
248	SAKSHI DATATRAY HANDE SARLA
249	NAIR ADVAIT SREENIVAS

250	BADEKAR YASH SANJAY MADHURI
251	BHOIR YASH GANESH DEEPA
252	DHANGAVKAR YASH MAHENDRA RASHMI
253	GAIKWAD SUMIT DINESH REKHA
254	GAIKWAD VAIBHAVI VINOD JYOTI
255	GUPTA VIKAS RAMLAL GAYATRIDEVI
256	HOWAL SAHIL SHIVAJI SHIVAJI VAISHALI
257	JADHAV AKASH DEEPAK NUTAN
258	JADHAV NINAD KISHOR GITANJALI
259	KALAN YOGESH PRAVIN SNEHA
260	MISHRA PAWAN KUMAR AMIT SAROJ
261	MORE VED JYOTIRAJ YOJANA
262	PINGALE PRANIT SANDIP POOJA
263	PISAT ATHARVA UDAY SHRADDHA
264	RAJGURU PARTH CHETAN JYOTI
265	SAWANT SUYASH RAJENDRA RUTUJA
266	SHINDE SIDDHARTH RAJESH RUPALI
267	CHAVAN SHRIYASH SANTOSH SUREKHA
268	SONI VISHWAMBHAR ANIL ARTI
269	TAKLE CHETAN SANTOSH SANGEETA
270	THOMBARE SANCHITA KAILAS VAISHALI
271	WAYDANDE MAYUR SURESH MEENA
272	YADAV SUJAL PREMCHAND KIRAN
273	MORE YASH DINESH MEGHA
274	PATANKAR SHUBHAM MAHENDRA
275	GAIKWAD PRIYA RAJU
276	ANKUSH SAMRUDDHI TUSHAR ARCHANA
277	MAHATO SUNIL BUDDESHWAR BABYRANI
278	CHALKE ABHIRAJ SANDESH SANJIVANI
279	CHAVAN SHARVAJ NITIN SAVITA
280	NETKE AAYUSH AVINASH
281	DABHOLKAR SNEHA SANTOSH VAISHALI
282	DIGHE SIDDHANT HARISHCHANDRA NISHA
283	MARIYAM EMIL REJI SHERLY
284	GAIKWAD PRACHI CHANDRAKANT SUNITA
285	GEHLOT HEMANT RAJESH JOTSNA
286	GHODAJKAR ROHIT RAMANAND JAYASHRI
287	JAISWAL SATYAM VIJAYSHANKAR SITA
288	KADAM KETAN TUKARAM VIDYA
289	KALBANDE PRATIK SANJAY DAMYANTI
290	KALE MOHIT GANESH SHARDA
291	KHAN AMAN ARSHAD SHAMA
292	KSHATRIYA LAXMI GANESH TULSI

293	KUMBHARE DEEPALI PARASRAM ASHA
294	MAULE ADITYA NARAYAN MANISHA
295	MHASKAR HARSH MACHINDRANATH MADHAVI
296	MISAL VAISHNAVI RAMAKANT ROHINI
297	NEHERE GAURAV DATTATRAY RUKHMINI
298	THAKUR NIKHIL GOPINATH SWAPNALI
299	KADAM NISHANT DILIP SARITA
300	PADWAL PRATHAMESH KISHOR BHAGYASHREE
301	PATEKAR SUYASH SHASHIKANT SUPRIYA
302	PATIL HARESH DNYANESHWAR NANDA
303	PATIL ISHA YASHWANT SANDHYA
304	PATIL KIRTI CHANDRAKANT DARSHANA
305	PATIL MANASI GAJANAN BHARATI
306	PATIL MANSI VISHWANATH RANJANA
307	PATIL SAKSHI PRAMOD VIDYA
308	PATIL SANCHITA RAVINDRA SULAKSHANA
309	PATIL SANIKA SHARAD MEENA
310	PETKAR SAKSHI YASHWANT YOGITA
311	PRAJAPATI SONIYA VIRMARAM LILA
312	RAJPUROHIT GAURAV GOPALSINGH VARSHA
313	RAKSHE PRIYANKA VILAS SARIKA
314	RAUT SEJAL MURLIDHAR YOGITA
315	SABALE BHAVIKA SANJU UJWALA
316	SAROJ JANHAVI DHARAMRAJ SHASHIKALA
317	SAVLE KARTIK SANJAY SARASWATI
318	SHAH KHUSHBU JOGESHWAR RANI
319	SHAIKH INSHA IKBAL NAZIYA
320	SHAIKH KHATIJA TAHER SAJIDA
321	SHAIKH MOHAMMAD MAAZ MOHAMMAD MUSLIM SHAZIA NIKHAT
322	SHILIMKAR SHUBHAM PRADIP SHARADA
323	SHINDE ARYAN VISHNU SUNITA
324	SINGH ASHNA RAJKARAN PHOOLAN
325	SONAWALE SAMEEDHA SURESH SUCHITA
326	SURVASE DAMINI NAMDEV NANDA
327	THAKUR OM MAHESH PRATIMA
328	THORVE SARTHAK SANJAY SURVANA
329	THOTTASSERI NANDHANA RAGHAVAN PREETHA
330	TORASKAR RITIK SANTOSH ROHINI
331	VARTAK SAKSHI SUNIL BHARATI
332	SONTAKKE JANHAVEE NANDKISHOR
333	DABHANE SHUBHAM SUNIL BHARATI
334	RAWAT ANCHAL PREM SINGH
335	CHAVAN ANIRUDDHA MANOHAR SANGEETA

336	DAREKAR MADHURA VIKAS VIBHA
337	KAWALE SWARUP NITESH NIKITA
338	MORE RUTUJA RAJENDRA TRUPTI
339	PARDESHI SOHANSINGH RAMSINGH VAISHALI
340	PATIL PRANAV GUNGA SARITA
341	ATTAR RAFIYA NISAR NURJAHA
342	BALGODE PRANIT NITIN PRANITA
343	BHOIR CHETAN NATHURAM JAYASHREE
344	CHAUDHARI ARADHANA BABURAM KAMAL
345	CHAVAN GURUNATH DESAI LALITA
346	CHAVAN PRIYANKA ANIL JYOTIBAI
347	DAS BABITA KUMARI RAMESHWAR TETARI DEVI
348	DESAI MITESH SANJAY GITA
349	DESHMUKH OMKAR PRAMOD NISHA
350	DHOTRE NAGESHWAR GANESH SANTOSHI
351	GAIKWAD ANURAG NITIN RANJANA
352	GAIKWAD VIGHNESH ROSHAN RACHNA
353	GAUD ABHISHEK KUMAR NAGENDRA BABLI
354	GUPTA ANJU ANIRUDDHA KAUSHLYA
355	GUPTA ANJU VINOD SUCHITA
356	GUPTA SADHANA RAMJI SUSHILA
357	JADHAV DIKSHA PRADIP PRATI KSHA
358	JADHAV SARVESH UDAY JYOTI
359	JAMBHALE KARAN SHARAD ARATI
360	JHA ARPANKUMARI ANAND BIBHA
361	KANADE JIYA RAVINDRA RAVINA
362	KARNUK SNEHA BHANUDAS RANJANA
363	KEER PAYAL ASHOK SHIVANI
364	KHAN ARMAN ASHRAF RUBINA
365	KONAR ESSAKKIDASS ARUNACHALAM VALLIUMMAL
366	KUMAVAT PRAVINKUMAR AMARUTLAL SAGNI
367	KUMAVAT RITIK KUYARAM PYARIBAI
368	KUSHWAHA MANSI GAYAPAL ANUPAMA
369	MAHABDI ADITYA SACHIN ASHWINI
370	MAHADIK SHRUTHI SANDIP SAYALI
371	MAHATTO RAJKISHOR RAGHU BASANTIDEVI
372	MALI TEJASHREE BALKRISHNA BHARATI
373	MALIK HASINA KHATUN HASNAIN ROSHAN ARA
374	MALVIYA RITIK PRATAP LALITA
375	MANDAVKAR AKASH DEEPAK SHIVANI
376	MHATRE SHRUTI NITIN SMITA
377	MHATRE VISHAL JANARDHAN UJJWALA

## TrackAct - Activity Tracker

<b>Name of the event :-</b>	<b>“How to Crack Aptitude Test”</b>
<b>Conducted by:-</b>	<b>Programme of BSc IT , BSc CS, BSc DS, MSc IT and Competitive Cell</b>
<b>Date:-</b>	<b>August 22, 2023</b>
<b>Venue/ Online Platform:-</b>	<b>Conclave -II</b>
<b>Mapping with Vision/Mission:-</b>	To help the students enhance their skill sets To work for the personality development of the students
<b>Mapping with PO:-</b>	To enrich knowledge through problem-solving
<b>Mapping with CO:-</b>	To understand role and application of data structure in real life
<b>Activity Falls under Criterion/Criteria:-</b>	<b>Criteria V</b>
<b>Convenor:-</b>	<b>Ms.Anita Mhatre</b>
<b>Co-Convenor: - (if any)</b>	<b>Mr.Sadiq Shaikh</b>
<b>Number of participants benefited:-</b>	<b>149 students</b>

**Report:-**

The departments of **BSc. Information Technology, BSc. Computer Science And BSc. Data Science and MSc Information technology in collaboration with the Competitive Cell conducted “How to Crack Aptitude Test” presented by Mr.Sadiq**

Aptitude tests are a common assessment tool used by employers, educational institutions, and organizations to evaluate an individual's cognitive abilities, problem-solving skills, and critical thinking capabilities. Excelling in aptitude tests is crucial for various academic and career opportunities.

The objective of the seminar is to promote the awareness amongst the students about various Aptitude tests held in India.

The outcomes of the seminar are follows:

The seminar helped learners to prepare for the basic level for any aptitude test.

It will enhance their learning ability as well

The seminar promoted the sense of Competitive spirit amongst the students.

It also boosted their confidence of cracking the Government examinations which has the aptitude test as selection process criteria

Cracking aptitude tests requires dedication, practice, and strategic preparation. By understanding the test format, developing essential skills, and practicing regularly, you can improve your performance and increase your chances of success.



**Photos:-**





 GPS Map Camera

**Rasayani, Maharashtra, India**  
V5VG+6J7, HOC Colony, Rasayani, Chambharli, Maharashtra 410222, India  
Lat 18.893148°  
Long 73.176614°  
22/08/23 03:23 PM GMT +05:30

Google



**Winners(if any):-**

COMPETITIVE EXAM	
Event name : How to Crack Aptitude Test	
Date : 22/08/2023	
Convenor : Ms.Anita Mhatre	
Co-convenor : Mr.Sadiq Shaikh	
Programme name : BSc IT , BSc CS, BSc DS, MSc IT	
No of students : 149	
SR NO	STUDENT NAME
1	BAGUL VIRAJ BHARAT BHAVIKA
2	BHOIR JAY SURESH ASHWINI
3	BHOIR PRATIK DATTATRAY SHUBHANGI
4	CHAKRABORTY SURABHI MONINDRA SEEMA
5	CHAUGULE KRRISH HARISH SAVITA
6	CHAVAN RISHI RAJESH RASHMI
7	DESHMUKH SANIKA DEEPAK
8	GADGE VISHAKHA HARISHCHANDRA SUSHILA
9	GAHINE GHANSHAM NARENDRA REKHA
10	GAONKAR OMKAR AJAY DEEPALI
11	GAVADE ROHIT ARUN AARATI
12	GAWADE HARDIK NARAYAN
13	HAJARE NUTAN BHARAT
14	JANGID KETAN PAVANKUMAR
15	JANJIRKAR RUSHIKESH NARENDRA KARUNA
16	KADU MAYURI RAMESH
17	KHOT PALLAVI DAMODAR RAJANI
18	KOLI ADITYA RUPESH UJWALA
19	KOLI SAMANTA JAGDISH MALTI
20	KOTHEKAR RUTUJA DNYANESHWAR KAVITA
21	KUMAVAT KAILASH CHHAGANLAL BABLI
22	KUSHWAHA ANIKET JAGDISH ARTI
23	LAKADE SHREYAS ARUN ANUJA
24	MAHADIK VEDASHREE VIJAY VARSHA
25	MHATRE DIVYA ASHOK DARSHANA
26	MHATRE PRITI KRISHNA PRAMILA
27	MHATRE RUTIKA NARAYAN ANJANI
28	MHATRE SANIKA PARESH MALATHI
29	MHATRE VEDANT PRAKASH
30	MISAL SAHIL SUBHASH PRITI
31	MISHRA BIKAS ANSUYAPRASAD SAVITA
32	MOGARE SHARAYU RAMESH SEEMA
33	NAVNEET RAJESH KUMAR KAVITA DEVI
34	NIKAM LAVANYA MANGESH MRUNAL

35	PAGARE HARSHITA ANIL AKSHATA
36	PALKAR SAMIKSHA DEEPAK ARTI
37	PALVE DIKSHA SACHIN PUSHPA
38	PATIL MRUNAL DIPAK VARSHA
39	PATIL PAVAN MAHESH MOHINI
40	PATIL RAJ ANANTA AKANKSHA
41	PAWAR SHRADDHA SANTOSH MANISHA
42	RANE SANDESH BALARAM RANJANA
43	RAUT YASH PRAKASH KALPANA
44	SHINDE PRANJALI SUDHIR SANJANA
45	SHINDE SUJAL RUPESH RANI
46	SINGH NIKHILKUMAR SANTANPASAD LEELAVATI
47	SONDE MARYAM TAWHEED NILOFER
48	TANDEL AKANKSHA MARUTI MEGHA
49	TERDE ANALA MANGESH GAURI
50	THAKUR VARUN CHANDRAKANT SARIKA
51	TIWARI DHIRAJ JOGENDER SUNITA
52	WAGHMARE CHAITALI MAHESH HEMLATA
53	MADHAVI PRANAY HARIBHAU
54	AHER SUYOG BHIMASHANKAR SANGITA
55	BALHARA KHUSHBOO JAISINGH ANITA
56	BHOIR JATIN NARAYAN PRAMODINI
57	BHOIR KAUSTUBH MAHENDRA
58	CHOWDHURY JYOTIRMAJY BADAL TULSHI
59	DESHMUKH SANIKA SATISH NITA
60	DESHMUKH TEJAS WAMAN JYOTI
61	DESHPANDE SHARVARI HEMANT MADHAVI
62	DHOLE OMKAR GANESH BHARATI
63	FOFERKAR SHRUTI GAJANAN DEEPALI
64	GADGE DEEP ANIL ANCHAL
65	GOPALE SHUBHAM KASHINATH KAVITA
66	GORE PREM VINOD SHAILA
67	GUPTA DILIPKUMAR JAYPRAKASH SHAKUNTALA
68	GURJAR KAUSHAL KAILASH
69	HALDANKAR DIVYESH BALKRISHNA VARSHA
70	JADHAV TANUJA RAGHUNATH PRANALI
71	KATIK PEERMA ABDULBASHA FATIMA
72	KHAN FARDEEN NADEEM RESHMA
73	KOLI SHRUTI GAJANAN BHARATI
74	KUSHWAHA JAY HARIPAL MAMTA
75	LANKE PRATIK RAMCHANDRA SUVARNA
76	MEDHEKAR KARAN BHAGWAN BHAGYASHREE
77	MEHATO ABHISHEK JOGINDAR FULKUMARI

78	MHATRE PAYAL RAJAN BHAVANA
79	MORE SONALI CHANDRAKANT CHAITALI
80	MUMBAIKAR SANIYA KAILAS KUNDA
81	NAVAGHARE RUPESH MAHADEV SAGUNABAI
82	PANDIT ISHA MANGESH
83	PATHANIA ANSHUMAN KAMALJEET ANJALI
84	PATIL ADITYA ANKUSH ANKITA
85	PATIL ARYAN ASHOK PADMA
86	PATIL ARYAN RAKESH VAISHALI
87	PATIL HARSH DHANANJAY SMITA
88	PATIL KETAN DILIP DEEPIKA
89	PATIL RITESH ANANTA AKANKSHA
90	PATIL RONIT MAHENDRA KANCHAN
91	PATIL SHRUTI AJIT RAJESHRI
92	PATIL YASH BHANUDAS CHHAYA
93	PRASAD GUNJAKUMARI BENIMADHAV RITADEVI
94	RAJBHAR NITISH PARDESHI URMILA
95	SARKAR SUKHDEV SHANKAR JHARNA
96	SHAIKH NADIR NAUSHAD TASLEEM
97	SHAIKH SADAP ANIS KAISAR
98	SHAIKH SHAHABAJ ISTAKHAAR REHANABANU
99	SINGH PRINCE MUNNA SANJU
100	TAMBADE SUYASH MAHESH MEGHANA
101	YADAV ANIKET OMKARNATH PRAMILA
102	MHASKE GANESH RAJESH JAYA
103	CHAUDHARI DNYANESHWAR SHANKAR SUNITA
104	CHAVAN ANIRUDDHA MANOHAR SANGEETA
105	DAREKAR MADHURA VIKAS VIBHA
106	KAWALE SWARUP NITESH NIKITA
107	MORE RUTUJA RAJENDRA TRUPTI
108	PARDESHI SOHANSINGH RAMSINGH VAISHALI
109	PATIL PRANAV GUNGA SARITA
110	PAL DURGESH KUMAR SURESHCHANDRA
111	DEULGONKAR RAGHVENDRA GOPAL
112	GAIKWAD YUKTI MADHUSUDAN
113	NILAKSHI DHANANJAY PATIL
114	PRIYANKA PARASHURAM SANGLE
115	PAWAR VAISHNAVI VILAS
116	BARASKAR DIVYA DNYAESHWAR
117	KONDILKAR SAKSHI KISHOR
118	MOHITE PRIYA MANGESH
119	CHAUHAN ASHISH RAMAYAN
120	HUSSAIN SHABBIR KOTHARI

121	SINGH MANASI RAKESH
122	PATIL NEHA VISHWAS
123	AMBRE RUGVED MAHENDRA PRAGATI
124	BANA SWAYAM JAGDISH VAISHALI
125	BEDKUTE SNEHAL YUVRAJ SUVARANA
126	BHAGAT SHREEJAY HARESHWAR KARUNA
127	BHOIR HITAISHI PRABHAKAR ANJALI
128	BHOIR RAJ VIKRAM RESHMA
129	CHANDANE SHRAVANI MANGESH MANISHA
130	CHAVAN KASHISH AMIT VARSHA
131	DAKHAVE CHINMAY MILIND KAVITA
132	DHILLON SUKHMANN SINGH JARNEL SINGH RAJVINDER KAUR DHILLON
133	GAIKWAD SAMIKSHA ANIL SARIKA
134	JADHAV PRANALI RAVINDRA RESHMA
135	JAGTAP KRISHNA DNYANESHWAR JYOTI
136	JAMBHALE RIYA SANTOSH SAPANA
137	KACHCHI MOHAMMAD KAIF IBRAHIM AKHTARI
138	KADAM SHREYA SHIVAJI NEETA
139	KADU KREEPA SAKSHI
140	KAMAT NIDHAY AJIT APURVA
141	KAMBLE SAKSHI PRASHANT KARUNA
142	KAVAJI MANSI VITHOBA MANISHA
143	KEDARI SHRAVANI DATTATRAY POONAM
144	KOLI NAYAN BHALCHANDRA PRAJAKTA
145	KOLI RIDDHI SHARAD LEENA
146	MAJUMDAR RONIT RATAN SHIPRA
147	MHATRE HARSH VIJAY ANITA
148	MHATRE HARSHAL MANGESH SUSHAMA
149	MHATRE NINAD MANGESH SARITA

## TrackAct - Activity Tracker

<b>Name of the event :-</b>	Career Guidance on Company Secretary Course
<b>Conducted by:-</b>	Career Counselling Cell and Programme of B.Com (A&F) and Internal Quality Assurance Cell (IQAC)
<b>Date:-</b>	23/08/2023
<b>Venue/ Online Platform:-</b>	PHCASC Auditorium (9th floor)
<b>Mapping with Vision/Mission:-</b>	<ul style="list-style-type: none"> <li>• To help the students enhance their skill sets</li> <li>• To work for the personality development of the students</li> </ul>
<b>Mapping with PO:-</b>	NA
<b>Mapping with CO:-</b>	NA
<b>Activity Falls under Criterion/Criteria:</b> -	Criteria V
<b>Convenor:-</b>	Ms. Paulami Rao
<b>Co-Convenor: - (if any)</b>	Ms. Sheetal Patariya
<b>Number of participants benefited:-</b>	95
<b>Report:-</b>	The "Career Guidance on Company Secretary Course" seminar was organised on 23rd August 2023, for the first year, second year and third year students of Bachelor of Accountancy & Finance. The event aimed to orient students about the course of Company Secretary.



The event commenced with a warm welcome by Ms. Shireen Jalgaonkar who also addressed the guest of honour Ms. Vimala Jogadia, she is Sr. Executive Assistant in WIRC (Western India Regional Council) of ICSI (Institute of Company Secretary of India).

The Expert highlighted the numbers of ways to enrol for the course. Students were enlightened about the career paths after the completion of the course.

The Expert also provided the complete information about the fees structure, number of subjects involved in groups at all three levels.

There was a discussion about the time management, study plans and the importance of maintaining a balanced approach during the preparation phase.

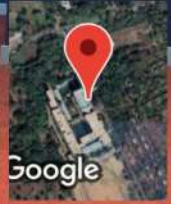
The session provided tailored advice and fruitful career option of the students. The event concluded with the vote of thanks by Ms. Paulami Rao.

**Photos:-**





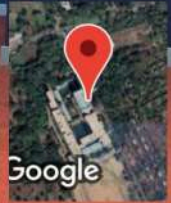
GPS Map Camera



**Rasayani, Maharashtra, India**  
V5VG+JGV, HOC Colony, Rasayani, Chambharli, Maharashtra 410222,  
India  
Lat 18.894052°  
Long 73.176806°  
23/08/23 11:35 AM GMT +05:30



GPS Map Camera



**Rasayani, Maharashtra, India**  
V5VG+JGV, HOC Colony, Rasayani, Chambharli, Maharashtra 410222,  
India  
Lat 18.894052°  
Long 73.176806°  
23/08/23 11:35 AM GMT +05:30



**Winners(if any):-**

NA

CAREER COUNSELLING EVENT	
Event name : Career Guidance on Company Secretary Course	
Date : 23/08/2023	
Convenor : Ms. Paulami Rao	
Co-convenor : Ms. Sheetal Patariya	
Programme name : BAF	
No of students : 95	
SR NO	STUDENT NAME
1	AHIRE SIDDHI SHIVAJI REKHA
2	BAGADE KESHAVI LAXMAN LAXMI
3	BAGUL MRUDULA YOGESH JYOTI
4	BARASKAR AAYUSHI PRABHAKAR NAVITA
5	BHAGAT AMAN JAYWANT SANDHYA
6	BHAGVANE DHANASHRI NARESH MINAKSHI
7	BHANUSHALI PURVA NARESH CHHAYA
8	BHARTI NITIN SUKESH ASHA
9	BHOIR PRANALI MANOHAR MANISHA
10	BHONDAGE NEHA SANTOSH SANDHYA
11	CHAUDHARI PRATHAMESH RAJARAM VAISHALI
12	CHAURASIYA NIKITA KUMARI SIYARAM RANISDEVI
13	CHOGLE AWESH ABDULREHMAN SARWARI
14	CHOUDHARI PRANJAL SUDHIR SAMIDHA
15	CHOUDHARY HARISH VORARAM DHAPU
16	CHOUDHARY SATRARAM VALARAM VADIYA
17	DESHMANE OM GANESH SAVITA
18	DHUMAL DHANSHREE SATISH JAYASHREE
19	DONGARE SAKSHI TULSHIRAM SMITA
20	GAIKAR SAKSHI NARAYAN CHANDRAKALA
21	GAIKWAD AKANSHA APPASAHEB SUMAN
22	GAVADE DIPTI PRAVIN JANAKI
23	GHONGE SAMEEKSHA VIJAY LALITA
24	GUJARE SAHIL MANGESH RUPALI
25	GUPTA AKASH VINOD SUCHITA
26	GUPTA ASHMITA ARVIND MINA
27	GURAV MANASI MANGESH MANISHA
28	GURJAR MEENA MATHURA LAL PREMBAI
29	HULGE SAHIL NAVNATH VARSHA
30	INGALE ROHINI ATUL RENUKA
31	ITHAPE TRUPTI RAVINDRA SUREKHA
32	JADHAV SHRIKANT MAHENDRA ANITA
33	JAGDALE ABHISHEK DADASO KAUSHALYA
34	JAGDALE VAISHNAVI JAYSING REKHA

35	JAMBHULKAR RAKSHA ATMARAM VAISHALI
36	JANGAM MAYUR RAMEAH SHITAL
37	KADAM SAKSHI SANJAY KAVITA
38	KANUGIYA MADAN ASHOK SUNITA
39	KARNE SUMIT UTTAM MANISHA
40	KEDARI ADITI DEVIDAS SARITA
41	KHANDELWAL YASH MAHENDRA NIMMI
42	KHANVILKAR VAISHNAVI YASHWANT PURVA
43	MAHADIK RUPALI VIJAY POOJA
44	MAHAJAN SANKALP GAJANAN SHITAL
45	MALKAR DHRUV BHAGWAN APARNA
46	MANDAL KHUSHI BECCHU ANJU
47	MANKAME LAUKIK JAGDISH JYOTI
48	MHASKAR AADITI KIRAN KARUNA
49	MHATRE SAHIL MANOHAR CHANDANA
50	MISAL VAISHNAVI KASHINATH VAISHALI
51	MISHRA ABHISHEK MANOJ BHAMA
52	MOHANTY MANAS PRAFUL JAMUNA
53	SHINDE AASTHA ARUN VANITA
54	MOHARE ISHA MILIND RASHMI
55	MORE VAIDEHI SHANKAR SALONI
56	NARKHEDE AKASH SANJAY SONALI
57	NATUSKAR SUMAID SAMEER ANISA
58	PAITHANKAR TANVI SANDEEP SNEHA
59	PARULEKAR DEVESHRI SUDHIR YOGITA
60	PATANKAR VIGHNESH GOVIND GIRIJA
61	PATEL DHWANI DHARMENDRA JAYSHREE
62	PATEL JYOTI SANJAY VIMAL DEVI
63	PATHANIA SHREYA KAMALJEET ANJALI
64	PATIL APURVA VISHWAS MAYA
65	PATIL DIKSHA SADANAND JAYSHREE
66	PATIL PRATHAMESH GANPAT RAVINA
67	PATIL SALONI SANDESH YOGITA
68	PATIL SWARAJ KISHOR SAPANA
69	PATIL SWARAJ SUNIL SARITA
70	PHARATE ADITYA SANTOSH SHIVANI
71	PIMPLE SANIKA PRASHANT POONAM
72	PINGALE KUNAL CHANDRAKANT SUMAN
73	PINGALE PRACHI VINAYAK VIDHYA
74	PORWAL TANVI LALIT SARIKA
75	RAKSHE NEHA NARESH RATNA
76	RAM ANJUKUMARI SUNILKUMAR MEENADEV
77	RATHOD GOVIND PAPYA AMBIBAI

78	SACHAN ABHAY CHANDRASHEKHAR SARALA
79	SAPKAL VAISHNAVI GANESH KAVITA
80	SAWANT RUCHI SANDEEP SANIKA
81	SHAH KHUSHI MUKESH BHAVANA
82	SHAIKH SAJIYA JAVED RIZWANA
83	SHARMA TARUNKUMAR GANDHI RAJGINDI DEVI
84	SHENDE KARTIKI SANTOSH RESHMA
85	SHINDE NACHIKET SANJAY HARSHALA
86	SHINDE SWARA VIJAY VARSHA
87	SINGH PRITI MUNNA SANJU
88	SINGH REEYA VIJAYKUMAR POONAM
89	SINGH SANDHYA BECHU MEENADEVI
90	SONAVANE AATISH SANTOSH SAKSHI
91	TAMHANE SHRUTI DEEPAK MANISHA
92	THAKUR ARYAN DNYANESHWAR RUPALI
93	THAKUR CHANDANIKUMARI SUMANT ANITADEVI
94	TIWARI GANESH SHIVPUJAN SANTOSHDEVI
95	VARTAK KSHITIJ SANTOSH PRATIBHA

## TrackAct - Activity Tracker

<b>Name of the event :-</b>	Career Guidance on Company Secretary Course
<b>Conducted by:-</b>	Career Counselling Cell and Programme of B.M.S and Internal Quality Assurance Cell (IQAC)
<b>Date:-</b>	23/08/2023
<b>Venue/ Online Platform:-</b>	PHCASC Auditorium (9th floor)
<b>Mapping with Vision/Mission:-</b>	<ul style="list-style-type: none"> <li>• To help the students enhance their skill sets</li> <li>• To work for the personality development of the students</li> </ul>
<b>Mapping with PO:-</b>	NA
<b>Mapping with CO:-</b>	NA
<b>Activity Falls under Criterion/Criteria:</b> -	Criteria V
<b>Convenor:-</b>	Ms. Paulami Rao
<b>Co-Convenor: - (if any)</b>	Ms. Sheetal Patariya
<b>Number of participants benefited:-</b>	90
<b>Report:-</b>	The "Career Guidance on Company Secretary Course" seminar was organised on 23rd August 2023, for the first year, second year and third year students of Bachelor of Management. The event aimed to orient students about the course of Company Secretary.

The event commenced with a warm welcome by Ms. Shireen Jalgaonkar who also addressed the guest of honour Ms. Vimala Jogadia, she is Sr. Executive Assistant in WIRC (Western India Regional Council) of ICSI (Institute of Company Secretary of India).

The Expert highlighted the numbers of ways to enrol for the course. Students were enlightened about the career paths after the completion of the course.

The Expert also provided the complete information about the fees structure, number of subjects involved in groups at all three levels.

There was a discussion about the time management, study plans and the importance of maintaining a balanced approach during the preparation phase.

The session provided tailored advice and fruitful career option of the students. The event concluded with the vote of thanks by Ms. Paulami Rao.

**Photos:-**







**Winners(if any):-**

NA

CAREER COUNSELLING EVENT	
Event name : Career Guidance on Company Secretary Course	
Date : 23/08/2023	
Convenor : Ms. Paulami Rao	
Co-convenor : Ms. Sheetal Patariya	
Programme name : BMS	
No of students : 90	
SR NO	STUDENT NAME
1	BAHIRA OMKAR RAVINDRA LINA
2	BAJPAI TANISHQA SAURABH POOJA
3	CHAUDHARI MANSI PRASHANT NAINA
4	CHOUDHARY AMAN PRAVIN NEETU
5	DALVI NAMRATA RAMDAS RANJANA
6	DAS SUMI SUSHANTA RUPA
7	DESHMUKH HARSH KAILAS SUVARNA
8	DHARNE SAKSHI SUNIL GEETA
9	DUBEY SANJEEV SHRIKANT DUBEY PRATIBHA
10	GAJBHIYE PRASHIK DHARMAPAL NILIMA
11	GAUR MAYUR DHIRENDRA POONAM
12	DEVENDRA HEMALATHA LOGANATHAN PREMA
13	JAYA KRISHNA MADAN SEEMA
14	KAKADE SNEHAL BHAI MONIKA
15	KAMBLE TUSHAR DEEPAK TULSI
16	KANOJIA ARYAN RAKESH ANUJA
17	MAHAJAN SAHIL RAJENDRA SUREKHA
18	MALKAR AKHILESH RAJENDRA PRAMILA
19	MALUSARE SHUBHAM SUNIL SAYALI
20	MASHILKAR SAKSHI AJAYKUMAR VIJAYA
21	MOHITE AMISHA MAHESH ANJALI
22	PATIL KHUSHI MAHENDRA MAYURI
23	PATIL SAKSHI HARISHCHANDRA KUNDA
24	PATIL SHREYASH SANDIP SUJATA
25	PATIL SWARAJ VISHWAS VAISHALI
26	RAY DEEPA DEENANATH MEERADEVI
27	SAPKAL PRASAD DIGAMBAR SAVITA
28	SHAH ADITYA PRAKASH PHOOLKUMARI
29	SINGH KOMAL PREM MEENA DEVI
30	SINGH KRITIKA RAJESH MAMTA
31	SINGH RASHMI DILIP KUMAR SAROJ
32	SINGH VISHWAJEET SHASHIBHUSHAN KAVITA
33	JOSHI SUMATI DILIP JAYSHREE
34	THAKUR KUNAL VILAS KALPANA

35	TIWARI AMIT ASHOK SANGITADEVI
36	TIWARI SHIVANI UDAYBHAN BINDU
37	VARMA RAKESHKUMAR RAMKUMAR MALTI
38	VASAVE VAIBHAV GULABSING SEEMA
39	SAKSHI DATTATRAY HANDE SARLA
40	NAIR ADVAIT SREENIVAS
41	BADEKAR YASH SANJAY MADHURI
42	BHOIR YASH GANESH DEEPA
43	DHANGAVKAR YASH MAHENDRA RASHMI
44	GAIKWAD SUMIT DINESH REKHA
45	GAIKWAD VAIBHAVI VINOD JYOTI
46	GUPTA VIKAS RAMLAL GAYATRIDEVI
47	HOWAL SAHIL SHIVAJI SHIVAJI VAISHALI
48	JADHAV AKASH DEEPAK NUTAN
49	JADHAV NINAD KISHOR GITANJALI
50	KALAN YOGESH PRAVIN SNEHA
51	MISHRA PAWAN KUMAR AMIT SAROJ
52	MORE VED JYOTIRAJ YOJANA
53	PINGALE PRANIT SANDIP POOJA
54	PISAT ATHARVA UDAY SHRADDHA
55	RAJGURU PARTH CHETAN JYOTI
56	SAWANT SUYASH RAJENDRA RUTUJA
57	SHINDE SIDDHARTH RAJESH RUPALI
58	CHAVAN SHRIYASH SANTOSH SUREKHA
59	SONI VISHWAMBHAR ANIL ARTI
60	TAKLE CHETAN SANTOSH SANGEETA
61	THOMBARE SANCHITA KAILAS VAISHALI
62	WAYDANDE MAYUR SURESH MEENA
63	YADAV SUJAL PREMCHAND KIRAN
64	MORE YASH DINESH MEGHA
65	PATANKAR SHUBHAM MAHENDRA
66	GAIKWAD PRIYA RAJU
67	ANKUSH SAMRUDDHI TUSHAR ARCHANA
68	MAHATO SUNIL BUDDESHWAR BABYRANI
69	CHALKE ABHIRAJ SANDESH SANJIVANI
70	CHAVAN SHARVAJ NITIN SAVITA
71	NETKE AAYUSH AVINASH
72	DABHOLKAR SNEHA SANTOSH VAISHALI
73	DIGHE SIDDHANT HARISHCHANDRA NISHA
74	MARIYAM EMIL REJI SHERLY
75	GAIKWAD PRACHI CHANDRAKANT SUNITA
76	GEHLOT HEMANT RAJESH JOTSNA
77	GHODAJKAR ROHIT RAMANAND JAYASHRI

78	JAIHWAL SATYAM VIJAYSHANKAR SITA
79	KADAM KETAN TUKARAM VIDYA
80	KALBANDE PRATIK SANJAY DAMYANTI
81	KALE MOHIT GANESH SHARDA
82	KHAN AMAN ARSHAD SHAMA
83	KSHATRIYA LAXMI GANESH TULSI
84	KUMBHARE DEEPALI PARASRAM ASHA
85	MAULE ADITYA NARAYAN MANISHA
86	MHASKAR HARSH MACHINDRANATH MADHAVI
87	MISAL VAISHNAVI RAMAKANT ROHINI
88	NEHERE GAURAV DATTATRAY RUKHMINI
89	THAKUR NIKHIL GOPINATH SWAPNALI
90	KADAM NISHANT DILIP SARITA

## TrackAct - Activity Tracker

<b>Name of the event :-</b>	Career Guidance on Company Secretary Course
<b>Conducted by:-</b>	Career Counselling Cell and Programme of B.Com and Internal Quality Assurance Cell (IQAC)
<b>Date:-</b>	23/08/2023
<b>Venue/ Online Platform:-</b>	PHCASC Auditorium (9th floor)
<b>Mapping with Vision/Mission:-</b>	<ul style="list-style-type: none"><li>• To help the students enhance their skill sets</li><li>• To work for the personality development of the students</li></ul>
<b>Mapping with PO:-</b>	NA
<b>Mapping with CO:-</b>	NA
<b>Activity Falls under Criterion/Criteria:</b> -	Criteria V
<b>Convenor:-</b>	Ms. Paulami Rao
<b>Co-Convenor: - (if any)</b>	Ms. Sheetal Patariya
<b>Number of participants benefited:-</b>	28
<b>Report:-</b>	The "Career Guidance on Company Secretary Course" seminar was organised on 23rd August 2023, for the first year, second year and third year students of Bachelor of Commerce. The event aimed to orient students about the course of Company Secretary.

The event commenced with a warm welcome by Ms. Shireen Jalgaonkar who also addressed the guest of honour Ms. Vimala Jogadia, she is Sr. Executive Assistant in WIRC (Western India Regional Council) of ICSI (Institute of Company Secretary of India).

The Expert highlighted the numbers of ways to enrol for the course. Students were enlightened about the career paths after the completion of the course.

The Expert also provided complete information about the fees structure, number of subjects involved in groups at all three levels.

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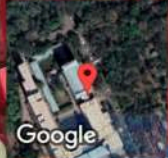
**Photos:-**





Rasayani, Maharashtra, India  
V5VG+JGV, HOC Colony, Rasayani, Chambharli, Maharashtra 410222, India  
Lat 18.89405°  
Long 73.176807°  
23/08/23 11:49 AM GMT +05:30

GPS Map Camera



Rasayani, Maharashtra, India  
V5VG+JGV, HOC Colony, Rasayani, Chambharli, Maharashtra 410222, India  
Lat 18.89407°  
Long 73.176823°  
23/08/23 11:51 AM GMT +05:30

GPS Map Camera



**Winners(if any):-**

NA



CAREER COUNSELLING EVENT	
Event name : Career Guidance on Company Secretary Course	
Date : 23/08/2023	
Convenor : Ms. Paulami Rao	
Co-convenor : Ms. Sheetal Patariya	
Programme name : BCOM	
No of students : 28	

SR NO	STUDENT NAME
1	ATTAR RAFIYA NISAR NURJAHA
2	BALGODE PRANIT NITIN PRANITA
3	BHOIR CHETAN NATHURAM JAYASHREE
4	CHAUDHARI ARADHANA BABURAM KAMAL
5	CHAVAN GURUNATH DESAI LALITA
6	CHAVAN PRIYANKA ANIL JYOTIBAI
7	DAS BABITA KUMARI RAMESHWAR TETARI DEVI
8	DESAI MITESH SANJAY GITA
9	DESHMUKH OMKAR PRAMOD NISHA
10	DHOTRE NAGESHWAR GANESH SANTOSHI
11	GAIKWAD ANURAG NITIN RANJANA
12	GAIKWAD VIGHNESH ROSHAN RACHNA
13	GAUD ABHISHEK KUMAR NAGENDRA BABLI
14	GUPTA ANJU ANIRUDDHA KAUSHLYA
15	GUPTA ANJU VINOD SUCHITA
16	GUPTA SADHANA RAMJI SUSHILA
17	JADHAV DIKSHA PRADIP PRATIKSHA
18	JADHAV SARVESH UDAY JYOTI
19	JAMBHALE KARAN SHARAD ARATI
20	JHA ARPANKUMARI ANAND BIBHA
21	KANADE JIYA RAVINDRA RAVINA
22	KARNUK SNEHA BHANUDAS RANJANA
23	KEER PAYAL ASHOK SHIVANI
24	KHAN ARMAN ASHRAF RUBINA
25	KONAR ESSAKKIDASS ARUNACHALAM VALLIUMMAL
26	KUMAVAT PRAVINKUMAR AMARUTLAL SAGNI
27	KUMAVAT RITIK KUYARAM PYARIBAI
28	KUSHWAHA MANSI GAYAPAL ANUPAMA

## TrackAct - Activity Tracker

<b>Name of the event: -</b>	<b>Aptitude Training for MBA Entrance Examination</b>
<b>Conducted by:-</b>	<b>Competitive Exam Cell and Internal Quality Assurance Cell (IQAC) of Pillai HOC College of Arts, Science, and Commerce, Rasayani in association with Campus Credentials</b>
<b>Date:-</b>	<b>14<sup>th</sup> September 2023</b>
<b>Venue/ Online Platform:-</b>	<b>Conclave II</b>
<b>Mapping with Vision/Mission:-</b>	It has mapped with our mission of enhancement of students' skill sets, developing their personality, inculcating civic sense, and above all will help them to meet the market demands.
<b>Mapping with PO: -</b>	<p>PO 1: The learners are expected to understand how cultural, historical, geographical, political, linguistic, and environmental forces shape the world and recognize the role of the individual within communities to effect change.</p> <p>PO 3: The students will be able to demonstrate the skills to extract and convey information accurately in a variety of formats and demonstrate social interaction.</p> <p>PO 4: The students are expected to engage in scholarly inquiry to identify and investigate questions of a theoretical and/or applied nature.</p> <p>PO 5: The program enables the students to demonstrate detailed knowledge in one or more disciplines and integrate knowledge and perspectives across disciplinary boundaries.</p> <p>PO 6: The students are expected to demonstrate personal integrity and professional behavior in scholarly endeavors and in collaborating with others within and beyond the academic community.</p>
<b>Mapping with CO:-</b>	-

<b>Activity Falls under Criterion/Criteria:-</b>	Criterion 1
<b>Convenor:-</b>	Keekan Priyesh Raghavan
<b>Co-Convenor: - (if any)</b>	NIL
<b>Number of participants benefitted:-</b>	82 Students
<b>Report:-</b>	<p>The Competitive Exam Cell and Internal Quality Assurance Cell (IQAC) of Pillai HOC College of Arts, Science, and Commerce, Rasayani in association with the Campus Credentials successfully organized a seminar on Aptitude Training for MBA Entrance Test on 14, September 2023 for all the students of Arts and Commerce of PHCASC from 01:00 pm to 03:00 pm.</p> <p>The entire event focused on the training that is required for every aspiring MBA candidate who wishes to see themselves excelling in that field. The Campus Credentials took the initiative of helping those aspirants by organizing the Mock Test. This was indeed a brilliant initiative that would give the aspirants a glimpse of what was in store for them soon to come. Not only the mock test but also the expert guidance before the conduction of the test was equally a moral booster for the students.</p> <p>Such activities do help the student community to enter the world of Jobs where there is great uncertainty as well as opportunities alike.</p>

Photos:-





**Winners(if any):-**

NIL

**COMPETITIVE EXAM**

Event name : Aptitude Training for MBA Entrance Examination

Date : 14/09/2023

Convenor : Keekan Priyesh Raghavan

Programme name : Arts and Commerce

No of students : 82

SR NO	STUDENT NAME
1	MOHARE ISHA MILIND RASHMI
2	MORE VAIDEHI SHANKAR SALONI
3	NARKHEDE AKASH SANJAY SONALI
4	NATUSKAR SUMAID SAMEER ANISA
5	PAITHANKAR TANVI SANDEEP SNEHA
6	PARULEKAR DEVESHRI SUDHIR YOGITA
7	PATANKAR VIGHNESH GOVIND GIRIJA
8	PATEL DHWANI DHARMENDRA JAYSHREE
9	PATEL JYOTI SANJAY VIMAL DEVI
10	PATHANIA SHREYA KAMALJEET ANJALI
11	PATIL APURVA VISHWAS MAYA
12	PATIL DIKSHA SADANAND JAYSHREE
13	PATIL PRATHAMESH GANPAT RAVINA
14	PATIL SALONI SANDESH YOGITA
15	PATIL SWARAJ KISHOR SAPANA
16	PATIL SWARAJ SUNIL SARITA
17	PHARATE ADITYA SANTOSH SHIVANI
18	PIMPLE SANIKA PRASHANT POONAM
19	PINGALE KUNAL CHANDRAKANT SUMAN
20	PINGALE PRACHI VINAYAK VIDHYA
21	PORWAL TANVI LALIT SARIKA
22	RAKSHE NEHA NARESH RATNA
23	RAM ANJUKUMARI SUNILKUMAR MEENADEVI
24	RATHOD GOVIND PAPYA AMBIBAI
25	SACHAN ABHAY CHANDRASHEKHAR SARALA
26	SAPKAL VAISHNAVI GANESH KAVITA
27	SAWANT RUCHI SANDEEP SANIKA
28	SHAH KHUSHI MUKESH BHAVANA
29	SHAIKH SAJIYA JAVED RIZWANA
30	SHARMA TARUNKUMAR GANDHI RAJGINDI DEVI
31	SHENDE KARTIKI SANTOSH RESHMA
32	SHINDE NACHIKET SANJAY HARSHALA
33	SHINDE SWARA VIJAY VARSHA
34	SINGH PRITI MUNNA SANJU
35	SINGH REEYA VIJAYKUMAR POONAM

36	SINGH SANDHYA BECHU MEENADEVI
37	SONAVANE AATISH SANTOSH SAKSHI
38	TAMHANE SHRUTI DEEPAK MANISHA
39	THAKUR ARYAN DNYANESHWAR RUPALI
40	THAKUR CHANDANIKUMARI SUMANT ANITADEVI
41	THOMBARE MAYURI YASHWANT SUREKHA
42	THORAVE HARSHAD BHALCHANDRA BHARATI
43	TIWARI AMANKUMAR KRISHANKUMAR ARCHANA
44	TIWARI GANESH SHIVPUJAN SANTOSHDEVI
45	VARTAK KSHITIJ SANTOSH PRATIBHA
46	VEDPATHAK CHINMAYEE KIRTIKUMAR SWATI
47	WAGHMARE GIRISH HARISHCHANDRA SUNANDA
48	YADAV ANIKESH SANJAY BINDU
49	YADAV ASHWINI ASHOK MOUSMI
50	YERUNKAR VAISHNAVI SACHIN JANHVI
51	OJHA RISHIKANT AKHILESH REKHA
52	LAMBHATE SAHIL MAHESH
53	NAIK SANKET ATMARAM
54	RAY DEEPA DEENANATH MEERADEVI
55	SAPKAL PRASAD DIGAMBAR SAVITA
56	SHAH ADITYA PRAKASH PHOOLKUMARI
57	SINGH KOMAL PREM MEENA DEVI
58	SINGH KRITIKA RAJESH MAMTA
59	SINGH RASHMI DILIP KUMAR SAROJ
60	SINGH VISHWAJEET SHASHIBHUSHAN KAVITA
61	JOSHI SUMATI DILIP JAYSHREE
62	THAKUR KUNAL VILAS KALPANA
63	TIWARI AMIT ASHOK SANGITADEVI
64	TIWARI SHIVANI UDAYBHAN BINDU
65	VARMA RAKESHKUMAR RAMKUMAR MALTI
66	VASAVE VAIBHAV GULABSING SEEMA
67	SAKSHI DATATRAY HANDE SARLA
68	NAIR ADVAIT SREENIVAS
69	GUPTA SADHANA RAMJI SUSHILA
70	JADHAV DIKSHA PRADIP PRATIKSHA
71	JADHAV SARVESH UDAY JYOTI
72	JAMBHALE KARAN SHARAD ARATI
73	JHA ARPANKUMARI ANAND BIBHA
74	KULHARE AKASHRAJ VIRENDRA ANITA
75	GODBOLE ABHAY VINAYAK SHILPA
76	JADHAV VAIBHAVI ANIL NALINI
77	KEVAT HEMANTKUMAR RAMCHANDRA INDRAVATI
78	MADANE SHIVRAJ RAVINDRA RAJESHREE

79	MISHRA KRISHNANAND DHARAMPRAKESH SUNITA
80	PATIL DIPALI RAVINDRA SUNITA
81	KEER PAYAL ASHOK SHIVANI
82	KHAN ARMAN ASHRAF RUBINA



## TrackAct - Activity Tracker

<b>Name of the event: -</b>	<b>Digital Marketing and Career Opportunities</b>
<b>Conducted by:-</b>	<b>Career Counselling Cell</b> in association with the <b>Internal Quality Assurance Cell (IQAC)</b> of Pillai HOC College of Arts , Science, and Commerce, Rasayani and Department of Arts and Mass Media & Communication
<b>Date:-</b>	<b>07<sup>th</sup> October 2023</b>
<b>Venue/ Online Platform:-</b>	<b>Conclave II</b>
<b>Mapping with Vision/Mission:-</b>	It has mapped with our mission of enhancement of students' skill sets, developing their personality, inculcating civic sense, and above all will help them to meet the market demands.
<b>Mapping with PO: -</b>	<p>PO 1: The learners are expected to understand how cultural, historical, geographical, political, linguistic, and environmental forces shape the world and recognize the role of the individual within communities to effect change.</p> <p>PO 3: The students will be able to demonstrate the skills to extract and convey information accurately in a variety of formats and demonstrate social interaction.</p> <p>PO 4: The students are expected to engage in scholarly inquiry to identify and investigate questions of a theoretical and/or applied nature.</p> <p>PO 5: The program enables the students to demonstrate detailed knowledge in one or more disciplines and integrate knowledge and perspectives across disciplinary boundaries.</p> <p>PO 6: The students are expected to demonstrate personal integrity and professional behavior in scholarly endeavors and in collaborating with others within and beyond the academic community.</p>
<b>Mapping with CO:-</b>	-

<b>Activity Falls under Criterion/Criteria:-</b>	Criterion V
<b>Convenor:-</b>	Keekan Priyesh Raghavan
<b>Co-Convenor: - (if any)</b>	NIL
<b>Number of participants benefitted:-</b>	41 Students
<b>Report:-</b>	<p>The Career Counselling Cell in association with the Internal Quality Assurance Cell (IQAC) of Pillai HOC College of Arts, Science, and Commerce, Rasayani successfully organised a seminar on Digital Marketing and Career Opportunities on 07, October 2023 from 01:00 pm to 03:00 pm.</p> <p>This visit was organized for the FY, SY, and TY BA students. A total of 41 participated in the same.</p> <p>The Event focused on the various opportunities that a student can cash in once he or she finishes off with their graduation. The Speaker for the day was Ms Rasika Jadhav, a Digital Marketer from Fleishman Hilliard, a BKC based American Agency. She took the students to the virtual world of Digital Marketing through her PPT. On and all she shared the important avenues that awaits the ones who are really interested in setting their career in this field. This was followed by the question and answer session. The students participated in the same with great enthusiasm. The vote of thanks was delivered by Ms Aditi M.</p> <p>Such activities do help the student community to enter in the world of Jobs where there is a great uncertainty as well as opportunities alike.</p>

Photos:-





Winners(if any):-

NIL

**CAREER COUNSELLING EVENT**

Event name : Digital Marketing and Career Opportunities

Date : 07/10/2023

Convenor : Keekan Priyesh Raghavan

Programme name : BA &amp; BAMMC

No of students : 41

SR NO	STUDENT NAME		
1	ADARSH ROY NEELAM ROY		
2	DESHMUKH SAHIL SUBHASH VANDANA		
3	DHURAV NIDHI NITIN NEHA		
4	MALKAR MONIKA GANESH GEETA		
5	MALVANKAR SHREYA RAMCHANDRA NAYAN		
6	PILLAI ARYA ANIL PREETHI		
7	PILLAI VARSHA RADHAKRISHNAN VIMALA		
8	SIDDIQUI NIYAZ SHAMIM SANJIDA		
9	DHATAVKAR MANASVI DIPAK MADHAVI		
10	GAIKWAD KABIR KAILAS HARSHADA		
11	GAIKWAD UMESH KRISHNA KAVITA		
12	GHOSALKAR AAYUSH ASHOK ASAVARI		
13	JADHAV HEMANT APPASAHEB PRABHA JADHAV		
14	LAKHIMALE SANSKAR SANTOSH SUCHITA		
15	LASHKAR ARIF ALAMGIR RUKSANA		
16	MISHRA ANOKHI KISHAN SANGEETA		
17	MORE SIDDHI ANKUSH VISHAKHA		
18	SAYYED ARFAIN QAYYUM ALI FARIDA		
19	SHAIKH SHEHZAAN SAFAK VAHIDA		
20	SHIRKE TANVI MANOJ SUVARNA		
21	VETKAR SHUBHAM PRADEEP SUNITA		
22	VICHARE CHINMAY GANESH SONAL		
23	KULHARE AKASHRAJ VIRENDRA ANITA		
24	GODBOLE ABHAY VINAYAK SHILPA		
25	JADHAV VAIBHAVI ANIL NALINI		
26	KEVAT HEMANTKUMAR RAMCHANDRA INDRAVATI		
27	MADANE SHIVRAJ RAVINDRA RAJESHREE		
28	MISHRA KRISHNANAND DHARAMPRAKESH SUNITA		
29	PATIL DIPALI RAVINDRA SUNITA		
30	SIDDIQUE NEHAL NIYAZ RAZIYA		
31	DIXIT NINAD DHARMENDRA MEGHA		
32	GAJARMAL SHRUTI SANJAY VAISHALI		
33	GUJJAR GARIMA SULTANSINGH SANTOSH DEVI		
34	MEHATTAR VAIBHAV DASHRATH SAVITA		
35	PARANGE ADITI AVINASH SANDHYA		

36	AWALE SARTHAK DAULAT VISHRANTI		
37	GAIKWAD TANVI SUNIL SHEETAL		
38	GOPALE PRANAV ASHOK		
39	JUMARE VIKAS GANESH MANISHA		
40	KAMBLE SHUBHAM SANTOSH RAVITA		
41	LOVELY DALAI TIKI		

## Track Act - Activity Tracker

<b>Name of the event :-</b>	Career Guidance session on topic “Shaping Your Career Journey: Opportunities Beyond B.Sc. and M.Sc.
<b>Conducted by:-</b>	Department of Chemistry & IQAC
<b>Date:-</b>	December 09, 2023
<b>Venue/ Online Platform:-</b>	Department of Chemistry PHCASC
<b>Mapping with Vision/Mission:-</b>	<p>Vision- To empower and inspire aspiring graduates by illuminating diverse, unexplored career avenues, fostering a vision where academic achievements become springboards to multifaceted career opportunities, transcending the traditional boundaries of B.Sc. and M.Sc. degrees."</p> <p>Mission - To provide comprehensive insights and knowledge about a spectrum of career pathways available beyond conventional B.Sc. and M.Sc. degrees, fostering awareness about emerging opportunities.</p>
<b>Mapping with PO:-</b>	Realized that pursuit of knowledge is a lifelong activity and in combination with untiring efforts and positive attitude and other necessary qualities leads towards a successful life.
<b>Mapping with CO:-</b>	Get opportunity to explore a career path.
<b>Activity Falls under Criterion/Criteria :-</b>	II
<b>Convenor:-</b>	Dr. Sulochana Bhalekar

<b>Co-Convenor: - (if any)</b>	-
<b>Number of participants</b>	30
<b>Report:-</b>	<p>Department of Chemistry in association with Career Counselling Cell and Internal Quality Assurance cell (IQAC) of Pillai HOC college of Arts, Science and Commerce, Rasayani had organized a To provide comprehensive insights and knowledge about a spectrum of career pathways available beyond conventional B.Sc. and M.Sc. degrees, fostering awareness about emerging opportunities.</p> <p>The objective of the session aims to enlighten attendees about alternative career paths and opportunities available after completing B.Sc. and M.Sc. degrees, emphasizing the importance of exploring unconventional options in today's dynamic job market. The resource person was Dr. Nanabhau Karanjule from K.J .Somaiya College of Science and Commerce, Vidyavihar, Mumbai. Nanabhau Sir's guidance left a lasting impact on the attendees. Many expressed a newfound enthusiasm for exploring diverse career avenues beyond the confines of their academic qualifications. His expertise, coupled with a passion for empowering students, made the session both informative and inspiring.</p> <p>Overall, the event was a resounding success, offering invaluable insights and guidance for those seeking to carve unique and fulfilling career trajectories beyond B.Sc. and M.Sc. degrees.</p>











**Winners(if any):-**

NA

CAREER COUNSELLING EVENT	
Event name : Career Guidance session on topic "Shaping Your Career Journey: Opportunities Beyond B.Sc. and M.Sc.	
Date : 09/12/2023	
Convenor : Dr. Sulochana Bhalekar	
Programme name : B.Sc. and M.Sc.	
No of students : 30	
SR NO	STUDENT NAME
1	AGAJ ROHAN RAMAKANT KAVITA
2	AGIWALE HARSHADA KRISHNA KAVITA
3	BHOIR ARPITA SANTOSH ASHA
4	BHOIR HARESH JANARDAN GUNA
5	CHILE BHAVESH SAKHARAM ARCHANA
6	DHURAV HARSH AMAR ANKITA
7	DUBAL PREETI PRAKASH UMA
8	GALI SANTOSH BABU LAXMI
9	GAUD AACHAL KASHIPRASAD MANJUDEVI
10	GHAG DIPIKA DEVENDRA DIVYA
11	GHATAGE PARSHURAM SANJAY SHAKUNTALA
12	GUPTA NEHA SHIVKUMAR PRAMILA
13	JADHAV AKANKSHA ASHOK APARNA
14	KULAYE SHRUTI SANJAY SUPRIYA
15	MALI SNEHA LAHU SANGITA
16	MUNDHE SAGAR ULHAS SUHASINI
17	PATIL TANVI RAMAKANT RUPALI
18	REVANE MAYURESH SANTOSH PRAMILA
19	SHAIKH AASMA MUBARAK DILSHAD
20	SHARMA SANDEEP YOGENDRA RAJKALI
21	TURDE SANCHITA SHANKAR SUVARNA
22	VISHWAKARMA KUMKUM DINESHKUMAR SANGITA
23	AGIVALE SANKET MANGESH MANISHA
24	BHARNE DHANASHREE SURYAKANT
25	PATIL NEHA VISHWAS
26	OMKAR SUBHASH GHUGARE
27	ROHAN NARESH TIKHANDE
28	HARSHAL PANDURANG MORE
29	PATIL VIVEK CHANDRAKANT
30	PATIL POOJA TANAJI

## TrackAct - Activity Tracker

<b>Name of the event :-</b>	Career Counselling event titled Exploring Profession in Aviation
<b>Conducted by:-</b>	Programme Data Science, Career Counselling Cell and Internal Quality Assurance Cell (IQAC)
<b>Date:-</b>	December 14, 2023
<b>Venue/ Online Platform:-</b>	706
<b>Mapping with Vision/Mission:-</b>	<ul style="list-style-type: none"> <li>● To help the students enhance their skill sets</li> <li>● To work for the personality development of the students</li> </ul>
<b>Mapping with PO:-</b>	NA
<b>Mapping with CO:-</b>	NA
<b>Activity Falls under Criterion/Criteria:-</b>	Criteria V
<b>Convenor:-</b>	Mr. Sadiq Shaikh
<b>Co-Convenor :- (if any)</b>	Ms. Priyanka Kharatmol
<b>Number of participants benefited:-</b>	84
<b>Report:-</b>	<p>The "Exploring Profession in Aviation" seminar was organised on December 14, 2024, for UnderGraduate (UG) students of first year and second year.</p> <p>The event aimed to provide comprehensive guidance and strategies for pursuing a career in aviation while hinting at the guidance provided</p>

within the content to navigate the complexities of the industry. It appeals to individuals who are passionate about aviation and are seeking practical advice and insights to turn their dreams into reality. The event commenced with a warm welcome by Mr. Sadiq Shaikh, who also addressed the guest of honour and expert Mr. Catherine Joseph and his team.

The Expert and his team delivered a speech by Introducing participants to the wide range of career opportunities in aviation beyond the well-known roles of pilots and flight attendants, such as aircraft maintenance, aviation management, air traffic control, aerospace engineering, and aviation law.

the seminar would not only educate and inspire participants but also help to cultivate a new generation of skilled, passionate professionals ready to contribute to the ever-evolving world of aviation.

**Photos:-**







**Winners(if any):-**

NA



CAREER COUNSELLING EVENT	
Event name : Exploring Profession in Aviation	
Date : 14/12/2023	
Convenor : Mr. Sadiq Shaikh	
Co-convenor : Ms. Priyanka Kharatmol	
Programme name : Data Science	
No of students : 84	
SR NO	STUDENT NAME
1	BADAL DHARMA MEHTA SARITA
2	BHAGAT RAHUL UMESH MADHUDEVI
3	BHATTACHARYA BABUSONA BAPI SUMITA
4	BHOIR HARSHALA DEEPAK RATAN
5	GHOHARE NISHANT GOPINATH JAYSHREE
6	GORE MAHESH ANIL
7	INGALE SANJOT SACHIN JYOTI
8	JADHAV OMKAR BALKRISHNA ALKA
9	JADHAV SAKSHI CHARAN SUVARNA
10	JAIWAL RAJ RAMPAL CHANDRAWATI
11	JETHAM WASIF FAIYAZ FARHAT
12	JHA RAGHAV SRAVAN GUBBI DEVI
13	JOSHI RUTUJA AVINASH ADITI
14	KADU SAYEE JITENDRA POOJA
15	KAMBLE PRANAV PRAMOD PRANALI
16	KHEDKAR SIDDHI KUMAR SUSHMA
17	MHATRE HARSH GANPAT RUTUJA
18	PATIL DEVAYANI CHANDRAKANT AARTI
19	RANE ATHARV AJAY ANJALI
20	SHELKE AVANTIKA MILIND MONIKA
21	TAUSIF AHMED SABIBUN NESHA
22	YADAV MOHIT RAMSINGH MAMTA
23	YERUNKAR DARSHAN RAJENDRA RANJANA
24	CHAVAN ANIRUDDHA MANOHAR SANGEETA
25	DAREKAR MADHURA VIKAS VIBHA
26	KAWALE SWARUP NITESH NIKITA
27	MORE RUTUJA RAJENDRA TRUPTI
28	PARDESHI SOHANSINGH RAMSINGH VAISHALI
29	PATIL PRANAV GUNGA SARITA
30	AMBRE RUGVED MAHENDRA PRAGATI
31	BANA SWAYAM JAGDISH VAISHALI
32	BEDKUTE SNEHAL YUVRAJ SUVARANA
33	BHAGAT SHREEJAY HARESHWAR KARUNA
34	BHOIR HITAIISHI PRABHAKAR ANJALI

35	BHOIR RAJ VIKRAM RESHMA
36	CHANDANE SHRAVANI MANGESH MANISHA
37	CHAVAN KASHISH AMIT VARSHA
38	DAKHAVE CHINMAY MILIND KAVITA
39	DHILLON SUKHMANN SINGH JARNEL SINGH RAJVINDER KAUR DHILLON
40	GAIKWAD SAMIKSHA ANIL SARIKA
41	JADHAV PRANALI RAVINDRA RESHMA
42	JAGTAP KRISHNA DNYANESHWAR JYOTI
43	JAMBHALE RIYA SANTOSH SAPANA
44	KACHCHI MOHAMMAD KAIF IBRAHIM AKHTARI
45	KADAM SHREYA SHIVAJI NEETA
46	KADU KREEPA SAKSHI
47	KAMAT NIDHAY AJIT APURVA
48	KAMBLE SAKSHI PRASHANT KARUNA
49	KAVAJI MANSI VITHOBA MANISHA
50	KEDARI SHRAVANI DATTATRAY POONAM
51	KOLI NAYAN BHALCHANDRA PRAJAKTA
52	KOLI RIDDHI SHARAD LEENA
53	MAJUMDAR RONIT RATAN SHIPRA
54	MHATRE HARSH VIJAY ANITA
55	MHATRE HARSHAL MANGESH SUSHAMA
56	MHATRE NINAD MANGESH SARITA
57	MOKAL SHUBHAM GAJANAN MANDA
58	MORE DIVYA SANDEEP RUPALI
59	NAIK SNEHA KAILAS SANDHYA
60	PATIL BHUSHAN YASHWANT VATSALA
61	PATIL CHRIS PRAMOD PRAGATI
62	PATIL GAURI DNYANU SUREKHA
63	PATIL HARDIK BHALCHANDRA PUJA
64	PATIL HARSH RAGHUNATH ALKA
65	PATIL MADHURA LAHU DEEPALI
66	PATIL MOHIT PRAVIN VAISHALI
67	PATIL MRUDULA DILIP SAVITA
68	PATIL SANKET SUNIL SAVITA
69	PATIL VANSH JAYWANT PRAMILA
70	PAWAR BHAVANA DHANAJI MANISHA
71	PAWAR SAYALI VIJAY SANGITA
72	PHANASE DHIRAJ JAYWANT JAYASHRI
73	PRAJAPATI MANISHKUMAR MUNIRAM MALTI
74	QAZI TABISH PARVEZ SAMEERA
75	RANDIVE ARCHITA SURYAKANT ANJALI
76	RANE SRUSHTI SANDEEP SWARUPA
77	SADAVARTE SIDDHI NITIN JAYSHREE

78	SAHU NIKHIL RAJESH SHOBHA
79	SALUNKE PAYAL SAMEER DEVYANI
80	SHAH NEERAJ SANJAY RAJESHREE
81	SHAIKH IMAAZ AIJAZ SABA
82	SHETTY RAVISHANKAR RAMANNA SUKANYA
83	SHINDE SATYAJIT RAMCHANDRA SONALI
84	SHINDE SAYLI BUSHAN PRIYA

## TrackAct - Activity Tracker

<b>Name of the event :-</b>	<b>UPSC Civil Services Preparation</b>
<b>Conducted by:-</b>	Programmes of BSc and MSc Organic Chemistry
<b>Date:-</b>	06 <sup>th</sup> January 2024
<b>Venue/ Online Platform:-</b>	Room no. 105
<b>Mapping with Vision/Mission:-</b>	The vision of the college is to provide education to all, irrespective of region, religion, caste, economic strata and academic performance thereby becoming the real catalyst for change in the society.
<b>Mapping with PO:-</b>	Imbided ethical, moral and social values in personal and social life leading to highly cultured and civilized personality
<b>Mapping with CO:-</b>	-
<b>Activity Falls under Criterion/Criteria:-</b>	Cr V
<b>Convenor:-</b>	Ms. Priya Prakash
<b>Co-Convenor: - (if any)</b>	Dr. Sulochana Bhalekar
<b>Number of participants benefitted:-</b>	46
<b>Report:-</b>	<b>Mahatma Education Society's Pillai HOC College of Arts, Science and Commerce, Rasayani Report on A Guidance Session on "UPSC Civil Services Preparation"</b>

Programmes of B. Sc. and M.Sc. (Organic Chemistry) in association with Internal Quality Assurance Cell (IQAC) of Pillai HOC College of Arts, Science and Commerce, Rasayani organized a guidance session on UPSC civil services preparation on 6<sup>th</sup> January 2024 at 10.30 am for students.

The event started with Dr. Richa Chauhan welcoming the resource person of the day, Mr. Anwar Abdulkalam Patel. Objective of this event was to spread awareness about civil services and to encourage students for the preparation of the same. Mr. Anwar Abdulkalam Patel led the session explaining importance of UPSC examination, examination structure, Strategies of preliminary examination, mains exam and interview preparation.

A total of 46 participants attended this event. The event ended with a vote of thanks by Ms. Akanksha Rawat and positive feedback from the participants.

### Photos:-





Winners(if any):-

COMPETITIVE EXAM			
Event name : UPSC Civil Services Preparation			
Date : 06/01/2024			
Convenor : Ms. Priya Prakash			
Co-convenor : Dr. Sulochana Bhalekar			
Programme name : BSc and MSc Organic Chemistry			
No of students : 46			
SR NO	STUDENT NAME		
1	AGAJ ROHAN RAMAKANT KAVITA		
2	AGIWALE HARSHADA KRISHNA KAVITA		
3	BHOIR ARPITA SANTOSH ASHA		
4	BHOIR HARESH JANARDAN GUNA		
5	CHILE BHAVESH SAKHARAM ARCHANA		
6	DHURAV HARSH AMAR ANKITA		
7	DUBAL PREETI PRAKASH UMA		
8	GALI SANTOSH BABU LAXMI		
9	GAUD AACHAL KASHIPRASAD MANJUDEVI		
10	GHAG DIPIKA DEVENDRA DIVYA		
11	GHATAGE PARSHURAM SANJAY SHAKUNTALA		
12	GUPTA NEHA SHIVKUMAR PRAMILA		
13	JADHAV AKANKSHA ASHOK APARNA		
14	KULAYE SHRUTI SANJAY SUPRIYA		
15	MALI SNEHA LAHU SANGITA		
16	MUNDHE SAGAR ULHAS SUHASINI		
17	PATIL TANVI RAMAKANT RUPALI		
18	REVANE MAYURESH SANTOSH PRAMILA		
19	SHAIKH AASMA MUBARAK DILSHAD		
20	SHARMA SANDEEP YOGENDRA RAJKALI		
21	TURDE SANCHITA SHANKAR SUVARNA		
22	VISHWAKARMA KUMKUM DINESHKUMAR SANGITA		
23	AGIVALE SANKET MANGESH MANISHA		
24	BHARNE DHANASHREE SURYAKANT		
25	PATIL NEHA VISHWAS		
26	OMKAR SUBHASH GHUGARE		
27	ROHAN NARESH TIKHANDE		
28	HARSHAL PANDURANG MORE		
29	PATIL VIVEK CHANDRAKANT		
30	PATIL POOJA TANAJI		
31	VAIBHAV SHANKAR BAMANE		
32	GAIKAR MANASI ASHOK		
33	SANDESH SUNIL KHEMKA		
34	JAGRUTI SUNIL DISALE		

35	MRUDULA JITENDRA DALVI		
36	PAWAR KAJOL SHESHRAO		
37	BHOIR CHIRAG JANARDAN		
38	SAKSHI BALIRAM PATIL		
39	KRUTIKA MAHENDRA MALKAR		
40	AWALE SARTHAK DAULAT VISHRANTI		
41	GAIKWAD TANVI SUNIL SHEETAL		
42	GOPALE PRANAV ASHOK		
43	JUMARE VIKAS GANESH MANISHA		
44	KAMBLE SHUBHAM SANTOSH RAVITA		
45	LOVELY DALAI TIKI		
46	SINGH PRIYA VIRENDRA PUSHPA		





NO RELIGION IS GREATER THAN TRUTH

## MAHATMA EDUCATION SOCIETY

Chembur Naka, Mumbai - 400 071 Tel: 2522 4856 / 2522 8414 Fax: 91 22 2522 9587

Ref. No.: MES/AO/AG/65/2022-23

16<sup>th</sup> May, 2023

Mr. Aadesh Gaikar

### SUBJ: APPOINTMENT ORDER ON AD-HOC BASIS

Sir,

With reference to your application and subsequent interview, I am pleased to inform you that you have been appointed as an Intern in the Marketing Department on temporary basis for 3 months from (16<sup>th</sup> May to 16<sup>th</sup> August 2023) in Mahatma Education Society's Pillai HOCL Educational Campus, Rasayani (on ad hoc basis)

You will be paid a consolidated Salary of Rs. 10,000/- per month.

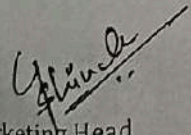
Your services are transferable to any other institution running under the purview of Mahatma Education Society.

Your performance would be monitored on a continuous basis during your tenure in the organization.

Please sign the duplicate hereof in confirmation of acceptance.

Your services can be terminated with one month notice on either side.

Yours faithfully,

  
Marketing Head  
Pillai HOCL Educational Campus, Rasayani.

Letter of Intent

*Strictly Private and Confidential*

04-Sep-2023

**Nishant Jambhle**

Dear Nishant,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this letter of intent for the position of Apprentice under the Apprentice Program w.e.f **11-Sep-2023**, for the next 12 months, contingent upon satisfactorily clearing positive reference checks and qualifying to the minimum required criteria as defined by the organisation.

You will be entitled to a Stipend of **Rs. 150000/- p.a. (Rupees One Lakh Fifty Thousand Only)**. The stipend amount is exclusive of other reimbursements/incentive amounts if applicable as per company policy.

Following documents are required to be submitted on priority for the letter processing

- a) 10th, 12th & other academic mark sheet & certificate (As per CV)
- b) Photo passport size (8)
- c) Driving license,
- d) Voter card
- e) Aadhar card
- f) PAN card and Bank Account Proof
- g) Relieving / NOC certificate from previous employer (If Applicable)

We look forward to have mutually beneficial association with you.

Thanking you,

For IIFL



**Ratna Berde**  
Human Resources

CONFIDENTIAL

IIFL Finance Limited (Formerly known as IIFL Holdings Limited\*)

CIN: 167100MH1995PLC003792

Head Office: 101, Horse Fair, Subhash Park, 107, Plot No. P-23, Financial District Area, Wagle Estate, Thane - 401004  
Tel: 91-22-27943900 • Fax: 91-22-25006054

Corporate Office: 102, 3rd Floor, Hub Town, Salada, H.S. Road, Mory Nigaj Nigaj, Andheri East, Mumbai - 400009  
Tel: 27943900 • Fax: 91-22-25006054 • Email: hr@iifl.com • Website: www.iifl.com

## EMPLOYMENT CONTRACT

This contract, dated 12/02/2024, is agreed between **INSTICE SAFETY TRAINING INSTITUTE**, Will the further referred as EMPLOYER, Shop no. 3, Karwar Springs Compound, Building no. 504/1, Survey no. 60/1, Near Nisarg Family Restaurant, Old Mumbai Pune Highway, Deravali Village, Tal. - Panvel. District - Raigad, Maharashtra. Pin Code - 410206 and

**PALLAVI MANIK CHANDAVAT**, Will the further referred as EMPLOYEE, At - Lohop, Post - Majgaon, Tal - Khalapur, VTC - Lohop, PO - Majgaon, Sub District - Khalapur, District - Raigad, Pin Code - 410220, of Maharashtra. This document constitutes an employment agreement between these two parties and is governed by the laws of Raigad, Maharashtra.

WHEREAS the INSTICE SAFETY TRAINING INSTITUTE desires to retain the services of the PALLAVI CHANDAVAT, and PALLAVI CHANDAVAT desires to render such services, these terms and conditions are set forth.

IN CONSIDERATION of this mutual understanding, the parties agree to the following terms and conditions:

### 1. Employment

The Employee (PALLAVI) agree, that she will faithfully and to the best of their ability to carry out the duties and responsibilities communicated to them by the Employer. The Employee shall comply with all company policies, rules and procedures at all times.

### 2. Position

As a **BUSINESS DEVELOPMENT EXECUTIVE**, it is the duty of the Employee (PALLAVI) to perform all essential job functions and duties. From time to time, the Employer may also add other duties within the reasonable scope of the employee's work.

### 3. Compensation

As compensation for the services monthly will be 25,000/- INR, the Employee (PALLAVI) shall be subject to an annual performance review.

### 4. Benefits

The Employee (PALLAVI) has the right to participate in any benefits plans offered by the Employer. Access to these benefits will only be possible after the probationary period has passed.

#### 5. Probationary period

It is understood that the first 3 Months of employment constitutes a probationary period. During this time, the Employee (PALLAVI) is not eligible for paid time off or other benefits. During this time, the Employer also exercises the right to terminate employment at any time without advanced notice.

#### 6. Paid Time off

Following the probationary period, the Employee (PALLAVI) shall be eligible for the following paid time off:

- The Employee (PALLAVI) is eligible for 1 sick leave in a month over and above 1 day will result deduction of salaries.
- Emergency leave may be granted if necessary & considered valid.

**The INSTICE SAFETY TRAINING INSTITUTE reserves the right to modify any paid time off policies.**

#### 7. Incentives

The Employee (PALLAVI) will be given 2% of the profit generated from her leads.

#### 8. Termination

It is the intention of both parties to form a long and mutually profitable by either party at any time provided 1 Month written notice is delivered to the other party.  
The Employee (PALLAVI) agrees to return any Employer property upon termination.

##### a. Non-competition and confidentiality

As an Employee (PALLAVI), you will have access to confidential information that is the property of the Employer. You are not permitted to disclose this information outside of the company.  
During your time of employment with the employer. You may not engage in any work for another Employer that is related to or in completion with the company. You will fully disclose to your employer any other employment relationships that you have and you will be permitted to seek other employment provided that.

- It does not detract from your ability to fulfil your duties, and
  - You are not assisting another organization in competing with the employer.
- It is further acknowledged that upon termination of your employment, you will not solicit business from any of the Employer's clients for a period of least 1 Year.

### 9. Entirety

This contract represents the entire agreement between the two parties and supersedes any previous written or oral agreement. This agreement may be modified at any time, provided the written consent of both the Employer and the Employee.

### 10. Legal Authorization

The Employee agrees that, she is fully authorized to work in INDIA and can provide proof of this with legal documentation. This documentation will be obtained by the Employer for legal records.

*Pallavi*

Employee Signature

12/02/2024

Date:



Company Official Signature

Date: 13/02/2024



The Center of Excellence for Paints

SHOW YOUR COLORS

Date: 26.03.2024

To,

Trupti Deshmukh  
At Sawane, Post-Apte,  
Tal-Panvel, Dist Raigad,  
Pincode : 410207

Sub: Trainee Offer Letter

With reference to the discussions & on behalf of Monopol Colors India Pvt. Ltd. we are appointing **Miss. Trupti Deshmukh** as a "Trainee-Stores Department".

Her stipend for training period is Rs. 10,000/- (Ten Thousand) per month.

The allowances benefit and other terms and conditions for your employment will be as per Company policies as applicable from time. Her compensation will be reviewed in future as per Company policy.

She will be in training period for the 6 months from the date of your joining (03/10/2023) & she will abide by the rules and regulations of the company as may be in force from time to time.

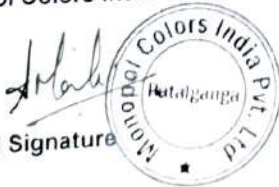
We have pickup & drop facility from Panvel station to Patalganga factory (pickup 8.15 am & drop 5.35 pm).

We welcome her as a Trainee and expecting to have a good relation during her tenure with us in training period.

Thanking you,

For Monopol Colors India Pvt Ltd

Authorised Signature



Trainee offer Accepted

Deshmukh

Monopol Colors India Pvt Ltd

CIN No U24100MH2009PTC192981

N-42, Additional MIDC Patalganga, At Karade Khurd,  
Panvel, Raigad, Maharashtra 410207

www.monopol-colors.in  
91 7718098900

# TEJASVINI ENTERPRISES

Office & Factory Add: At - Rees, Post - Mohopada, Oppo. To ICICI Bank Gokul Nagar,  
Tal - Khalapur, Dist - Raigad, Pin Code: 410222  
Email ID: rshinde05@gmail.com

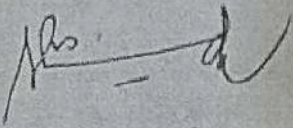
## Appointment Letter On Contract Basis

Your interview is taken on 7/09/2023. Your Interview Performance is good/Best. Therefore, you are appointed as computer Operater on contract basis. You should regular for your duty. Duty Time is 9:30Am To 6:00Pm

Your present salary is 6000per month

This is for your information and necessary action.

Thanks and Regards.



Tejasvini Enterprises

Rangrao Shinde

June 23, 2023

Ref: HDBFS/23-24/HRIC/335962/444/17663

Ms. Nitya Hegde  
Mumbai

Dear Nitya,

### LETTER OF APPOINTMENT

Further to your application and subsequent discussion for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR TELECALLING OFFICER on the terms and conditions as set out below.

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

#### Terms and Conditions:

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

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009

Page 1 of 5



Name	NIVYA HEGDE	
Role	SENIOR TELECALLING OFFICER	
Location	MUMBAI	
Reporting to	CENTRE MANAGER	
Date of Offer	23-Jun-2023	
Annual Compensation Break up		HDBFS Monthly
Basic	66,000	5,500
HRA	26,400	2,200
Other Allowance	1,03,284	8,607
Provident Fund (Employer's contribution)	20,316	1,693
Gross Salary (A)	2,16,000	18,000
ESIC (Employer's contribution)-----(B)	6,360	
Gratuity----- (C)	3,180	
Total Fixed Compensation (D=A+B+C)	2,25,540	18,795

**Notes:**

This Offer is subject to positive reference checks & Credit Bureau check. Your consent for candidature of the Company will be considered as consent for accessing your Credit report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

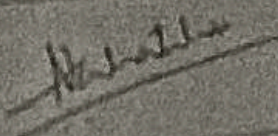
You will be entitled to Performance Incentive Plan as per Company Policy

Gratuity is as per "The Payment of Gratuity Act"

Insurance as per Company Policy.

I accept the terms and conditions as mentioned in the Appointment letter

Nivya Hegde



Ref HDBFS/23-24/HRIC573596/App/332663

...shall not be held responsible for any damage to the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

- v) Any variation of the above terms and conditions will not be valid until expressly made in writing to the Company.
- w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

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

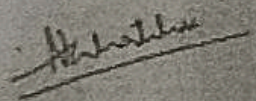
You are requested to join no later than July 8, 2023.

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

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

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

Yours Sincerely,  
For HDB Financial Services Ltd.



Ashish Ghatnekar  
Head - Human Resources & Operations

AGREED AND ACCEPTED

---

Ms. Nivya Hegde

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

10. You will keep the Company informed of any change in your present address or in any of the above information pertaining to you as provided to the Company. All communications sent by the Company at the address registered in our records, will be construed as communications received by you.

9. You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

8. This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

7. You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

6. You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular in the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

5. If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

4. You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

3. You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private.

June 01,2022

Ms. Namreen Silotri  
Prabhat housing society,  
kotnaka uran,  
Navi Mumbai-400702

Dear Namreen,

Welcome to Lumina Datamatics, which is among the 5 largest service providers in the eContent and eCommerce space worldwide with operations spread over three geographies, viz. India, Europe and USA. Lumina Datamatics is a trusted partner to several Fortune 500 companies in the global publishing and retail industries, addressing their needs in content, technology and commerce.

For Lumina Datamatics, Quality is not just a destination but a journey in which every Datamatician contributes. We invite you to be a part of this journey!

We are pleased to appoint you as "Executive" in the Grade "M01" w.e.f. June 01,2022. Your Basic Salary and allowances per month will be as per Annexure 'A'. Please note that the compensation details are strictly confidential between you and the Company and should not be divulged to anyone.

1. You shall also be entitled to the other benefits such as Provident Fund, coverage under the Company's Health Insurance Scheme/ESIC.
2. You will be on probation for a period of six (6) months from the date of joining. Your probation period may be extended in writing if your performance is not considered satisfactory by the Company. Notice period for the purpose of separation from services during the probation period, by either side will be by a written intimation of thirty (30) days in advance or salary in lieu thereof and thereafter according to Clause 3 below. Your employment shall be deemed to be confirmed unless you are informed in writing otherwise, before completion of your probation period.
3. Your employment will be terminable by giving written notice of sixty (60) days as stipulated in the separation policy or as per the changes communicated in that policy from time to time or salary in lieu thereof; by either side. Since the purpose of notice period is to ensure business continuity, in the eventuality of you separating from the Company of your own accord, serving of notice period shall be compulsory unless the Company after due consideration, agrees to accept payment in lieu of notice period. In the event that you abscond or leave the services of the Company without proper notice as provided herein, the company will initiate legal proceedings against you and all costs/damages as a result of this action will be recovered from you. The resignation will be accepted only on your fulfilling the terms of the undertaking given by you during the course of your employment.
4. Initially you will be posted at our office at Mumbai. However, you may at any time be transferred to any another department, unit or location in India as may be considered necessary by the Company at its sole discretion. You may be required to work in different shifts at the sole discretion of the Company.

Lumina Datamatics Limited

Regd. Office: Unit No 117-120, SDF IV, SEEPZ SEZ, Andheri (East), Mumbai - 400 096, Maharashtra, India  
GIN: U22220MH2007PLC322853

Asia | Europe | North America

**ANNEXURE 'A'**

EMPLOYEE NAME	<b>Namreen Silotri</b>
GRADE	<b>M01</b>
DESIGNATION	<b>Executive</b>
DEPARTMENT	<b>Legal-KPO</b>
LOB	<b>Publishing</b>

Salary Details	Monthly	Annually
	Rs	Rs
Salary	8,663	103,950
House Rent Allowance	5,222	62,661
Statutory Bonus*	1,000	12,000
Retention Bonus**	2,000	24,000
<b>Monthly Gross</b>	<b>16,885</b>	<b>202,611</b>
PF Contribution	1,400	16,800
ESI Contribution	549	6,585
Gratuity	417	5,004
<b>Cost to Company</b>	<b>19,251</b>	<b>231,000</b>

\*If the Bonus Act be revised in regards to the salary limit, then the company can set off or make appropriate additional adjustment from House Rent Allowance towards the bonus payable to you subsequent to the amendments of the payment of Bonus Act.

\*\* Retention Bonus is eligible on completing 12 months of service from the date of effect. However, it will be paid @ Rs.2,000/ pm as an advance. The amount of retention bonus paid in advance is fully recoverable and therefore to be refunded in the eventuality of separation from the services before completing 12 months of service from the date of effect.

**Benefits:**

- a) Insurance as per company policy
- b) Gratuity as per company policy





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20217556986/Pune**  
**Date: 13/07/2021**

Ms. Shalinee Anilkumar Maurya  
5Nh4,  
Mumbai,  
Khalapur-410202,  
Maharashtra.  
Tel# 91-8669043606

Dear Shalinee Anilkumar Maurya,

**Sub: Letter of Offer**

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 and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**COMPENSATION AND BENEFITS**

**BASIC SALARY**

You will be eligible for a basic salary of **₹7,950/-** per month.

**TCS Confidential**  
**TCSL/DT20217556986**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited



### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this 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 below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. 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 (HRA)**

Your HRA will be ₹3,180/- 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. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

#### **4. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. 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.

**TCS Confidential**  
**TCSL/DT20217556986**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Naraina Tower, Ground Floor, 5th Cross, 2nd Stage, 1st Mile, Bangalore, Karnataka, India. Phone: 91 80 86 00 00 00  
Tel: 91 22 6060 6060 Fax: 91 22 6060 6060 Website: www.tcs.com

Registered Office: Naraina Tower, Ground Floor, 5th Cross, 2nd Stage, 1st Mile, Bangalore-560 021  
TCS Cafeteria: Naraina Tower, Ground Floor, 5th Cross, 2nd Stage, 1st Mile, Bangalore-560 021





Ref.No: APP/CAN\_7443/2022-23

29-12-2023

**Ketki Patil**

**At. Bhokarpada, Tal. Panvel hanuman mandir Raigad Maharashtra 410221**

**Dear Ketki,**

We are very excited about the prospect of you joining NMDC Data Centre Private Limited hereinafter referred to as ("YOTTA"), a vibrant young technology organization on a mission to deliver new age data-enabled services for enterprises and governments in India and abroad, by creating massive Data centre Parks with associated support infrastructure like power plants and fiber networks and delivering hyperscale colocation and value added Technology services on a pay-as-you-use model.

YOTTA represents a collective dream and a mission of all Yottaites, and is driven by our core values of Trust, Mutual Respect, Agility, Continuous incremental innovation, Deep Partnerships and above all Happiness for all

The following pages will help you with the details of your employment with YOTTA.

**Designation : Executive - IT Operations & Engineering**

**Date of Joining : 08-01-2024**

**Base Location : Panvel – SEZ, NM1-NMDC,Raigad, Maharashtra, India**

**Fixed CTC : INR 360000 per annum**

**Variable CTC : INR 40000 per annum**

**Total CTC : INR 400000 per annum (Details are as per Annexure 1)**

**a) Probation:**

You will be on probation for a period of 6 months from the date of your appointment. You will be participating in YOTTA's 'ABC', 'YOTTA Connect' and 'LEAP' programs during your probation which will help you acclimate better in YOTTA. This probation may be extended by up to 6(six) months based on your performance assessment during the first 6 months. You shall be informed a month prior of your probation completion date about any such decision to extend your probation. On satisfactory completion of this period of probation you will be deemed confirmed in YOTTA.

During probation, either party may terminate the employment with a one month written notice on either side

Post confirmation, except in cases related to "cause" (such as disciplinary procedure due to serious misconduct, repeated or multiple acts of misconduct, other disciplinary acts similar in nature to the foregoing, gross incompetence resulting in significant financial loss to YOTTA, damage to YOTTA's reputation, etc.), either party may terminate the employment by serving three months' notice from the date of resignation or payment in lieu thereof subject to satisfactory handover of responsibilities

**b) General:**

**NMDC DATA CENTRE PRIVATE LIMITED (A Yotta Group Company)**

CIN:U45500MH2019F10328802

Corporate Office: 1st Floor, 10th Cross, 1st Stage,  
Koramangala 4th Block, Bangalore

Reg: Panvel Data Centre, NMDC,  
Panvel, Raigad, Maharashtra - 410221

SEZ Address: 1st Floor, 10th Cross, 1st Stage,  
Koramangala 4th Block, Bangalore, 560095, India  
Office: SEZ, Bhokarpada, Raigad, Panvel,  
Panvel, Raigad, Maharashtra - 410221

info@yotta.com

www.yotta.com

022 6868 9000



October 21, 2021

**Ms. Sejal Sachin Mahadik**  
Rasayani, Pnaval, Raigad,  
Maharashtra - 410222

Dear **Ms. Sejal Sachin Mahadik**

Sub: Offer Letter for the position of **Management Trainee**

Thank you for the keen interest in exploring the opportunities to work for our organization.

Consequent to the various interactions that we had with you, we are pleased to offer you the position of **Management Trainee**. Your annual CTC will be Rs. 2.33 Lac per annum. The description of your salary breakup is illustrated below in this letter.

#### **Date of Joining**

As discussed and agreed, you shall be joining the company on or before **November 8, 2021**.

#### **Place of Posting and Governing Conditions**

Your permanent place of posting will be at **Mumbai**, you will in all respects be governed by the terms, conditions, rules, regulations, various circulars and standing orders issued from time to time some of which may supersede the prevalent terms conditions of the employment on merit or for compliance of laws.

#### **Joining**

You are required to report to our office located at **Mahape** for joining formalities on or before **November 8, 2021**. Please note that our office starts at 9:30 am. In case you fail to join by the stated period here above the offer letter stands withdrawn.

#### **Training Period**

Your Training period will be for Three months from the date of joining however, the management reserves the right to confirm your employment on or before the expiry of 3 months' period. The management also reserve the right to extant your Training period should your contribution is found below par than the expectations of the management or discussed with you otherwise at the time of joining or over the period

#### **Right of Deployment of Services**

It is be informed that while your permanent place of posting will be **Mumbai** where the head quarter of the company is located however the management reserves the right to transfer your services to any other location depending upon business contingencies. It is also informed that all senior positions in the group companies are subject to transfer in the group company due to any business agency, or the position may be an additional charge to the position offered herein.

Contd. ...2

#### **Exaosis Technologies Private Limited**

502, Wing B, 5th floor, Technocity Premises, Plot No. X-4/1 & X-4/2, Shill Phata Mahape Road, Mahape, Navi Mumbai - 400710  
Registered Office: Kh No 439/2, Plot No 4A, Ground Floor Nasir Pur, Near Sector 1A Dwarka, New Delhi, South West Delhi,  
Delhi, India, 110045

Phone No. 022-41686700 | CIN 093030DL2018PTC329773



+91 9836885825  
deevanshi.hr@vodaplay.in  
www.vodaplay.in

## OFFER LETTER

Date: 09/12/23.

Ms. Ankita Panpatil,  
Maharashtra.

**Subject:** Job offer letter for the position of **Copy & Content Writer**.

We at Vodaplay India Pvt. Ltd. are extremely delighted to offer you the post of **Copy & Content Writer** at our organization (**Remote Job**).

Your tentative date of joining will be **16th, January, 2024**, contingent upon the successful completion of Checklist Certificates verification.

Your Monthly Fixed Salary will be Rs.,32,000/- and will be paid monthly. A breakup of the CTC is provided in Appendix-A (Final Appointment Letter).

<b>Working Days</b>	- Monday to Friday.
<b>Working Hours</b>	- 10 am to 7pm. (Regular Office Working Days)
<b>Annual CTC</b>	- 3.84 LPA

### **Role & Responsibilities:**

- Writing All type Ad copies for promoting our Films through social media, Out Door Marketing and Electronic & print media.
- Writing Movie, Web Series & Musical Albums Reviews (only company projects).
- Assisting to Film Direction Department in Film Script Writing, Song Writing & Dialogue Writing.
- Writing Press Releases and Artists interviews of our Film Projects.
- Writing YouTube Descriptions for our Film Trailers & Teasers.
- Collaborate and brainstorm with the team for new strategies and ideas.
- Write well-researched and keyword-driven content to boost organic traffic.
- Create clear and innovative headlines and body copy.
- Write clear marketing copy to promote our products/services
- Produce high-quality blog posts on industry-relevant topics and address user queries in detail.
- Ensure consistency in writing style, fonts, images, and tone.
- Collaborate with designers and developers to align written content with the brand.
- Edit and proofread content produced by other team members, Film Directors, Script writers etc.
- Research Media & Entertainment industry-related topics.
- Conduct simple keyword research and use SEO guidelines to increase web traffic
- Identify customers' needs and gaps in our content and recommend new topics



This offer is valid until **12th, December, 2023**. Please confirm your acceptance of this offer by Sending Checklist Documents Within Given date. If you won't confirm your acceptance Within Given Date, we have the right to withdraw the offer.

**Checklist Documents: (Send your Acceptance with below mentioned checklist documents to deevanshi-hr@vodaplay.in)**

- 1) Latest Photograph\*
- 2) Highest Qualification marksheet\*
- 3) Experience/ Previous Job Offer Letters (If you have Any)
- 4) Govt. Approved ID & Address Proof Aadhar, PAN, Passport (Any one). \*
- 5) Membership Card of "Indian Digital Media & Film Marketers Association" \*

Please note that this offer letter does not constitute a contract of employment and you shall receive your contract of employment upon joining.

We look forward to having you on our team. If you have any questions, please feel free to reach out us on – **+91-9836885825 (Shweta Roy)**.

Regards,



*Vishal Bharti*

Vishal Bharti

Head, Human Resources  
Vodaplay India



**Vodaplay India Private Limited.**

Plot No.64,9thFloor, Ackruti Softech Park, Shree Krishna Nagar,  
Marol MIDC Industry Estate, Andheri East, Mumbai, Maharashtra 400093

# eClerx

## Apprenticeship Offer cum Appointment Letter

Date: November 23, 2021

Mr. Harshal Narayan Gawade

Rajmata Apartment, room no-11, Rees, Post- Mohoapda, Raigarh., Rasayani  
Maharashtra, 410222

Dear Harshal,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program . Your designation under the DO would be an **Analyst** We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "**Contract**"). Please return a duly signed duplicate copy of this letter for our records. Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you. Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you.

Regards



**Offered By: Sagar Shetty**

**Designation: Associate Program Manager– Human Resources**

## ANNEXURE II

### Salary Structure Applicable on Absorption to the Company's Rolls on Successful Completion of the Training Period

**Name:** Harshal Narayan Gawade  
**Designation:** Analyst  
**Date of Joining:** November 23, 2021

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount (INR)
Basic Pay	8,456	101,472
House Rent Allowance	423	5,076
Other Allowance	6,266	75,192
Bonus	0	33,600
<b>Cash Compensation</b>	<b>15,145</b>	<b>181,740</b>
Retiral Fund	1,767	21,204
<b>Total Fixed Compensation</b>	<b>16,912</b>	<b>202,944</b>
Performance Bonus	1,353	16,236
<b>Cost To Company</b>	-	<b>219,180</b>
Gratuity	-	4,881
<b>Total Cost to Company</b>	-	<b>224,061</b>

- Since you have opted not to participate in the Employee's Provident Fund Scheme, the Retiral Fund amount mentioned in your salary will be paid as part of Monthly Fixed Compensation.

4. The Company is also pleased to extend the following benefits to you:

#### 4.1 Group Medical Insurance

- You are eligible for floater medical insurance cover of INR 100,000 which covers yourself
- You may also opt for additional cover for your family including your spouse, children and parents / parents-in-law post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary

#### 4.2 Group Personal Accident Insurance

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to

# APPAREL GATEWAY CAFE INDIA PRIVATE LIMITED

16 Dec 2023

Employee Code: 768

Prashant Mundrika Patel  
house no. 143 subhash nagar muses colony khopoli

## APPOINTMENT LETTER

Dear Prashant,

With reference to your application and our subsequent discussions, we are pleased to inform you that you are hereby appointed as **Crew** in the **Operations** department at **Apparel Gateway Café India Private Limited** and will be based at **Mumbai** on the following terms and conditions:

### 1. APPOINTMENT AND POSITION:

**Date of Joining:** You have already joined us on **11 Dec 2023**

The Company at its discretion is entitled to change any of the terms and conditions stated below and any such change/s will become part of this contract of service after notifying to you and taking your consent on the same.

Where applicable, your appointment is subject to your being certified medically fit by a medical practitioner recommended by the Company, and upon successful background verification. Your appointment is subject to verification of your credentials, testimonials and other particulars mentioned in your application at the time of your appointment. In case, the information provided to the Company is incorrect, your appointment shall be liable to be terminated without any notice or notice pay in lieu of notice.

### 2. DUTIES:

- a. A schedule of your broad duties and responsibilities will be given to you in due course. However, the company reserves the right to assign to you such other duties and responsibilities as may be considered advisable in the Company's interests. In your capacity as at the time of joining, you will report to your immediate senior or to any other officer deputed by him/ her or the management.
- b. Failure to execute any of your duties assigned to you, in spite of your shortcomings being brought to your notice, will lead to termination of employment without any notice under this clause.

### 3. SALARY:

- a. As compensation for services to be rendered pursuant to this letter the Company shall pay you an annual total cost to company **240,161 p.a** as per the details provided in Annexure 'A' subject to applicable statutory tax deductions by the Company. The revision of your salary will be based on your current year's performance and Company's performance.

*Tim Hortons.*

B-907 Mittal Commercial, Marol, Asanpada Road,  
Andheri-Kurla Road, Andheri (East), Mumbai 400059, India



Reference: VAR/LH/2023/620

Date: 29<sup>th</sup> May 2023

To,

Bhushan Sarode  
C - Parmar Nagar Roha, Kolad Road,  
Parmar Nagar, Bhuvaneshwar, Varse,  
Warse, Raigarh, Maharashtra – 402116.

**Offer of Appointment for the Post of Trainee Security Consultant**

Dear Bhushan,

We refer to your application and subsequent interview with us. We are pleased to inform you that your application has been considered favorably and we can offer you a position in our organisation under the following terms:

- Your annual remuneration will be **₹ 1,20,000/-** (CTC) subject to the statutory deductions.
- Your initial place of working will be **Pune**.
- You shall be under probation for the initial period of (06) six months.
- You shall report for duty on or before **29<sup>th</sup> May 2023**
- Looking for a minimum commitment of 2 years with us.

We will also need photocopies of the documents as per Annexure B.

A formal appointment letter with details of terms of employment be given to you on the day of joining.

Please sign one copy of this letter to signify your acceptance of this offer.



**Human Resources Department**

**Varutra Consulting Pvt. Ltd.**

Bhushan Bhausaheb Sarode

May 29, 2023

Accepted & Date





Dated: 13/07/2023

**OFFER LETTER**

**Dear Ms. Ayushi Mishra**

We have the pleasure of informing you that we offer you the Designation of Executive – Executive Sales & Marketing at our Mumbai office on the following terms & conditions:

Your Gross Salary will be Rs 18000.00/- (Eighteen Thousand) per month.

You are advised to join the office by **17<sup>th</sup> July 2023**

We welcome you to the "SEATRANS" family and look forward to a mutually beneficial & long association.

**Best wishes,  
For Seatrans Agencies Pvt. Ltd.**





Ms. Reefa Aslam Kachhi  
Saket CHS, Benglow No-12,  
Behind HOC Colony,  
Panvel, Raigarh - 410206

Ref.: OFRFT/ITMTRU/0124/HR  
Date: 31<sup>st</sup> January, 2024

**Offer to join ITM Institute of Health Science**

Dear Ms. Reefa Aslam Kachhi,

Pursuant to your interviews with us, we are pleased to offer you a **Full time** position as **Executive** in **Corporate Relations** Department in IHS. You will receive an Annual Compensation on a Cost to Company basis of **Rs. 2,40,000 (Rupees Two Lakhs Forty Thousand only)** [Annexure A shows the break up]. Your initial place of posting will be Panvel

This offer is subject to your joining us on or before **01<sup>st</sup> February 2024**.

**Kindly note:**

1. You are required to bring the original and photo copy of the documents mentioned below on your date of joining. You are required to complete the required documentation within 15 (fifteen) days from date of joining the organisation which is on or before **15<sup>th</sup> February 2024**. Information furnished by you at the time of interview, will be verified with original documents.
  - a) Educational Certificates & Mark sheets – X, XII, Graduation, Post- Graduation, Doctorate
  - b) Experience and Relieving Certificate, Salary Certificate from previous employer
  - c) PAN Card and Aadhar Card
  - d) 4 Passport Size Photographs
  - e) Cancelled Cheque
2. Appointment letter will be issued subject to completion of background verification and after complete documentation is done. For the purposes of such background verification, you agree and acknowledge and give consent to ITM for the collection and use of your personal information.
3. Before issuance of appointment letter, if any of the below circumstances arise; your employment with ITM will be immediately terminated without any notice. Furthermore, you will not be paid salary of the days worked for.
  - a) Any document submitted found to be forged or not as declared in Resume or Candidate Profile form
  - b) Negative feedback received during reference check
  - c) Any criminal record
  - d) Dual-employment
4. In case of separation, if you are a teaching staff or an employee of the departments which support academic activities you will not be relieved from the services of the institution/University during the academic semester/ year. You will be relieved at the end of the semester after completing the relevant process. Please refer to the Policy on Employee Separation ("Separation Policy") for further details.

**(continued...)**

(K)



**ITM Group of Institutions**

- |               |             |            |                 |            |
|---------------|-------------|------------|-----------------|------------|
| • Navi Mumbai | • Chennai   | • Oshiwara | • Nagpur        | • Vadodara |
| • Warangal    | • Dombivili | • Nerul    | • Raipur        | • Noida    |
| • Bengaluru   | • Mumbai    | • Panvel   | • Visakhapatnam |            |



**ANNEXURE A**

Name: Ms. Reefa Aslam Kachhi,

Fixed Compensation Details for *Full time* role

Fixed components	Rupees Monthly	Rupees Annually
Basic Salary	8,000	96,000
House Rent Allowance	4,000	48,000
Conveyance Allowance	1,600	19,200
Company's Contribution to PF	1,800	21,600
Personal Allowance	4,600	55,200
<b>Cost To Company</b>	<b>20,000</b>	<b>2,40,000</b>

Notes:

1. Medical Insurance benefit will be as per company policy.
2. Gratuity will be paid as per Payment of Gratuity Act 1972.
3. Performance linked incentive, if applicable, will be as per company policy.
4. In the event it becomes obligatory on the company to cover you under the Provident Fund Act 1952 or any other relevant acts or rules, as amended from time to time, the Provident Fund allowance being paid to you will be adjusted as per the Act.
5. The compensation structure is subject to change with proper notification. Certain allowances can/will be merged/re-adjusted with any other allowances/perks, in the event of revision/restructuring of the existing compensation structure. The company can delete/add or make proportionate adjustments to the allotted allowances if there is any change in the laws affecting the emoluments or statutory contributions.
6. Any tax liability arising out of the above will be borne by the employee.
7. No other payment will be made unless given in writing.

We look forward to you being a part of the ITM family and your long and meaningful association with us.

Kindly return the duplicate copy of this letter, duly countersigned at the place provided therein, in token of your acceptance of the above.

For ITM Group of Institutions  
Yours Faithfully

Kavita Bhandari  
General Manager - HR

I confirm and accept the above

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



ITM Group of Institutions

- Navi Mumbai
- Warangal
- Bengaluru
- Chennai
- Dombivli
- Mumbai
- Oshiwara
- Nerul
- Parvel
- Nagpur
- Raipur
- Visakhapatnam
- Vadodara
- Noida

**Date: January 15, 2023**

**To,**  
**Vaishnavi Sahu,**

**Subject: Offer Letter,**

It gives us great pleasure to offer the role of **HR Executive** at **Hanna Equipments (India) Pvt. Ltd.**

Your total **CTC will be 296544 /-Rs. Per Annum**, subject to various deductions as per company's and government policy. Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining, which as agreed between us is **January 17, 2023**.

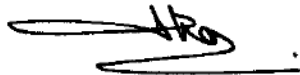
We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Please acknowledge this mail as your token of acceptance of the offer.

Best Wishes,

For Hanna Equipment India Pvt. Ltd.



(Authorized Signatory)

**Salary Breakup- Vaishnavi Sahu**

<b>Earnings</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic Salary	11008	132096
HRA	5504	66048
Conveyance	1600	19200
Medical Allowances	2083	24996
Flexi Allowance	1389	16668
<b>GROSS SALARY</b>	<b>21584</b>	<b>259008</b>
Company PF Contribution (13% of Basic)	1431	17172
Mediclaim	1697	20364
<b>CTC (Gross + Company PF Contribution + ESIC)</b>	<b>24712</b>	<b>296544</b>
Employee PF Contribution (12% of Basic)	1321	15852
Professional Tax	200	2500
<b>Net Take Home Salary</b>	<b>20063</b>	<b>240656</b>





## Offer Letter

Date: 05 September, 2023.

To,  
Mr. Ankit Sureshchandra Gupta.

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "HR Recruiter" with effect from 05 September, 2023. on the following terms and conditions:

- You will be paid a consolidated annual (CTC) remuneration of Rs. 1,44,000/- (One Lakh Forty Four Thousand Only.)
- The Incentives & Bonus will be over and above the consolidated monthly remuneration as discussed.
- You will be working in the Navi Mumbai office.
- Working hours and holidays will be as per the practices currently applicable at the office.
- If you decide to leave the company you will be required to give at least one month notice of resignation to the company.
- You will not be eligible to get any paid leaves at least for 6 months from the DOJ.
- Your salary is subject to your monthly performance & Targets given by the management.
- If you decide to leave the company you will be required to give at least one month notice of resignation to the company.
- If you decide to leave the company on spot or get absconded from the company or no show without written intimation or approvals for more than 3 consecutive days, you will not be liable to receive any settlement amount from the company.

Please return a copy of this letter duly signed as a token of your acceptance.

**JOB WAY RECRUITMENT**

Address - H-131/132, Ramkutir Bldg., 1<sup>st</sup> floor, Opp Bus Depot, Sec - 3, Airoli, Navi Mumbai. 400708.

Website - [www.jobwayr.com](http://www.jobwayr.com) Email Id - [jobway88@ymail.com](mailto:jobway88@ymail.com) / [info@jobwayr.com](mailto:info@jobwayr.com)

	Monthly (Rs.)	Annual (Rs.)
Basic	8000.00	96000.00
HRA	3000.00	36000.00
Other Allowance	1000.00	12000.00
<b>CTC</b>	<b>12000.00</b>	<b>144000.00</b>

Deductions		
TDS/PT	200.00	2400.00

<b>Net take home</b>	<b>11800.00</b>	<b>141600.00</b>
----------------------	-----------------	------------------

Yours faithfully,

For JOB WAY RECRUITMENT,



Authorised Signatory.



**Martech Simplified Pvt Ltd, Navi Mumbai**

## **Internship Letter**

For,  
Simerjit Saini  
Navi Mumbai

**Dated:** 30th December 2023

Dear Simerjit,

We are pleased to offer you a **3-month Internship in Digital Marketing** at Martech Simplified. **Stipend:** You will be paid a fixed amount of INR 10,000/- per month for a duration of 03 months. **The date of joining will be 02nd January, 2024.** The working hours will be Monday to Saturday, timings 10 am to 7 pm. We are flexible with the work timing subject to prior approval from your reporting manager.

### **Responsibilities:**

- Assist with all aspects of video production, including editing, motion graphics, and sound design.
- Collaborate with the marketing team to understand client briefs and conceptualize video content.
- Edit raw footage to create polished and captivating videos for various platforms (social media, website, etc.).
- Apply knowledge of color correction, transitions, and effects to enhance the visual storytelling.
- Incorporate graphics, animations, and sound effects to enrich the video experience.
- Ensure videos adhere to brand guidelines and technical specifications.
- Stay up-to-date with industry trends and editing techniques.
- Maintain a positive and collaborative attitude in a fast-paced environment.

### **Acceptance of Offer:**

If you accept this internship offer, please sign and share your acceptance via email. If you have any questions, please do not hesitate to contact me.

We look forward to having you join our team!

*Anukamna Sonkar*

Sincerely,  
For Martech Simplified  
**Anukamna Sonkar**  
Director

Employee Signature:

Date:

OFFER LETTER

Dear Ms. Chetna Mohan Kamble

We have the pleasure of informing you that we offer you the Designation of Executive - Sales & Marketing at our Mumbai office on the following terms & conditions:

Your gross salary will be Rs 16,800.00 (Sixteen Thousand Eight Hundred Only)

You are advised to join the office by the 19th Jan 2024

You will be on probation for a period of 3 months and if your performance during the The probationary period is found satisfactory, you will be confirmed in our employment, subject to the Issue of a written communication to this effect.

We welcome you to the "SEATRANS" family and look forward to a mutually beneficial and long association.

Best wishes,  
For Seatrans Agencies Pvt. Ltd.



Nigamananda Dash  
Vice President

## OFFER & EMPLOYMENT LETTER

Strictly Private & Confidential

**Joshine Anthony**

[joshineanthony03@gmail.com](mailto:joshineanthony03@gmail.com)

7506079390

**Belapur**

Dear Joshine,

Welcome to **Ethinos**! We are pleased to confirm our offer of employment to have you join **Ethinos as an Executive – Human Resource** reporting to the Assistant Manager – Human Resource w.e.f **13th December 2023**.

### - **Terms of Employment**

Your employment with “Ethinos.” (“Company”) will be governed by terms and conditions set out herein, along with Company's policies, which may be modified, from time to time and at Company’s sole discretion, upon notice to you to which you shall willfully submit at all times without any objections. The terms and conditions contained herein (“Terms of Employment”) must be read as a part of all of the Company’s current policies. Kindly respond with your acceptance within 48 hours of receiving this email. Failing which, the offer stands void. Once the offer is accepted the same letter shall serve as an Appointment letter.

### - **Probation**

- You will serve a minimum probation of 3 months from the date of your joining following which you shall get confirmed into the Company. The Company reserves the right to extend the Probation period for another 3 months in the event that your performance is not up to expectations. You will be deemed to continue on probation until you are confirmed, and your confirmation has been communicated to you. During the period of Probation, either of us can any time terminate this contract by giving in writing to the other, One Month Notice. It is at the Company’s sole discretion to decide to pay or accept salary in lieu of notice period. The Company may at its sole discretion decide to relieve you from such date as it may deem fit even prior to the expiry of the notice period.

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- You acknowledge and agree that Company has offered you employment based on the specific information, documents, details, and records furnished and provided by you with self-attestation disclaiming the company's any liability with regards to accuracy, correctness, or authenticity of same or any acts related to. However, Company shall confirm your appointment only upon closure of its verification process based upon documents, information, sources, and details, provided by you as per its policy. You will further remain in obligation before confirmation of your appointment and at all times during the tenure of employment to provide or arrange to provide any information, records, data details, or any other information in any matter whatsoever required to perform any background and/or reference checks or in completion of same or at any time for verification or any other purpose as required by the company for its purpose or is asked to put forth the same through any agency, authority, department who has right to do so under law for any of the reason. If, at any time, Company believes, that there is a discrepancy, shortage, or inaccuracy in relation to documents submitted or provided regard to your appointment under this contract, or with respect to any information furnished by you, including any information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to cooperate with Company and/or in conducting or in assisting in such verification and/or background and/or reference checks, Company may, in its sole discretion, upon finding of any fraudulent act or purpose or any act which is against or violates the policy of company in relation to your appointment under this contract at any time during your term not limited to extent of company verification process but beyond through any other source including third party auditors, agency, authorities or any person/s authorized to demand, request, inspect, verify, review the sources, information, details, documents provided by you at the time of entering into this contract lead to termination or suspension your employment With immediate effect with prejudice to rights available with company under the law in force.

## 1. Place of Employment

**Inspire Co Spaces, Mayuresh Square, Plot 17, Sector 15, CBD Belapur, Navi Mumbai, Maharashtra 400614.**

You acknowledge and agree that you may be, transferred or deputed at any time, at the discretion of the company, to units/branches, either in existence or may come into existence in India.

## 2. Compensation

2.1 For services to be rendered, your compensation (CTC) at Ethinos would be **Rs. 3,00,000 P.A.** only. The calculation of the same shall be mentioned in ANNEXURE I

2.2 You will strictly maintain the confidentiality of your salary details during your employment. Any willful or any other kind of disclosure of information or any details related or part to salary will amount to a breach of the company's values and may attract disciplinary action.

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### 3. Duties

The roles, responsibilities and duties assigned to your designation in your employment, at any time, at sole discretion of the company, upon notice to you, alter or otherwise modify these roles, responsibilities, and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company, its holding company(s), its subsidiary company(s) and its affiliates and their employees, contractors and clients.

### 4. Termination & Notice Period

#### 4.1 Your employment shall terminate immediately:

(a) Either the Company or you may terminate this contract of employment at any time without cause by giving in writing the other **1 month** Notice during the probation period. The post-probation period the Notice period would be **2 months**. The Company may at its sole discretion decide to relieve you from such date as it may deem fit even prior to the expiry of the notice period.

(b) The Company reserves the right to terminate subject to clause 1.2 and in relation to your service without any compensation or notice thereof, if you are found to be in moral breach of your responsibilities, breach of a code of conduct of the Company (subject to clause-) and/or breach of any of the terms & conditions as stated herein.

(c) The Company reserves the right during the notice period to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than specified, or to carry no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated. You are not entitled to engage in any other employment, work or business during the notice period. In addition to all the rights of the Company provided for in this agreement or in any other policies/regulation of the Company or under law.

4.2 Company may terminate your employment immediately, with or without notice, on the occurrence of the following circumstances:

- (a) Breach of any of the terms of this letter of employment
- (b) Breach of Company's regulations/policies
- (c) Unauthorized absence beyond a period of 5 days
- (d) Inability to perform duties on any grounds
- (e) Any misrepresentation to the company, whether orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent
- (f) Commission of any act detrimental to the interest of the Company
- (g) Commission of any act of moral turpitude
- (h) Involvement in any act of moral turpitude.
- (i) Commission of an act of insolvency
- (j) Conviction in any court of law for the commission of any crime
- (k) Unsatisfactory performance

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Note: It is at the Company's sole discretion to decide to pay or accept salary in lieu of notice period.

4.3 In case of leaves applied during the notice period, the same shall result in delay of relieving of the employee or it shall incur salary loss for those number of days.

## 5. Consequences of termination

5.1 Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:

- (a) Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and
- (b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

5.2 Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

5.3 Upon termination or expiration of your employment, for any reason, the Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, the Company shall be entitled to, at its sole discretion, withhold the relieving letter, dues, and all other documents regarding your employment hereunder.

## 6. Confidentiality

6.1 "Confidential Information" means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates' and their employees', contractors' and/or clients' behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know-how, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, , contractor, customer or client lists, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

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6.2 During the period of your service with us, you will maintain absolute confidentiality for any knowledge that may come to you, or any business transactions or affairs during the course of employment and for the confidential information related to your service or business of company or any other confidential information significant to the goodwill of company. "Confidential Information" means any data or information that is proprietary to Company and not generally known to the public, whether in tangible or intangible form, whenever and however disclosed, which includes Company's product specifications or its trade secrets, data, information or documents namely collective information verbal or written. Any marketing strategies, business plans, financial information or projections, operations, sales estimates and performance results relating to the past, present or future business activities of the Company, plans for products or services, customer or supplier lists, any scientific or technical information, invention, design, process, procedure, formula, improvement, technology or method, any concepts, reports, data, know-how, works-in progress, development tools, specifications, computer software, flow charts, databases, inventions, information on trade secrets and any other information that should reasonably be recognized as confidential information of Company or by its affiliates, subsidiaries and affiliated companies.

## 7. Intellectual Property

You shall not, at any time, without the consent in writing or the consent in writing of the Company, during the term of your employment with the Company or after the termination/separation of service by notice, discharge or otherwise make known or divulge any information regarding the affairs or business matters of the Company or information regarding its customers, which comes to your knowledge by reasons of your employment with the Company.

You will hold all confidential information in trust and confidence and shall not use any such confidential information for your own benefit or the benefit of any other party. You shall keep strictly confidential, details of your salary and employment benefits within and outside the Company. You further undertake not to make copies or duplicates of any tangible Confidential information or other sensitive property or materials of the Company, including but not limited to access cards, programs, photographs or such other information relating to the Company's business. Any property being developed, created or worked upon during the term of the employment will entirely be the property of Ethinos and shall be nontransferable to the employee at any cost.

## 8. Work Ethics and Misconduct

8.1 You shall not pass or leak or share or distribute in any manner or medium whatsoever any confidential information, not limited to, as mentioned above, that you will access, or come across,

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or acquire, or provided with during the tenure within or outside the company in relation to your service. Events of any intentional or deliberate leak, in either case whatsoever, of any confidential information in discharging your services during the tenure, resulting in damage or loss in any form or manner to the company, gives automatic right to company to exercise disciplinary action against you including but not limited to termination of service with immediate effect, take legal action against you under required laws including but not limited to claiming equitable remedy with all interest, costs, expenses and appropriate injunction.

8.2 If any time you are found in or acting against the company policies including but not limited to dishonesty, creating an atmosphere which further hamper or obstruct the performance of any employee in any way, dual employment, outraging the modesty of women, disobedience, disorderly behavior, unauthorized absence from office including the performance of your service, sexual harassment, encouraging indiscipline, discrimination of caste, gender, race, inequality, receiving any monetary rewards, incentives, gratitude's in cash or any form from a third party, any act in any way which is discriminate and opposed to company policy, goodwill, and interests as set out here during the course of your tenure, you shall be terminated with immediate effect. Further, You at all times be informed and in compliance with the company policies mentioned here in this agreement in rendering your services under this agreement.

8.3 Company at times to its discretion can withhold or delay the release of salary/reimbursement if you found at any time in any act indulging partly or wholly, which can cause or it has reason to believe can cause monetary loss or loss of goodwill to company and apart from these, also in such cases where company is at risk of claiming loss of any kind from any third party including but not limited to its vendors, till closure of its internal investigation and to its satisfaction.

8.4 You willfully submits in complying to above ethics, discipline, guidelines at all times in rendering your service during the tenure and also to right of company in exercising its discretionary power as set out in agreement including but not limited to withholding salary with all or any expenses, taking legal recourse upon your acts causing or which can cause injury including but not limited to its goodwill or any of its rights.

8.5 Employee shall at any time maintain the standards of the organisation as per the Employee Handbook.

## 9. Non-Compete and Non-Solicitation

9.1 You shall devote your whole time and attention to discharge your duties and to the work assigned by the Company and shall not, directly or indirectly, accept any other employment/independent assignments part-time or otherwise or carry on any other business, in any advisory capacity or otherwise.

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9.2 During your period of employment with the Company, you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person, company or organization that is involved in activities, which are or shall be in conflict with the interest of the Company.

9.3 You shall not, during the term of your employment with the Company or for a period of 1 Year after the termination/separation from services, directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity:

(a) Influence in any way, Ethinos's relationships with its employees, suppliers, customers, and other stakeholder

(b) Sell, attempt to sell or solicit the sale of products competitive with those of the Ethinos to Ethinos's customers.

(C) Engage with any Client at Ethinos.

## 10. General

10.1 These Terms of Employment and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Ethinos Digital Marketing Private Limited may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Ethinos Digital Marketing Private Limited. Ltd to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights, or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors, or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India.

10.2 You will be bound by the Company's regulations/policies, and all other rules, instructions and orders issued by the Company from time to time in relation to your conduct, discipline and service conditions. The Company's regulations/policies may be changed/ amended at any time at the discretion of the Company without any prior notice. The changed regulations/policies shall thereupon bind you.

## 11. Disclaimer

11.1 You represent that you are not bound by or subject to any court order, agreement, arrangement or undertaking or any other disability of any nature which may in any way restrict or prohibit you from entering into this employment.

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11.2 If any one or more of the provisions of this letter of employment shall, for any reason, be held to be invalid, illegal or enforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this letter, and this letter shall be construed as if such invalid, illegal or unenforceable provisions has never been contained in this letter of employment.

These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

Kindly return the attached copy of this letter, duly signed by you, in acceptance of the terms and conditions set out.

Ethinos Digital Marketing Private Limited

Employee Name

Siddharth Hegde



**Siddharth Hegde**  
Managing Director

**(Joshine Anthony)**

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## ANNEXURE I

Your salary structure will be as follows.

	Monthly	Annual
	Rs.	Rs.
<b>Gross Salary</b>	<b>25,000</b>	<b>300,000</b>
Basic	9,280	111,360
House rent Allowance	4,640	55,680
Conveyance	2,000	24,000
Other Allowances	7,280	87,360
<b>Total Monthly</b>	<b>23,200</b>	<b>278,400</b>
<u>Allowances</u>		
Company's Contribution to Provident Fund	1,800	21,600
<b>Total Salary CTC</b>	<b>25,000</b>	<b>300,000</b>
<u>Deductions:</u>		
Employee's Contribution to Provident Fund	1,800	21,600
Profession Tax	0	0
<b>Total Deduction</b>	<b>1,800</b>	<b>21,600</b>
<b>Net Take Away*</b>	<b>21,400</b>	<b>256,800</b>
*TDS as applicable		

**Date: 13<sup>th</sup> June 2023**

To,

**Ms. MANISHA MEENA,**

**Current & Permanent Address:** B 32, Room No 5, Gurukrupa CHS, Sector 48 A, Nerul, Navi  
Mumbai- 400706

**Mobile No. :** +91 84338 32237

**Email :** [ms.manisha.meena.637@gmail.com](mailto:ms.manisha.meena.637@gmail.com)

Dear **MANISHA,**

I am pleased to confirm our offer of employment to you for a **full-time** position with **Novavente Private Limited** (hereinafter referred as “**Company**”) as a **Business Development Executive**, effective **13<sup>th</sup> June 2023**. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of offer, including the terms of your employment, are attached as Schedules below.

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both **Company** and you with respect to your employment conditions, and is governed by the laws of the Mumbai, India.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment.

**MANISHA**, we look forward to welcoming you to the **Novavente** team and wish you a successful and rewarding career with us.

Sincerely,

**Ronak Rajan**  
**Director**

**NOVAVENTE PRIVATE LIMITED**

Registered CIN: U74999 MH2016 PTC 280169

**Registered Address:** 101, Royale Asher Realtors, Vasant Vihar, Thane 400607, Mumbai.

**Acceptance:**

I, **MANISHA**, acknowledge that I have read, understood, and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

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Signature

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Date

**NOVAVENTE PRIVATE LIMITED**

Registered CIN: U74999 MH2016 PTC 280169

**Registered Address:** 101, Royale Asher Realtors, Vasant Vihar, Thane 400607, Mumbai.

**Schedule A**

**TERMS AND CONDITIONS OF EMPLOYMENT**

The following outlines the terms and conditions of employment with **Novavente**. The Company reserves the right to change these terms and conditions as necessary, with due notice.

<b>Title</b>	<b>Business Development Executive</b>
<b>Reporting</b>	<b>Manasi Atre</b>
<b>Responsibilities</b>	<p>Your job responsibilities include <b>as discussed</b>. A copy of your position description is attached as Schedule "B."</p> <p>While employed by the Company, you agree to work on a full-time basis exclusively for the Company and agree that you shall not, while you are employed by the Company, be employed, or engaged in any capacity, in promoting, undertaking, or carrying on any other business that competes with the Company or interferes or could reasonably interfere with your duties to the Company without our prior written permission.</p>
<b>Salary</b>	<p>Gross Monthly: INR 20,200 Per Calendar Month Gross Yearly: INR 2,42,400 Per Calendar Year</p>
<b>Status</b>	<b>Full-time</b>
<b>Location</b>	Unit 307 & 308, 3rd Floor Building 3, Sector 3, Millennium Business Park (MBP), Mahape, Navi Mumbai, 400710 - OR - necessary client site.
<b>Start Date</b>	<b>13<sup>th</sup> June 2023</b>
<b>Hours of Work</b>	<p>The company's hours of operation are Monday to Friday based on the time zone assigned to you.</p> <p>Due to the dynamic nature of our business, we expect our employees to be flexible in working hours based on Asia, Europe and US time zones. Accordingly, the management reserves the right to request its employees to adapt and be available for any working shifts.</p> <p>This also includes occasional work from home, for which you are expected to arrange for good and stable Executive level connection for hosting meetings and calling clients.</p>
<b>Payroll Schedule</b>	Your salary will be paid to you on a <b>Monthly</b> basis, less required deductions, (through direct deposit). Taxes will be borne by you as per standard Indian Tax Laws.

**NOVAVENTE PRIVATE LIMITED**

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<b>Vacation</b>	You will be entitled to <b>15 days</b> of vacation annually. Any further increase is subject to policy. Vacation is to be taken at such time as is determined by or acceptable to the Company.
<b>Probationary Period</b>	The first six (6) months of your employment will constitute a probationary period. At any time during this probationary period, <b>Company</b> may terminate your employment without cause and without advance notice or pay in lieu of notice. If this occurs, we would have no further obligation to you, financial or otherwise.
<b>Policies and Standards</b>	<b>Company</b> has established a variety of policies and standards that ensure a safe, enjoyable working environment. During the period of your employment with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of <b>Company</b> and that these policies do not form a part of this Agreement. It is agreed that if <b>Company</b> introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this Agreement.
<b>Confidentiality and Intellectual Property</b>	Our offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Proprietary Information Agreement." Attached Schedule.
<b>Non Solicitation</b>	You hereby agree that, while you are employed by <b>Company</b> and for one (1) year following the termination of your employment with <b>Company</b> , you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any <b>Company</b> employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of <b>Company</b> in a manner that conflicts with or interferes in the business of <b>Company</b> as conducted with such customer or supplier.
<b>Representation</b>	You hereby represent and warrant to <b>Company</b> that you are not party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations hereunder and that you will not, by joining <b>Company</b> , breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.
<b>Travels</b>	Travels as undertaken will be upon request from Novavente or its business partners, and as such all costs related to the travel will borne by Novavente. Cost on travel will on actuals basis, with provision of bills.
<b>Changes to Duties and/or Compensation</b>	If your duties or compensation should change during the course of your employment with Company, the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are

## NOVAVENTE PRIVATE LIMITED

Registered CIN: U74999 MH2016 PTC 280169

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	deemed void by law, then the remaining provisions will continue in full force and effect.
<b>Resignation</b>	Should you wish to resign your employment with <b>Company</b> , you will be required to provide <b>30 days</b> written notice to enable us to transition your work, failing to adhere to company's EXIT CLAUSES & Notice period, subsequent punitive actions can be taken including withholding exit papers.
<b>Termination</b>	<p>Company may terminate your employment at any time for cause. After the end of your probationary period, Company may terminate your employment without cause at any time by providing you with 1-month notice or pay in lieu of such notice and no more.</p> <p>In such cases the employee agrees explicitly "Not to" disclose, make public or address the social media with grievances or negative reviews with regards to their time served at the organization.</p> <p>Termination also includes non-performance, lack of attendance, lack of learning, lack of motivation or any similar reasons that amounts to affecting the performance of the employee and company directly or indirectly.</p>

## **NOVAVENTE PRIVATE LIMITED**

Registered CIN: U74999 MH2016 PTC 280169

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## **Schedule B**

### **JOB DESCRIPTION**

#### **Responsibilities:**

- Manage end-to-end Inside Sales and Sales activity, as necessary.
- Source new sales opportunities through outbound cold calling & emails
- Setting up meetings and conduct web meetings as required to close deals.
- Attend required meetings and ensure successful completion with the client.
- Understand customer needs and requirements.
- Route qualified opportunities for further development and closure
- Calling 100+ client calls and researching 40+ contacts for your database
- Research accounts/leads identify key players and generate interest.
- Maintain and expand your database of prospects within your assigned territory.

#### **Requirements:**

- Proven direct sales experience.
- Track record of over-achieving quota allocated.
- Strong phone presence and experience dialing 80+ of calls per day.
- Proficient with corporate productivity tools like Excel, Word, PPT, Outlook, Gmail and web presentation tools
- Excellent verbal and written communications skills
- Strong listening and presentation skills
- Be open to learning new solutions and technologies
- Ability to multi-task, prioritize, and manage time effectively.

#### **NOVAVENTE PRIVATE LIMITED**

Registered CIN: U74999 MH2016 PTC 280169

**Registered Address:** 101, Royale Asher Realtors, Vasant Vihar, Thane 400607, Mumbai.

**Schedule C**

**EMPLOYEE NON-DISCLOSURE AGREEMENT**

This Agreement ("Agreement") is made and entered into on this [ 13<sup>th</sup> ] day of June, 2023 ("Effective Date"), by and between **Novavente Private Ltd. ("Company")**, an Indian company with its principle place of business at Unit 307 & 308, 3rd Floor Building 3, Sector 3, Millennium Business Park (MBP), Mahape, Navi Mumbai, 400710; and

("Employee")

**Ms. MANISHA MEENA**, with their residential address at:

**Flat Details:** \_\_\_\_\_

**City:** \_\_\_\_\_

**State:** \_\_\_\_\_

**Pin Code:** \_\_\_\_\_

**Date of Birth:** \_ \_ \_ \_ \_

**Pan Card Number: GZAPM2219C**

For good consideration, and in consideration of being employed by the Company, the undersigned Employee hereby agrees and acknowledges as follows:

1. That during the course of my employ there may be disclosed to me certain trade secrets of the Company; said trade secrets consisting of but not necessarily limited to:

1.1. Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs and research projects.

1.2. Business information: Customer lists, pricing data, sources of supply, financial data and marketing, production, or merchandising systems or plans.

2. That I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement.

3. That upon the termination of my employment from the Company:

3.1. I shall return to the Company all documents and property of the Company, including but not necessarily limited to: drawings, blueprints, reports, manuals, correspondence, customer lists, computer programs, and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employ.

**NOVAVENTE PRIVATE LIMITED**

Registered CIN: U74999 MH2016 PTC 280169

**Registered Address:** 101, Royale Asher Realtors, Vasant Vihar, Thane 400607, Mumbai.

I further agree that I shall not retain copies, notes, emails, soft or hard copies or abstracts of the foregoing.

3.2. The Company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

4. That this agreement shall be binding upon me and my personal representatives and successors in interest, and shall inure to the benefit of the Company, its successors and assigns.

5. That I shall indemnify the Company against any and all losses, damages, claims, or expenses incurred or suffered by the Company, whether directly or indirectly, including reasonable attorney's fees and costs, resulting from my breach of this Agreement.

6. This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

7. This Agreement shall be governed by and construed under the laws of India.

**Signed this 13<sup>th</sup> day of Jun 2023**

---

**Company: Novavente Private Ltd**

---

**Employee: Ms. MANISHA MEENA**

**Aadhar Card No:**

**NOVAVENTE PRIVATE LIMITED**

Registered CIN: U74999 MH2016 PTC 280169

**Registered Address:** 101, Royale Asher Realtors, Vasant Vihar, Thane 400607, Mumbai.

# Dewan Joshi Advisors L.L.P.

L.L.P. I.N.:- ACA-4871

## Offer Letter

Date: 24/03/2024

**Ms. Megha Musale**

At. Khopoli,  
Tal. Khalapur,  
Dist. Raigad. 410203

Dear Megha,

We are delighted to extend this offer of employment to you for the position of Trainee-Marketing-Taxation & Audit. We were highly impressed with your abilities and believe that your skills will be a valuable addition to our team.

### Offer Details:

Position: Trainee- Marketing - Taxation & Audit

Stipend: 6,500 per month

Your employment with us will be on a Full-time basis and your stipend/salary shall be paid on a monthly basis. You will be on probation for three months.

Please note that this offer is contingent upon the successful completion of any background checks and other pre-employment requirements that may be necessary for this position.

Do sign and return a copy of this letter by 30<sup>th</sup> March 2024, indicating your acceptance of the terms and conditions outlined herein. You can send the signed offer letter to [info.dewanjoshi@gmail.com](mailto:info.dewanjoshi@gmail.com) or share on WhatsApp number 07666065880.

We are excited about the potential you shall bring to our team and look forward to your positive response. If you have any questions or require further information, please do not hesitate to contact us.

**WELCOME TO DEWAN JOSHI ADVISORS L.L.P.! WE ANTICIPATE A MUTUALLY BENEFICIAL AND SUCCESSFUL WORKING RELATIONSHIP.**

Sincerely,

Yogita Patil  
(Manager-H.R., Mob no. 7666065880)

---

**Office 10, Building A2/2 Veereshwar CHSL, Gagangiri Math Road. Laxmi Nagar.  
Khopoli. Tal. Khalapur. District Raigad. Maharashtra 410203  
Contact: Yachit Dewan 8698855060**

# Dewan Joshi Advisors L.L.P.

L.L.P. I.N.:- ACA-4871

## **Work Policies and Guidelines**

We believe in maintaining a professional and productive work environment at Dewan Joshi Advisors L.L.P. to ensure the success of both our employees and the firm. As such, we have established the following work policies and guidelines for all employees to follow:

### **1. Working Hours:**

- Regular work hours are 8 hours 45 minutes (inclusive of lunch time of 40 minutes from 01:30pm to 02:10pm).
- Employees are expected to arrive at work on time. Timings to be strictly followed, Punch in time is 09:30 and grace 10 minutes shall be considered, otherwise late shall be marked. Three late marks shall result into marking of half day.
- Overtime may be required on very limited occasions.
- Employees will be compensated on holiday's working on hourly basis.
- Working hours of at least 4.5 hours (Excluding lunch time) is a must for consideration of a Half Day and in case it's not fulfilled that day shall be construed as a leave
- 2 instances of short working of not more than 1.0 hours per working day shall be allowed. In case of short working more than 1.0 hours, a half day would be marked.

### **2. Code of Conduct:**

- Treat all colleagues, clients, and stakeholders with respect and professionalism.
- Maintain a positive and collaborative attitude in the workplace.
- Avoid any form of discrimination, harassment, or offensive behavior.
- Greetings should be passed (At least once in a day) amongst colleagues and stakeholders.

### **3. Dress Code:**

- Dress in a professional and appropriate manner for the office environment.
- Casual are allowed on Saturday's only, but employees should still maintain a neat appearance.

# Dewan Joshi Advisors L.L.P.

L.L.P. I.N.:- ACA-4871

## 4. Leave Policies:

- Salary box app (or any other app in future) to be used for managing attendance and leave requests.  
Compulsory punch in & punch out to be made on the app the same day, failing which the attendance shall not be marked and shall be construed as a leave
- Leave to be requested in advance, at least a day prior to the proposed leave & a message to be dropped on teams admin group (Dear Sir, I am on leave on date) .
- 15 Leaves shall be allowed in a financial year (Employee shall be given leave encashment for the unused leaves at the end of the FY) (This shall only be applicable after 3 months i.e. completion of probation period)
- Maximum 2 leaves per month shall be considered as paid leaves for calculation of salary but the Maximum paid leaves would be 15 per financial year only.
- Long leave's i.e. for more than 3 days shall be subject to approval by the H.R. Admin considering the genuinity of the reason cited and should be proposed at least 15 days prior to the leave period.
- Compulsory Holiday's: Republic Day, Holi , Gudipadwa , Independence Day , Ganesh Chaturthi, Dussehra , Laxmi Poojan , Bhai Bij (These holiday may be cancelled in case of any unprecedented event and compensation in terms of either cash payment or alternate holiday may be opted for)
- Sandwich Holiday Rule: Any Sunday falling between the leaves availed shall be considered as an unpaid leave. (Example: If leave is applied for Saturday & Monday , then Sunday also shall be considered as a unpaid leave)
- In case of less than 3 present days in a week, Sunday shall not be considered as a paid holiday.

## 5. Confidentiality:

- Maintain strict confidentiality regarding client information and firm matters.
- Do not disclose any confidential information to unauthorized parties.

## 6. Use of Company Resources:

- Use company resources, including computers and equipment, responsibly and for work-related purposes.
- Do not misuse company assets.

# Dewan Joshi Advisors L.L.P.

L.L.P. I.N.:- ACA-4871

## 7. Communication:

- Use professional language and tone in all forms of communication, including emails and phone calls.
- Respond to messages and requests promptly.

## 8. Compliance with Laws and Regulations:

- Adhere to all applicable tax laws, regulations, and ethical standards in your work.
- Report any concerns or potential violations to your HR.

## 9. Performance and Evaluation:

- Your performance will be regularly evaluated to ensure alignment with the firm's goals.
- Constructive feedback will be provided to help you grow in your role.
- The Payment of Bonus Act, 1965 provides for a minimum bonus of 8.33 percent of salary. Diwali bonus shall be decided by the management.

## 10. Probation rules for new Joinee's

- Probation period shall be 3 months in which only 15 days' notice shall be required from either management side or joinee side to resign from the services. Paid leave shall not be allowed in the probation period. (Probation period shall end after 3 months, if this period expires during any month then the probation period shall be considered to end on the closure of that month. For Example If Probation 3 months expire on 15/09 then 30/09 would be considered for the end of the probation)

## 11. Notice Period for Resignation/ Termination

- Resignation to be tendered subject to serving of notice period of 1 month, failing which experience letter, last month's salary and other legal formalities shall not be considered/issued and the compensation shall have to be paid by the employee to the employer for the short period of notice
- Termination shall be issued by the management in case of any serious/ intentional offence by the employee without any notice period.

# Dewan Joshi Advisors L.L.P.

L.L.P. I.N.:- ACA-4871

- Termination shall be issued by the management in case of other than any serious/ intentional offence by the employee with a notice period of 1 month or the compensation may be paid by the employer to the employee for the short period of notice.

## 11. Taxation

**a. Profession Tax** shall be deducted from the salary as per the below mentioned slabs.

Monthly Gross Salary	Male	Female
Up to Rs. 7,500/-	Nil	Nil
Rs.7,500-10,000/-	Rs. 175 per month	Nil
Above 10,000/- (For Male) Above 25,000/- (For Female)	Rs. 200 per month except for the month of February. Rs. 300 for the month of February	Rs. 200 per month except for the month of February. Rs. 300 for the month of February

**b. The ESIC act, 1948** has fixed the percentage contribution of the employer at 3.25% of the wages and that of the employee at 0.75% of the wages. The ESIC amount shall be part of your total C.T.C.

**c. The EPF act, 1952** has fixed the percentage contribution of the employer & employee at 12%. The EPF amount shall be part of your total C.T.C.

The work policies are subject to amendment by the management if or not required as per law, rules and regulations from time to time.

By accepting this and joining Dewan Joshi Advisors LLP, you agree to abide by these policies and guidelines. Failure to comply may result in disciplinary action, up to and including termination of employment.

If you have any questions or need clarification on any of these policies, please do not hesitate to reach out to the undersigned.

Thank you for your proposed dedication and commitment to our firm's success.

Sincerely,

Yogita Patil  
(Manager-H.R., Mob no. 7666065880)

---

**Office 10, Building A2/2 Veereshwar CHSL, Gagangiri Math Road. Laxmi Nagar.  
Khopoli. Tal. Khalapur. District Raigad. Maharashtra 410203  
Contact: Yachit Dewan 8698855060**



# Dewan Joshi Advisors L.L.P.

L.L.P. I.N.:- ACA-4871

## Acceptance by the Employee

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

I will join on \_\_\_\_\_.

Name of the Employee: **Megha Musale**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## Vlite Furnitech LLP

### Salary Slip (01 Nov, 2023 - 30 Nov, 2023)

Payal ganesh warghade	Phone No 8698680951	Monthly Gross Salary ₹ 12,000
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### Payment & Salary (01 Nov, 2023 - 30 Nov, 2023)

Previous Month Closing Balance	₹ 12,000
<b>Net Payable (Earnings + Previous Balance) Twelve Thousand Rupees</b>	<b>₹ 12,000</b>

### Attendance Summary (01 Nov, 2023 - 30 Nov, 2023)

Present - 0	Absent - 0	Half Day - 0	Not Marked - 1
Overtime - 0 Mins	Fine - 0 Mins	Leaves - 0	Payable Days - 0



# Vlite Furnitech LLP

Mon	Tue	Wed	Thu	Fri	Sat	Sun
		01 Nov -	02 Nov -	03 Nov -	04 Nov -	05 Nov -
06 Nov -	07 Nov -	08 Nov -	09 Nov -	10 Nov -	11 Nov -	12 Nov -
13 Nov -	14 Nov -	15 Nov -	16 Nov -	17 Nov -	18 Nov -	19 Nov -
20 Nov -	21 Nov -	22 Nov -	23 Nov -	24 Nov -	25 Nov -	26 Nov -
27 Nov -	28 Nov -	29 Nov -	30 Nov -			

P Present    A Absent    HD Half Day    WO Weekly Off    PCO Present (Comp Off)    HDCO Half Day (Comp Off)  
 L Leave    H Holiday

## Dewan Joshi And Associates

### Salary Slip February 2024

<b>Employee Name</b>	<b>Praful Nitin Kadu</b>	<b>Total Workings Days</b>	<b>23.50</b>
<b>Department</b>	<b>IT Department</b>	<b>Leave Taken</b>	<b>5.50</b>
<b>Designation</b>	<b>IT Officer</b>	<b>Leave Allowed</b>	<b>0.00</b>
<b>Date of Joining</b>	<b>20/11/2023</b>	<b>Balance Leave</b>	<b>0.00</b>
<b>Date of Payment</b>	<b>11/3/2024</b>	<b>Holiday Working Hours</b>	

	<b>Earnings</b>
Basic Salary	2,026
House Rent Allowances	810
Conveyance Allowances	405
Other Allowances	810
Bonus	
<b>Gross Salary</b>	<b>4,052</b>

**Kindly Note:**

**For Dewan Joshi And Associates**



**Authorised Signatory (H.R.)**

**February 08, 2024**

**Ms. Priyanka Pawar  
Mumbai.**

**Dear Priyanka,**

With reference to our discussion, we are pleased to offer you the position of **“Associate”**, at Hinduja Global Solutions Limited.

Enclosed is the compensation sheet giving details of your offer. Your total compensation package will be **₹273,190/-** per annum and future increase will be performance based.

The above offer is subject to verification of your certificates and testimonials (i.e. certificates in proof of educational qualification, proof of past employment, reference checks, address, date of birth, and any other checks as deemed fit by the organisation). As mutually agreed you would be based at **Mumbai** and join duties on or before **March 11, 2024**.

The tenure of this employment is for the period of **12 months** ending on **March 10, 2025**.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.  
Thanking you,

Yours faithfully,  
**For Hinduja Global Solutions Limited,**



Signed by  
PRAJAKTA  
MADHUKAR  
SHIRUDE  
Date: 2024.02.08  
08:03:59

**(Prajakta Shirude)  
Head- Human Resources  
Business Services**

Priyanka Pawar  
**Date:** offerAcceptedDate  
**IP:** Offer\_Accepted\_IP

**This is a digitally signed document and does not require physical signature**

**HINDUJA GLOBAL SOLUTIONS LIMITED**

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92I99MHI995PLC084610

**Regd. Office:** Tower C (1st floor), Plot C-21, G Block, Bandra Kurla Complex, Bandra East, Mumbai – 400 051. India. Telephone: 91-22-6136 0407, Website: [www.teamhgs.com](http://www.teamhgs.com)  
Registered in England No: 3017799

<b>ANNEXURE</b>			
<b>Name</b>	<b>Priyanka Pawar</b>	<b>Salary Details</b>	
<b>Location</b>	<b>Mumbai</b>	<b>Monthly CTC</b>	<b>Annual CTC</b>
<b>Effective Date</b>	<b>March 11, 2024</b>		
<b>Position</b>	<b>Associate</b>		
<b>"A" Fixed</b>			
Basic		9,083	109,000
HRA		4,542	54,500
Statutory Bonus		2,875	34,500
Variable Allowance		3,913	46,954
<b>"A" Gross Salary</b>		<b>20,413</b>	<b>244,954</b>
<b>"B" Retirals</b>			
Provident Fund (Employers Contribution)		1,690	20,274
Gratuity (@4.81% of Basic)		0	0
ESIC (@3.25% of Gross)		664	7,962
<b>"B" Retiral Benefits</b>		<b>2,354</b>	<b>28,236</b>
<b>"C" Others</b>			
Medical Insurance Premium		0	0
<b>"C" Others</b>		<b>0</b>	<b>0</b>
<b>Total Cost to Company [A]+[B]+[C]</b>		<b>22,767</b>	<b>273,190</b>
<b>NET TAKE HOME SALARY</b>			
<b>GROSS SALARY</b>		<b>20,413</b>	<b>244,954</b>
<b>Add: REIMBURSEMENTS</b>			
<b>Less:</b>			
PF - EMPLOYEES CONTRIBUTION		1,560	18,714
ESIC - EMPLOYEES CONTRIBUTION		153	1,838
MEDICLAIM INSURANCE PREMIUM		0	0
PT		200	2,500
Income Tax*		-	-
<b>TOTAL DEDUCTIONS</b>		<b>1,913</b>	<b>23,052</b>
<b>TOTAL NET SALARY</b>		<b>18,500</b>	<b>221,902</b>
<i>Income Tax*</i>	<i>Appropriate Income Tax would be deducted in the payroll every month</i>		

**HINDUJA GLOBAL SOLUTIONS LIMITED**

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92199MHI995PLC084610

**Regd. Office:** Tower C (1st floor), Plot C-21, G Block, Bandra Kurla Complex, Bandra East, Mumbai – 400 051. India. Telephone: 91-22-6136 0407, Website: [www.teamhgs.com](http://www.teamhgs.com)  
Registered in England No: 3017799

**Date: November 28, 2023**

**Emp Temp Code: 2221734316**

**Tushar Sanjay Mairale**

Milind Nagar, Nss Road, Near Asalpha Metro Station, Ghatkopar West,  
Barve Nagar, Mumbai Mumbai - 400084,  
Maharashtra, India

### Letter of Appointment

**Dear Tushar,**

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Sr. Customer Service Associate- Voice**. You are required to report for duties on **November 28, 2023 ("Joining Date")** at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place/Company's Office/Site at **Mumbai**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days** ("**Notice Period**") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and in case you fail to actually serve the aforementioned notice period, your resignation will be deemed to be rejected and you will be treated as "Absent without leave"/"Absconding" and further disciplinary action will also be initiated against you. However, the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without

assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

In case of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behaviour, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust/discipline, your services may be discontinued by the Company with immediate effect without notice period or without payment in lieu of notice period.

You are required to always maintain the highest standard of confidentiality towards Company information which includes but not limited to documents, files, records, customer details, project plans, strategies, developments, execution process, contracts, billing information, quality metrics, financial information about the Company etc. relating to business of the Company, which is proprietary to the Company and / or its clients and other information relating to the business of the Company which may be known, provided or confided to you ("**Confidential Information**"). You will not divulge or use such Confidential Information other than to fulfil your duties as an employee of the Company and while ensuring the best interests of the Company. Under no circumstances will you disseminate information regarding the affairs or business matters of the company or information regarding its customers without proper authorization and / or prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be Confidential Information. Upon ceasing to be an employee of the Company, you shall immediately return any records, documents and other information of the Company which are in your possession and shall not retain or transmit any copies (electronic or otherwise) of the same. You will be required to sign a separate confidentiality agreement along with this letter and may be required to sign further confidentiality agreements as may be required by the Company. The Company acknowledges that individual marketing packages, Web sites, and other communications that have been developed for a client and have been placed in the "public domain", once distributed to the public may be no longer subject to client confidentiality provisions.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the Company's current rules, regulations, policies and procedures, including **Global Essential Compliance & Security Policies and Social Media Policy** as may be in force from time to time and as may be notified and displayed. You will be bound by the existing and new security rules, regulations and policies of the Company, including physical frisking (pat down) process wherein, a search would be conducted of outer clothing to detect any concealed prohibited articles. All policies mentioned in this letter, as well as others, are available on the Company intranet and may be changed/modified, at the Company's discretion. You are required to keep yourself updated with the Company's policies.
11. The Company shall have the right to vary, delete, and modify these terms and conditions of employment.
12. You will automatically **retire** from the services of the Company on the last day of the calendar month in which you attain the age of **Fifty-Eight years**. Your date of birth as per official records is **November 18, 2002**.
13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like



- 14.This appointment is subject to satisfactory verification of your credentials, character, antecedents and testimonials as provided in your application to the Company and your curriculum vitae. All cost incurred for such verification will be borne by the Company. If it is found at any time that you have made any false statements or suppressed any material information, it shall lead to immediate discontinuation of your employment with the Company without any notice or compensation.
- 15.You agree to undergo a drug test or any other medical/fitness test including breath analyzer, as asked for and at such a place and location as advised by the Company during the course of your employment. In the event you become unfit for performance of your assigned duties; you shall be liable to be discharged from the services without any notice.
- 16.You hereby consent to share your payroll, personal and employment related data for processing and review outside of the country, subject to adherence to applicable law.
- 17.Your address as provided by you in the employment forms shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been sufficiently served upon you.
- 18.You are required to return the duplicate copy of this letter and report to work on or before the date of joining specified above. In the event you do not do so, it shall be deemed that you are not interested in this offer/appointment and this letter shall stand automatically withdrawn with effect from the Joining Date .
- 19.In the event of you resigning from the services of the company before a period of one year from the date of your joining, any payments made by the company towards relocation benefits, any bonuses or any other allowances, notice period buy-backs or any other such benefits that were to facilitate smooth integration, shall have to be repaid to the company.

**If the above terms and conditions are acceptable to you, please sign on each page and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.**

Welcome to **Teleperformance** and here's wishing you a rewarding career .

Yours Truly,  
**For Teleperformance Global Service Private Limited,**



**Preeti Amit Shirke**  
**Executive Vice President - Human Resources & Recruitment**

I, **Tushar Sanjay Mairale**,residing at **Milind Nagar, Nss Road, Near Asalpa Metro Station, Ghatkopar West, Barve Nagar, Mumbai Mumbai - 400084, Maharashtra, India** do hereby accept the terms and

<b>Employee Signature</b>	Accepted On 27 Nov 2023 Tusharmairale41@Gmail.Com
<b>Employee Name</b>	<b>Tushar Sanjay Mairale</b>


**Enclosures:**

1. Compensation/ Salary details (**Annexure I**)
2. Non-Disclosure- Declaration and Undertaking (**Annexure II**)
3. Personal Data- Declaration (**Annexure III**)
4. Work from Home- Declaration, **applicable under WAHA-[Work at Home] (Annexure IV)**

**NOTE:** For purposes of brevity and ease of reading, the term "**the Company**" or the term "**Teleperformance**" (wherever it appears in this letter) means **Teleperformance**.

Emp Temp Code : 2221734316

**Annexure I**  
**Compensation Details**

<b>Employee Name:</b>	Tushar Sanjay Mairale	
<b>Designation:</b>	Sr. Customer Service Associate- Voice	
<b>Grade:</b>	Grade I	
<b>Date Of Joining:</b>	November 28, 2023	
<b>City:</b>	Mumbai	
<b>Pay Components</b>	<b>Amount in Indian (INR)</b>	
Basic Pay	12,353.00	
Housing Rent Allowance (HRA)	7,411.00	
Transport Allowance	0.00	
Flexible Benefit Plan	0.00	
Statutory Bonus#	2,471.00	
<b>Gross Fixed Salary (1)</b>	<b>22,235.00</b>	
Provident Fund (Employee) (2)	1,482.00	
ESIC (Employee) (3)	0.00	
<b>Net Take Home [1-(2+3)]</b>	<b>20,753.00</b>	
Provident Fund (Employer) (4)	1,482.00	
ESIC (Employer) (5)	0.00	
Gratuity* (6)	594.00	
<b>Total Fixed Cost (1+4+5+6)</b>	<b>24,311.00</b>	
<b>Annual Fixed CTC</b>	291,732.00	
<b>Annual Performance Pay**</b>	<b>0 % of Annual Fixed CTC</b>	
<b>Annual Performance Linked Incentive (PLI)</b>	18,000.0	
<p>For Teleperformance Global Service Private Limited,</p>  <p><b>Preeti Amit Shirke</b>  <b>Executive Vice President - Human Resources &amp; Recruitment</b></p>		
<p>*Gratuity shall be payable as per "The Payment of Gratuity Act".          **Performance Pay will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy/ note".          #Statutory Bonus is paid monthly as per "The Payment of Bonus Act".</p>		

- All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect
- The above compensation will be subject to Income Tax regulations in force from time to time.
- The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour
- Any Incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

Employee Signature	Accepted On 27 Nov 2023 Tusharmairale41@Gmail.Com
Employee Name	Tushar Sanjay Mairale

**ANNEXURE II**  
**DECLARATION AND UNDERTAKING REGARDING NON-DISCLOSURE**

I, **Tushar Sanjay Mairale** residing at **Milind Nagar, Nss Road, Near Asalpa Metro Station, Ghatkopar West, Barve Nagar, Mumbai Mumbai - 400084, Maharashtra, India**, and working as **Sr. Customer Service Associate- Voice**, do hereby solemnly state, undertake and declare that:

1. I will faithfully, truly and to the best of my skills and ability, execute and perform the duties required of me as an employee of **Teleperformance Global Service Private Limited**, a Company having its registered office at Teleperformance Towers, Plot CST No. 1406-A/28 Mindspace, Malad (West), Mumbai- 400090, Maharashtra, India.
2. I shall comply with all Teleperformance policies.
3. I will maintain the highest standard of confidentiality towards **Confidential Information**, by not, directly or indirectly, making known, or permitting such Confidential Information to be disclosed or made known to any person or entity, either inside or outside the Company. I acknowledge that such information is valuable, sensitive and a unique asset of the Company and/or of the Company's clients. I shall faithfully and diligently hold such Confidential Information from being disclosed to unauthorized persons, which may include, but are not limited to, employees of the Company that do not need to know the Confidential Information, persons not employed by the Company, persons that are not bound by a written confidentiality agreement with the Company, with regard to the specific Confidential Information, persons not directly aware of the proprietary and trade secret nature of the Confidential Information.
4. All documents, files, records, project plans, software tools as well as methods and techniques of doing business, including patents, trade secrets and other proprietary rights associated therewith, Strategies, Customer details and items of information or equipment relating to Company's business are and shall remain the property of the Company, including notes, documents, and files created in the performance of my duties of employment. I shall not under any circumstances remove such property from the Company premises without prior written consent. I further agree that all information relating to existing customers and potential customers of the Products, whether recorded in Company's database or otherwise is confidential to the company and that any ownership in respect thereof resides in the company and that it cannot be used by employee for any purpose not specifically referred to in this employment.
5. I understand and acknowledge that as set forth under the **Login Provisioning and De-provisioning Policy (GECSP 11)**, my employee ID and password used to access Company or its Clients' systems are personal and confidential, are **Proprietary Information**, and shall not be disclosed to anyone. Non-compliance with this Policy may lead to disciplinary sanctions upto and including discontinuation of services, consistent with applicable law.
6. Notwithstanding the separation of my employment with the company for any reason whatsoever I will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the Confidential Information and affairs of Teleperformance.
7. I will immediately report to the Company, any violation or breach of the commitments made in this declaration, whether the breach or violation is intentional or inadvertent and I agree that:
  - (i) In the event of a breach or threatened breach of the provisions of this declaration, the Company shall be entitled to an injunction restraining from using or disclosing, in whole or in part, such Confidential Information, or from rendering any services, to any person, firm, corporation, association or other entity to whom any such information has been disclosed or is threatened to be disclosed, which injunction shall be available without the posting of any bond or other security and the issuance of which is hereby consented to by Employee,
  - (ii) Any such breach would cause injury to the Company, and

8. The rights to any invention, discovery or creation of any system or method related to the Company's operations and arising out of any work done in the course of my employment will automatically vest with the Company. In this connection, the Company may obtain patent rights in its name (or jointly with others) based on the fact of my invention, discovery, improvement or other creative effort. I acknowledge that I will not be liable for any compensation for such invention, discovery, improvement or other creative effort made by me, and that any reward that the Company may, in its sole discretion, bestow on me will not be deemed to confer any rights towards that invention, discovery or improvement in system or method. I further acknowledge that I may be required to execute further documentation in connection with such inventions, discoveries, improvements or other creative efforts and will execute the same without delay.
9. In the event of my leaving services of the Company, for any reason, during the **12-months** period from the separation date, I shall **NOT** directly or indirectly either on my own account or otherwise:
  - i. engage or attempt to engage in providing services to any customer or prospective customer where such services or products are competitive with the services offered by the Company or any affiliate to the Customer
  - ii. canvass solicit or endeavour to entice away from the Company any client or customer(s) of the Company, or any person(s), who at any time during my employment, were or are clients or customers of the Company, or were in the habit of dealing with the Company;
  - iii. solicit, interfere with, or endeavour to entice away any employee of the Company; or
  - iv. counsel, or otherwise assist any person to do any of the acts referred to in para (i), (ii) & (iii) of this clause.
10. I shall **NOT** offer, promise, give, accept, condone, approve or knowingly benefit from an improper business gratuity, a bribe, 'kickback' or other improper advantage, benefit or reward, or otherwise apply inappropriate influence.
11. I shall **NOT** make a '**facilitation payment**'. Facilitation payment refers to the practice of paying a small sum of money to (usually) an official as a way of ensuring that they perform their duty.
12. None of my relatives are employed or associated with the Company or any of its affiliate companies or its customers/clients/suppliers in any form; and I undertake that I **shall** immediately notify the Company in case-
  - (a) any person who is so employed / associated becomes a relative, and/or
  - (b) a relative, in future, is so employed / associated with the Company.

I **understand and acknowledge** that:

1. the restraints contained herein are reasonable in all the circumstances of employment and agree that they are necessary for the protection and maintenance of the Company and its business.
2. my services can be suspended pending disciplinary action/enquiry/investigation as per Company policy and I shall abide by decision of investigation/enquiry Committee constituted for such purposes.
3. the Company shall be entitled to seek an order for specific performance or injunctive relief or other equitable relief in case I fail to observe or breach any of the restraints herein.

I **shall** indemnify and keep indemnified the company for any loss, damages or injury suffered by the company for any breach of above conditions or any other clause or term of employment.

I understand and acknowledge that my failure to comply with this declaration and undertaking may lead to disciplinary sanctions which may include discontinuation of services, as well as civil liability and/or criminal prosecution under applicable laws.

Executed this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

<b>Employee Signature</b>	Accepted On 27 Nov 2023 Tusharmairale41@Gmail.Com
<b>Employee Name</b>	Tushar Sanjay Mairale

Annexure III

Personal Data - Declaration

I **Tushar Sanjay Mairale** hereby certify that all statements made on the **Employment Application Form**, my **Curriculum Vitae** or **during my interviews** with the Company are **true and complete**. I understand that any omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I further understand that I shall be bound by the existing and new rules, regulations and policies of the Company including those related to Frisking (Pat Down) process wherein, a search would be conducted of outer clothing to detect any unauthorized / prohibited articles.

I confirm that I have voluntarily furnished my personal information to the Company and the Company shall be free to use such information and all other information that I may provide at any time hereinafter. The Company may share such information in connection with my employment and other related matters, as deemed fit and necessary by the Company.

I recognize that in connection with employment with Teleperformance, I may be the subject of a background enquiry and drug test by the company or its representative, and I hereby authorize the same. I also authorize the Company to take action including penal action against me in case any fact is found contrary to what has been stated by me in the application form mentioned herein above.

I do hereby declare that I will immediately report to my Line Manager or HR team in case of "**Change to Circumstances**", within **48 hours** of me becoming aware of such "**Change to Circumstances**" which may arise due to the following:

- a) I am found guilty of a criminal offence / is under police caution or investigation;
- b) There is a change in my legal right to work / work status; and
- c) There are any adverse credit judgments against me.
- d) Change in personal status like name change / marital status / permanent or current address change etc.

Executed this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

Temp Emp Code	2221734316
Employee Signature	Accepted On 27 Nov 2023 Tusharmairale41@Gmail.Com
Employee Name	Tushar Sanjay Mairale

ANNEXURE IV

DECLARATION AND UNDERTAKING - Work From Home

I, **Tushar Sanjay Mairale**, do here-by confirm and declare that while I Work From Home, I will adhere to all company and Client confidentiality and security policies, not limited to the below:

- I understand and agree that 'Working From Home' is an extension of my workplace and all policies as applicable while Working From Office shall continue to apply, including Confidentiality Agreement, Code of Conduct, Data Security and WAHA Security Policy amongst others;
- I understand that I will not use pen, paper, mobile phone, camera, or any other electronic devices while Working from Home;
- I will not have unauthorised people, including family and friends to access or take a look at my device while I am working, however I also understand that their movement around or behind my device might be captured in any monitoring tool;
- I understand and agree that recording of conversations or other Teleperformance /Client/consumer information, outside of standard business processes is prohibited;
- I understand that the use of speakerphone is prohibited while Working From Home;
- I understand that the key privacy considerations around accessing personal data (for example customer, client and employee information), read in conjunction with Teleperformance polices, standards and procedures, while Working From Home is strictly prohibited;
- I shall take particular care to reduce the risk of inappropriate or unauthorised disclosure of personal data while Working From Home; and
- I have a functional internet connection at home and shall ensure that it is operational with enough data availability at all the time. I understand that this is a pre-requisite for Work From Home and I shall maintain good internet bandwidth. I shall be fully responsible for upkeep and usage of this connection.
- I agree to return company or client's systems, assets, records and materials **within 36 hours** from the date of intimation received by the company in the same condition as it was provided to me.
- In case, I delay in returning or fail to return or returned in damaged condition, the company's or client's systems, assets, records and materials within such stipulated time then company has the undisputed right to recover penalties /amount as per the case may be.
- I agree to the use webcam for video calls /collaboration with supervisors and colleagues.
- I agree to the use of cameras available on the Teleperformance Cloud Campus by Teleperformance and the terms and conditions related to it as appended below, which is subject to update, as per the applicable law. This is regardless of whether the camera was provided by Teleperformance, if it is built-in or bundled with the equipment provided to the employee, or in a Bring Your Own Device (BYOD) scenario.
- I understand, that I have the option to raise a helpline ticket to the BHR team over the email id (**HR.TPCCIndia@teleperformancedibs.com**), if I will have any concern whatsoever, post deployment of Teleperformance Cloud Campus.
- I understand, that in the event, I desire to opt-out as Working-from-Home-Agent in the Teleperformance Cloud Campus, I will reach out to my immediate supervisor with a written notice stating the reason for it and [**HR.TPCCIndia@teleperformancedibs.com**].
- I hereby give my consent to Teleperformance's use of a Camera as part of the computer sign-on process to authenticate my identity. I further agree to allow Teleperformance to visually monitor me during work

hours via a camera to ensure that my work-at-home environment meets the expectations of Teleperformance and its clients.

- I specifically understand and agree to Teleperformance's use of camera video and audio for security measures assessment, proper and lawful execution of all employment and client related contractual provisions, safety verification and any other business-related purpose. I agree to turn on the camera when requested and/or conduct verification via phone or video call pursuant to random clean desk audits.

For this purpose, I hereby understand that Teleperformance reserves the right to inspect my work area in my Work From Home site or the system virtually with or without advance notice to me. I also understand that at random intervals during your shift, Teleperformance may take snapshots of your workspace to analyze and detect any violations of existing security protocols including, but not limited to, clean desk policy, GISP and standards.

I hereby provide my consent and agree to such inspection and waive-off any claim for invasion of privacy in connection with such inspection. There are a number of situations in which I will activate the camera. These include: for my identification to be confirmed (in particular every time I login to Teleperformance systems); during regular security procedures; during 1-to-1 meetings, coaching sessions, and team meetings to achieve the most effective communication, collaboration and provision of the services. As I am providing services remotely, Teleperformance also recommend camera use during the rest of the time that I am providing services as a way to more effectively engage with my colleagues. When I activate my camera, it will be livestreaming and not recording. Every time recording is required (for Teleperformance business purposes, in a chatroom where you are present, for instance recording informational sessions delivered by TP Representatives), the 'recording icon' will show and I will be able to turn off my own individual camera during the recorded session .

For above purpose, Teleperformance, in its sole discretion, reserves the right to install any system monitoring technology on the work machine including EDR, Webcams or any other software/file that allows for supervision at work-at-home site which includes, but is not limited to:

- Capturing 'facial confirmation', 'ID scan' and 'Geo Tagging';
- Tracking 'multiple people violation'. 'unknown user violation', 'not at desk violation', 'auto idle user detection'; Mobile phone detection and usage;
- Clean desk environment (use of pen/paper or other objects not permitted);
- Capturing Desk-top random image and click pictures when above violations are detected via random scan which could be used as evidence in case of any breach as per the security policy

I understand that failure to comply with the above will lead to appropriate action in accordance with Teleperformance HR policies and manual.

<b>Temp Emp Code</b>	<b>2221734316</b>
<b>Employee Signature</b>	<b>Accepted On 27 Nov 2023 Tusharmairale41@Gmail.Com</b>
<b>Employee Name</b>	<b>Tushar Sanjay Mairale</b>

22-Mar-2024

**Varsha Dhotre**  
**At-Waveghar Rasayani**  
**Panvel - 410207,**  
**India.**

Dear **Varsha** ,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Quess Corp Limited (Division - Conneqt Business Solutions)** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **22-Mar-2024** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

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

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

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

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

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

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

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

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

You may discontinue the training within 3 months by giving 15 days' notice in writing to the company and similarly, the company may discontinue your training by giving 15 days' notice. After 3 months, if you discontinue the training, you are required to give 30 days' notice in writing to the company and similarly, the company may discontinue your training by giving 30 days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

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

**Quess Corp Limited**

REGD, OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India| TEL: +91 80 6105 6001  
DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733  
CIN: L74140KA2007PLC043909



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

Component	Amount (₹) Per Month
<b>A. BASIC STIPEND</b>	<b>14,320</b>
<b>B. PERFORMANCE BONUS : Paid based on performance on an Annual / Quarterly Basis</b>	
<b>C. Insurance</b> (You will be covered under insurance as per the company policy and can change as per the management discretion)	<b>180</b>
<b>D. GROSS STIPEND (A+B)</b>	<b>14,320</b>
<b>E. Employee Insurance Contribution</b>	<b>100</b>
<b>E. GROSS STIPEND</b>	<b>14,220</b>

You will be covered under insurance as per the company policy which can change time to time as per the management discretion

During the period of training you will be paid Stipend of **Rs. 14,320** per month. Tax Deductions will be as applicable.

You are eligible for Performance Incentive: This will be payable on a monthly basis. The payout shall vary from 0% to 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.

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

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

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

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

With Best Regards.

**For Quess Corp Limited.**



**Anuja Niyogi**  
Associate Vice President | Human Resource  
Conneqt Business Solutions

**Quess Corp Limited**

REGD, OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India| TEL: +91 80 6105 6001  
DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733  
CIN: L74140KA2007PLC043909

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

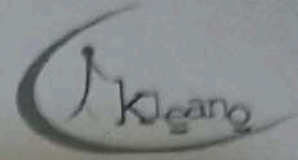
Signature:

Name: **Varsha Dhotre**

Date: **22-Mar-2024**

**Quess Corp Limited**

REGD, OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India | TEL: +91 80 6105 6001  
DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733  
CIN: L74140KA2007PLC043909



**FINHOUSE SERVICES  
PRIVATE LIMITED**

Dear **Yash Rajendra Sharma**,

With great pleasure, I would like extend the following employment offer to you.

Position: **Customer Representative Executive ( C.R.E )**

Start date: **1/06/2023**

Salary: **2,04,000/- C.T.C**

We're Pleased to offer you the position of **Customer Representative Executive ( C.R.E )** at **Motilal Oswal Financial Service Ltd . Business Associate Kleano Finhouse Services Pvt Ltd.** We feel confident that you'll contribute your skill and experience towards the growth of our organization.

Sincerely,

**Rupesh Manwatkar**

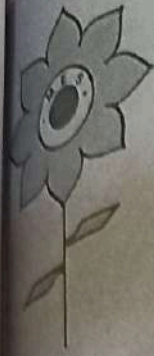
( Director )

Candidate Signature:

Candidate Name: **Yash Rajendra Sharma**

Date of Joining: **1/6/2023**

**Regd. Office:** 503, 5<sup>th</sup> Floor Neelkanth Landmark Plot No.365/1,365/2, Behind Orion Mall Panvel Navi Mumbai -410  
**GSTIN :** 27AAECK4952C1ZN . **CIN:** U74120MH2011PTC222291 Email Id : [rupesh@kleano.in](mailto:rupesh@kleano.in) Ph. No. 27463837



NO RELIGION IS GREATER THAN TRUTH

## MAHATMA EDUCATION SOCIETY

Chembur Naka, Mumbai - 400 071 Tel: 2522 4856 / 2522 8414 Fax: 91 22 2522 9587

Ref. No.: MES/AO/SYK/63 /2022-23

15<sup>th</sup> May, 2023

Ms. Sakshi Yashwant Kedari

SUBJ: APPOINTMENT ORDER ON AD-HOC BASIS

Madam,

With reference to your application and subsequent interview, I am pleased to inform you that you have been appointed as an Intern in the Marketing Department on temporary basis for 3 months from (15<sup>th</sup> May to 15<sup>th</sup> August 2023) in Mahatma Education Society's Pillar HOCL Educational Campus, Rasayani (on ad hoc basis)

You will be paid a consolidated Salary of Rs. 10,000/- per month.

Your services are transferable to any other institution running under the purview of Mahatma Education Society.

Your performance would be monitored on a continuous basis during your tenure in the organization.

Please sign the duplicate hereof in confirmation of acceptance.

Your services can be terminated with one month notice on either side.

Yours faithfully,

Marketing Head  
Pillar HOCL Educational Campus, Rasayani.



NO RELIGION IS GREATER THAN TRUTH

# MAHATMA EDUCATION SOCIETY

Chembur Naka, Mumbai - 400 071 Tel: 2522 4856 / 2522 8414 Fax: 91 22 2522 9587

Ref. No: MES/AO/SIS/ 64 /2022-23

15<sup>th</sup> May, 2023

Ms. Suhana. Javed Shaikh

**SUBJ: APPOINTMENT ORDER ON AD-HOC BASIS**

Madam,

With reference to your application and subsequent interview, I am pleased to inform you that you have been appointed as an Intern in the Marketing Department on temporary basis for 3 months from (15<sup>th</sup> May to 15<sup>th</sup> August 2023) in Mahatma Education Society's Pillai HOCL Educational Campus, Rasayani (on ad hoc basis)

You will be paid a consolidated Salary of Rs. 10,000/- per month.

Your services are transferable to any other institution running under the purview of Mahatma Education Society.

Your performance would be monitored on a continuous basis during your tenure in the organization.

Please sign the duplicate hereof in confirmation of acceptance.

Your services can be terminated with one month notice on either side.

Yours faithfully,

Marketing Head  
Pillai HOCL Educational Campus, Rasayani.

12th April 2023

**Anam Emani**  
Mumbai.

**Sub: Offer Letter**

This is in reference to your application and the subsequent interview we had with you, we are pleased to shortlist you for the position of "**Business Development Executive - FnB Sales**" in our organization on following terms & conditions. You will be on the Confirmation period.

Your Annual CTC will be **Rs.312,518/-**

At the time of Joining, you are requested to bring the following scanned documents.

1. All education certificates
2. Copy of previous employer relieving / resignation acceptance.
3. Address proof and Photo ID Proof
4. 2 passport size photo
5. PAN card photo copy
6. Last Month Salary Slip
7. Aadhar Card (Mandatory)

If you are in agreement with the aforesaid information please return the acknowledgement copy with your signature, signifying your acceptance of the same.

We welcome you to our organization and wish you all the best in our pursuit of excellence.

**For EQUINOX LABS PVT.LTD.**



**DIRECTOR**

I accept the offer letter of my employment. I did understand the implication thereof.

Signature of Employee:

Date: 12th April 2023

12th April 2023

Name : Anam Emani

Designation : Business Development Executive - FnB Sales

## ANNEXURE

Basic + DA	11,000
CCA + CA	5,500
HRA	5,500
<b>Monthly Gross</b>	<b>22,000</b>
<b>Employer Contribution (Per Annum)</b>	
Employer PF Contribution	21,600
Gratuity **	6,346
MLWF	72
Bonus *	13,000
Medicclaim	7,500
<b>Annual CTC</b>	<b>312,518</b>
<b>Employee Deductions (Per Month)</b>	
EPF	1,800
ESIC	0
PT	200
<b>Total Deduction</b>	<b>2,000</b>
<b>Net Take Home</b>	<b>20,000</b>

\*\* This will be given after Completion of 5 years of service.

\* This will be given after Completion of 1 Year of service that will be paid during next Diwali which is based on your earned salary. Please note the calculation and payment is given based on the financial year.

**Note:**

1. PT will be deducted Rs.300 in the month of February. This is subject to change in case of any amendment by law.
2. MLWF will be deducted twice in a year i.e. June & December, which would be Rs.12 each.

nu Yadav  
mbai

er Sonu,

are delighted to welcome you to Just Dial and wish you a great career with us.

reference to our recent discussions, we are pleased to appoint you as **CERTIFIED INTERNET CONSULTANT** on the following terms and conditions:

Your Employee Code is **10143775**.

#### Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **07-07-2023** and your place of posting is **Mumbai**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

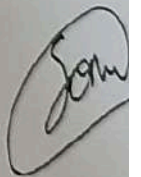
#### Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 300000 (Three lakh only)**, which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

The details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus\* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

"Accepted



Sonu

11-07-2023 10



You will be eligible for **Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay (4th month)

Further details are given in the **Annexure**.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active or under notice period on the Incentive payout date. Further, incentive payout during the notice period shall be determined by the company.

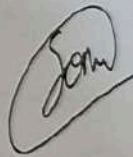
### 3. Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will remain on probation until issuance of confirmation letter.

### 4. Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

"Accepted"



Sonu Y

11-07-2023 10:0

**Faith and Confidentiality**

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or profession or employment or project or assignment of any nature, regardless of whether it has a monetary value or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CDs and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

**Inventions and Patents**

All inventions, creations, developments, improvements and any or all work done by you either your sole or jointly during your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in the name of the Company.

"Accepted By"



Sonu Yadav

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### Background Verification

Company reserves the right to conduct Internal / External Background verification check during the tenure of your employment and employees are expected to co-operate for the same. Any negative report may lead to disciplinary / legal action including termination of your employment with immediate effect without notice and/or without any payment in lieu of notice. Background Verification also includes Behavioral, attitude aspects apart from Qualification / Education, Employment, Criminal etc.

### Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof or salary in lieu of notice period.

Your services may be terminated after confirmation by giving 30 days

In case of short notice period, Company shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

If you are absent for a continuous period of 15 days without prior written approval of your reporting, (including overstay on leave etc.) then it will result in loss of your employment and the same shall automatically come to an end without any notice or intimation from Company.

In case of absconding or unauthorized absence from work without prior written approval of your reporting or non-submission of resignation as per Exit Policy, the Company reserves the right to hold your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the Company.

"Accepted By"



Sonu Yadav

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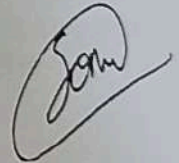
The Company shall be entitled to terminate your employment without notice, indemnities, and compensation in any of the following events but not limited to:

- i. if you are, in the opinion of the Company involved in any forgery or fraud, disobedience, disorderly behavior, negligence, indiscipline, absenteeism or any other misconduct considered as detrimental to our interest or of violation of one or more terms of the employment or policies.
- ii. if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- iii. if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies.

Company shall also be entitled to recover including but not limited to any cost, expenses, any penalty, interest or damages caused to Company due to any of your acts of omission.

You agree that at the time of leaving the employment, you will deliver to the Company (and will not keep in his/her possession, recreate or deliver to anyone else) all Confidential Information as well as all other devices, assets, records, data, notes, reports, proposals, lists, correspondence, specifications, equipment, customer or client lists or information, or any other documents or property belonging to the Company or any of its Affiliates. In the event if you fail to return any properties (as mentioned above), Company reserves the right to withhold all your dues and it may initiate appropriate legal proceedings against you.

"Accepted By"



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**Performance Adherence**

Performance will be evaluated based on the targets / task allotted to you by your reporting manager on time-to-time basis / periodical basis. Failing to achieve the target can lead to termination on performance ground or other similar grounds with or without notice period or salary of notice period. However, the decision by management will be final.

**Jurisdiction**

I agree that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company from time to time.

**Period of Employment**

Age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits available under the law and/or the rules framed by the Company.

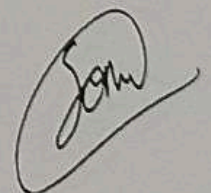
**Business Continuity**

In the occurrence of any events like Acts of God, fire, flood, explosion, earthquake, or other natural calamities, war, accident, epidemics, any labor disturbance, action of Statutory Authorities or local or Central Governments, change in Laws (force majeure events) or any other acts which are beyond the control of the Company, it (Company) may alter the terms of employment or may take other necessary steps to ensure business continuity of the Company.

**"My JD" Mobile Application**

By using "My JD" mobile application (My JD App), you can access Company's documents, policies & procedure, records, all notifications, including but not limited to your letters, leave and attendance and other records which are uploaded / facilitated to you all the time. It is your sole responsibility to go through the documents as uploaded in My JD App as required and keep yourself updated about the policies & process of the Company and any amendment thereof and abide by the same all the time, in addition to any other applicable policies and processes that you may need to adhere during the term of your employment.

"Accepted By"



Sonu Yadav

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General

You will be eligible for the benefits of the Company's Leave Rules/holiday policy during the employment terms, as updated in JD App from time to time.

To ensure that our employees have a good work-life balance, we encourage our employees to utilize their leaves, so that they return to work rejuvenated with a fresh zeal and hence any forms of leave encashments are not applicable. Though un-availed PL can be accumulated as detailed in the leave policy.

Employees are encouraged to discuss their Leaves / Annual Leave planner with their reporting manager at least 15 days in advance before applying in MyJD for mutual and consensus business operations.

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Your clicking on "accept the appointment letter" through the link, confirms that you have read, agreed, acknowledged and accepted all the terms and conditions of employment with Just Dial and that you will abide by all the policies and process laid down by the company from time to time.

**Please note-**

Acceptance of the appointment letter needs to be done electronically by you & confirms that you have given complete acceptance of the appointment letter & its terms of employment. In case you have not accepted the appointment letter within 24 hours from the receipt of the link, it will be deemed by the organization as an acceptance of appointment letter & its terms of employment.

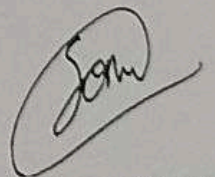
After the electronic acceptance of the Appointment letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

Yours sincerely,  
For Just Dial Limited

*Madhulika*

Madhulika Singh  
Regional Head -Human Resources

"Accepted By"



Sonu Yadav

11-07-2023 10:07:36

Annexure:-  
Just Dial Ltd. - Compensation Package

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Sonu Yadav	
Department	Sales	
Joining Date	CERTIFIED INTERNET CONSULTANT	
Effective Date	07-07-2023	
CTC (in INR)	300000/- per annum	
Pay structure	Monthly (First 3 months)	Monthly (4th Month onwards)
<b>Fixed Components</b>		
Basic Salary	12650	12650
House Rent Allowance (HRA)	4229	6325
Dearness Allowance	0	1899
Special Allowance	0	1554
<b>Salary (C1)</b>	<b>16879</b>	<b>22428</b>
<b>Statutory Components</b>		
Employer PF Contribution	1518	1518
Employer ESIC Contribution	549	0
<b>Benefit's(C2)</b>	<b>2067</b>	<b>1518</b>
<b>Reimbursements</b>		
Travel Reimbursement	0	0
Medical Reimbursement	0	0
Conveyance Reimbursement	0	0
<b>Reimbursements(c3)</b>	<b>0</b>	<b>0</b>
<b>Statutory Bonus</b>	<b>1054</b>	<b>1054</b>
<b>CTC (Total C1+C2+C3 + Statutory Bonus)(a)</b>	<b>20000</b>	<b>25000</b>
<b>Deductions</b>		
Employee PF Contribution	1518	1518
Employee ESIC Contribution	127	0
<b>Total Deductions (b)</b>	<b>1645</b>	<b>1518</b>
<b>Net Take Home {a - b - C2}</b>	<b>16288</b>	<b>21964</b>
<b>Overall CTC</b>	<b>20000</b>	<b>25000</b>

Net Take Home is subject to Applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,  
For Just Dial Limited

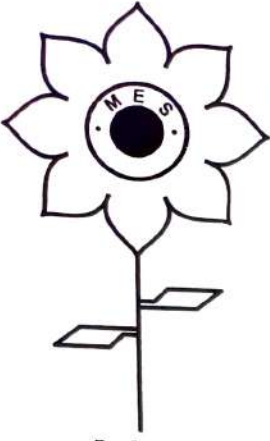
*Madhulika*  
Madhulika Singh  
Regional Head -Human Resources

"Accepted By"



Sonu Yadav

11-07-2023 10:07:36



NO RELIGION IS GREATER THAN TRUTH

# MAHATMA EDUCATION SOCIETY

Chembur Naka, Mumbai - 400 071 Tel: 2522 4856 / 2522 8414 Fax: 91 22 2522 9587

Ref. No.: PHEC /AO /SP/70/ 2023-24

14<sup>th</sup> July 2023

Ms. Sejal Patil

SUBJECT: Appointment Order

Madam,

With reference to your application and subsequent interview, we are pleased to appoint you as a Social Media Executive in Mahatma Education Society's, Pillai HOCL Educational Campus, Rasayani from 13<sup>th</sup> July 2023 on the terms discussed and agreed upon.

You will get a consolidated pay of Rs. 15,000/- per month.

Your probation period will be six months to one year from the date of joining, depending upon your performance.

You are required to give a prior notice of two months in case you wish to resign.

Yours Sincerely,

Dy. CEO

Pillai HOCL Educational Campus, Rasayani

**Deputy CEO**

**Mahatma Education Society**  
Rasayani  
Khalapur, Raigad 410 117



## Offer Letter

Date: - 07<sup>th</sup> Oct 2023

Name: - **Sankalp Mahendra Mane**  
Contact No: **+91 78209 06848**

Congratulations!!

We are pleased to confirm that you have been selected to work with **Aimbeat Technology Pvt. Ltd.** We are delighted to make you the following job offer.

The position we are offering is of **Graphic Designer** at a Salary of **INR 23,000/-** Per Month CTC i.e., **INR2,76,000/-** Per Annum. This would be a permanent position.

This position needs to report to the Company's Director. Your working hours will be from **9:30 AM to 06:30 PM**, Monday to Saturday (alternate Saturday off). Over and above, if you work additionally, you will be eligible for overtime allowance respective to your salary.

**Note:** 30 days prior notice is required before leaving the job – else you will be liable to pay one month's salary to the company in case you leave without serving the notice period.

Your FNF (salary) along with an Experience letter will be provided to you after 90 days of the last working date.

**In case of any compliance issue or lack of code of conduct, the company will take a necessary action against you and ask for the compensation respected to the concern matter.**

Employment Job Location: -Vashi, Navi Mumbai

Position Title: Graphic Designer (Full Time)

Probable date of joining: 09/10/2023

Probation Period: 3 Months from date of joining

Total leaves: No paid leave in probation. Thereafter, 19 paid leaves in a year from the date of Joining (Maximum 1 paid leaves in a month can be given after the probation.)

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

Kindly return a duplicate copy of this offer, duly signed as a token of acceptance of this offer.

Sincerely,  
Abdul Kadir Raza  
(Director – Aimbeat Softech Pvt. Ltd.)



I accept the offer as outlined above.

(Signature)..... Date.....



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Pune – 411014. INDIA  
TEL.: +91-020-35600010

**8<sup>th</sup> March 2024**

To,

**Mr. Sahil Mankar**  
**Lane 8, Choudhary Wasti**  
**Kharadi,**  
**Pune.**

**Dear Sahil Mankar,**

Please refer your application and the subsequent interview you have had with us. We are pleased to appoint you as **Digital Associate** in our Company. **Welcome to Digitise IT (India) Pvt. Ltd.**

Your appointment is subject to the terms & conditions contained in this letter, Service Agreement & Company policy.

**A) Appointment**

1. This appointment letter is valid subject to your joining the Company on/ before **11<sup>th</sup> March 2024**

Designation: **Digital Associate**

COST TO COMPANY (CTC): **Rs. 2, 36, 834 per annum** (Excluding Bonus, incentives, etc.)

**(Refer Annexure III for details)**

2. Upon your joining you will report to Mr. Vikrant Sood (H.R. Manager)
3. Your salary, benefits, level/grade fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such a comparison between individual employees is invidious. Such information is strictly confidential to you.



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4. You will be assigned to work in one of the shifts.

Morning shift

7:00 am to 3:00 pm, tea/coffee break 9:00 am to 9:15 am and 2:00 pm to 2:15 pm, Lunch Break 12.00pm to 12:45pm

General Shift

9:30 am to 5:30 pm, tea/coffee break 11:30 am to 11:45 am and 4:00 pm to 4:15 pm, Lunch Break 1:30 pm to 2:15 pm

Evening Shift

3:00 pm to 11:00 pm, tea/coffee break 5:00 pm to 5:15 pm and 10:00 pm to 10:15 pm, Dinner Break 7:30 pm to 8:15 pm

Night shift

11:00pm to 7:00 am, tea/coffee break 1:00am to 1:15 am and 6:00am to 6:15am, Snack break 4:00am to 4:45am

The shifts will be rotated every Monday. The Night Shift will start from Sunday Night at 11.00pm.

Company reserves the right to change the shift timings or rotations.

5. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, Group Company, sister concern or subsidiary of this Company or any of its associates, presently in existence & operational or will be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred and that you will, therefore, not be entitled to any additional compensation.
6. You will be on probation for first four months of employment from the date of joining. During the probation period, your performance will be assessed carefully in respect of your attendance, behavior, attitude, overall performance etc. Your probation period can be extended by another 2 or 4 months incase the management is not satisfied with your performance. During the probation period, your services are liable to be terminated at any time without giving any notice or reason thereof.
7. Annual appraisal and salary review is effective 1st April of each year. Your 1st review will be after your completion of One year with the company, in April. There is no obligation on the Company to review your remuneration.



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8. The company has an incentive scheme based on company performance as well as individual performance. You will be eligible for the incentive after confirmation of services within the company. The incentive is payable after the company's annual audit.
9. You will be entitled for other corporate benefits viz: Personal Accident & Mediclaim policy after the completion of probation period.

### **B) Responsibility**

10. During your employment with the Company, you will be governed by Service Conditions more specifically stated in the **Annexure I** attached to this letter & other rules, code of conduct and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as may be applicable.
11. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
12. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
13. Your appointment is a full time assignment and you will not at any time engage, directly or indirectly, in any paid occupation or business outside the Company without obtaining prior written consent of the Company.

### **C) Termination/Separation**

14. The contract of employment can be terminated by you only upon completion of stipulated period as per Clause 7, by giving a notice of thirty working days in writing of your intention to do so or by tendering a sum equivalent to one month's salary in lieu thereof, and further the Company may at its sole discretion, waive the whole or part of the notice period without any compensation. However, Company also reserves the right not to relieve you till the completion of job/assignment in hand.
15. No accumulated/remaining leaves will be adjusted against notice period, any leaves taken during the notice period will extend the notice period.
16. Company shall be within its right to terminate this contract in case of unsatisfactory or below standard performance on your part, without giving you any notice or pay in lieu thereof, or during or at the end of probation period, if you are found unsuitable. On confirmation your services can be terminated by Management by giving you one month notice or pay in lieu of the notice period.



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17. However, even after confirmation, if the following misdeeds are observed, your services could be terminated without giving any notice or pay in lieu thereof. The Company reserves the right to terminate your contract without any notice if it has reasonable grounds to believe you are guilty of gross misconduct/ misdeeds.

Examples of gross misconduct, which will render you liable to instant dismissal, include.

- Breach of confidentiality
- Theft or attempted theft of property belonging to the Company or any employee or third party.
- Falsifying Company records, self-certification forms or expense claims
- A criminal offence arising from or related to your work for the Company.
- A criminal offence committed outside working hours, such as to adversely affect the Company's business reputation or reflect on your suitability for the type of work which you perform, or which affects your acceptability to other employees
- Violent, dangerous or intimidator conduct
- Drunkenness or being under influence of any illegal drugs whilst at work.
- Disloyal conduct
- Gross negligence
- Gaining unauthorized access to the Company's computerized information
- Serious damage to Company property
- Practical joking or horseplay at work of a kind such as to endanger the health and safety of fellow employees, customers or members of the public
- Gross insubordination to superiors in the Company
- Bad time-keeping
- Unreasonable or unexplained absence
- Persistent or irregular absenteeism
- Any act which you know or ought reasonably to know is likely to bring the Company into disrepute
- Willful disregard of health and safety rules or a serious breach of any other Company rules, policies or procedures.

It is stressed that the foregoing does not represent a complete list of all possible offences for which an employee may be summarily dismissed but is only given by way of example. Other serious misconduct can have the same result.

18. In the event of breach of any of the terms & conditions of your employment and/or service conditions & rules, the Company reserves the right to claim liquidated damages from you, apart from other damages. The company also reserves the right to terminate your services without giving notice.



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19. Your employment is substantially based on information, testimonial, documents submitted by you, which you were required to submit while joining the employment or may be called upon to do so subsequently. The Company shall be within its rights to verify the correctness of such information at any time now or in future. If it is found at any stage that the information provided by you is incorrect or some information is suppressed, then your employment will be automatically concluded.
20. You will be solely responsible for the Company property assigned to you to discharge your duties. Loss of any of items would be recovered from you, as the Company may deem appropriate. On ceasing to be in the employment of this Company for any reason, you will promptly settle all the accounts including the return of all Company properties, tools, equipment, documents, etc. Without making or retaining any copies.

#### **D) General**

21. You are not to interest yourself in any business or do training on your own account. Breach of any one of the conditions above will render you liable to termination of your employment without notice.
22. You will promote & expand the business of the company and not directly or indirectly & either solely or jointly be engaged in any service or other business or profession whether, during or after the hours of employment.
23. You will always maintain high standard of secrecy and maintain the confidentiality of records, documents and any other information relating to business of company.
24. You will not accept any money, gift, reward or compensation etc... for you personal gain from any person with whom you may be having official dealing.
25. You will be governed by the rules, regulations and such other practices, systems, procedures & policies framed by the company from time to time and you also be governed by laws enacted by the local authority, state or central government as applicable to you from time to time.
26. You have to strictly follow work policies, rules and procedures laid out by the company.



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## **E) Separation**

27. In the event of your leaving services, you will be required to complete all necessary exit procedure laid down by the company from time to time. You have to complete the exit procedure and responsibility of handing and taking over laid down by the company.

You are requested to affix your signature on the duplicate of this letter and annexure confirming your acceptance of the terms and conditions of employment and return it to Human Resources.

We take pleasure in welcoming you to our organization and looking forward to a long association with the Company.

Thanking You,

**For Digitise IT (India) Pvt. Ltd.**

---

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on or before \_\_\_\_\_

Sign: \_\_\_\_\_

**Name:**

**Date :**





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## ANNEXURE I

### SERVICE CONDITIONS

1. There shall be exceptions and flexibility with respect to working hours, leaves & holidays for accommodating the needs of internal/external customers & project needs and for those who are interfacing with the customers.
2. Your working hours shall be flexible. You may be required to work in shifts as per the exigencies of work. The management shall have the sole right to change your working hours as per the exigencies of work, similarly your weekly offs shall also be flexible and shall be subject to change as per the exigencies of work.
3. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. Without the prior consent of the Company in writing during the continuance of your employment, you shall not publish or cause to be published any publication or contribute any article or review to any newspaper, magazine or other publication whether for remuneration or otherwise on a subject in any way related to or concerning the Company's business, services, products, strategies or policies.
4. If, during the period of employment with us, you achieve any inventions, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and exploit such improvement, and such rights shall stand to be automatically transferred to the Company for the purpose of seeking any patent rights in respect thereof or for any other purpose. All the systems or projects developed by you during the period of employment will be the exclusive property of the company.
5. You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant, particularly the products, quotations, specifications, trade secrets, systems, procedures or other policy information.
6. During the period of your employment with the Company, you shall at all times observe secrecy in respect of any information of whatever nature be it technical, trade, business data, information or systems, existing programs or programs developed, Software, inventions made by you or any other employee of the Company, which you may acquire or which may come to your knowledge while during the currency of your employment. You shall not disclose the same to anybody except a Company's Officer authorized in that behalf. Even after you cease to be in our employment you shall not disclose the same to anyone.



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7. You shall assign the right and interest in any invention, improvement design or software development drawing made by you solely or in a group while in employment, and you shall perform all such acts, execute documents without any consideration for securing the Patent design copyright or trade mark or such or any other right or create title in the name of the Company, in relation to any product, service arising out of invention, improvement or development as stated above.
8. You shall always endeavor to upgrade your skills, knowledge, and expertise from time to time and shall not refuse to undergo any training or programme undertaken by Company or as directed by the Company for improvement or up-gradation of skills, services performance or such other things necessary for the growth of the Company.
9. Upon leaving the employment you shall return to the company forthwith all the property, documents, drawings, designs, programmes, data in whatever form, hardware, software, records etc. belonging to the Company or its associates, subsidiary, clients, or customers.
10. Any dispute between yourself and the Company concerning or relating to or arising out of your appointment/employment shall be subject to the jurisdiction of Pune.
11. You shall at all times put in good faith and make all attempts to resolve differences arising out of any of the above clauses or any difference related to employment by discussions with your higher authorities failing which by resorting to arbitration. Both the parties shall appoint one arbitrator each having professional reputation. These Arbitrators shall appoint one referee by joint consent.
12. The arbitration shall be governed by the Indian Arbitration and Conciliation Act 1996, it shall be held in Pune and in English language.
13. Your appointment and its continuance are subject to your remaining medically (physically, mentally) fit. The Company may require you to undergo medical fitness test from any medical practitioner authorized or nominated by the Company at any time during your employment.
14. All the correspondence and communications by the company herein after shall be made either personally at workplace or at the residential address given by you, at any one of the places at the discretion and convenience of the company. Should you change your residence, you shall forthwith inform the address in writing to the company.



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15. Your services shall be governed by service rules framed by the Company from time to time.

I have read and understood the terms and conditions and accept them fully.

Sign: \_\_\_\_\_

---

**Name :**

**Date :**

Please return the copy of this letter duly signed by you in token of your acceptance.



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## ANNEXURE II

### Leaves

16. You will not be entitled to any leave during the probation period. Leave taken during the probationary period will be considered as a without pay leave. Number of leaves taken during the probation period may effect the date of confirmation of your employment.
17. You shall be entitled to 21 Days Privilege leave, 5 Days of Sick Leave, 5 Days of casual leave, 4 statutory paid holidays in a calendar year. In addition, there will be 4 sectional holidays announced during the course of the year.

The Company's holiday year runs from January to December. All leaves will be calculated on pro rata basis, based on the date of confirmation.

**The company reserves the right to revise the leave policy at any time which will be communicated to you by way of general notice, mail or any other mode that company uses to communicate with its employees.**

### Privilege Leave

You must give the Company at least three weeks' notice of your proposed holiday dates and these must then be agreed with the Company before your holiday is taken.

If you start or leave your employment during a holiday year, privilege leave in respect of the Company holiday year will be calculated on a pro rata basis.

Unless your employment is terminated by the Company for gross misconduct, upon termination of your employment, you will be entitled to pay in lieu of any unused privilege leave. You will be required to repay to the Company pay received for holidays taken in excess of your privilege leave. Any sums which are, so due may be deducted from any money owing to you after the termination of your employment.



**DIGITISE IT (INDIA) PVT. LTD.**  
3<sup>rd</sup> Floor, A Wing, Ashoka Plaza,  
Pune Nagar Road, Viman Nagar,  
Pune – 411014. INDIA  
TEL.: +91-020-35600010

You may carry forward your Privilege leave to the next leave year, as per the rules of accumulation, decided by the Company from time to time.

### **Sick leave**

If you are absent from work due to sickness for a period of more than Five days in any one Company holiday year, the Company reserves the right, in its absolute discretion, to deduct the additional sick leave taken from your privilege leave in respect of the Company holiday year in question.

If you are absent from work due to sickness or injury for a period of three or more continuous days you must provide the Company with a medical certificate and only then will it be classified as sick leave.

### **Casual Leave**

If you are absent from work for any reason and your absence has not previously been authorized by the Company this will be part of your casual leave. You are entitled to Five days of casual leave in one Company holiday year.

If you take more than three days of continuous casual leave, the leave will be classified as privilege leave and will be deducted from your privilege leave entitlement.

You may not carry any unused Casual leave forward to a subsequent Company holiday year.

Sign: \_\_\_\_\_

---

**Name :**

**Date :**



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3<sup>rd</sup> Floor, A Wing, Ashoka Plaza,  
Pune Nagar Road, Viman Nagar,  
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**PRIVATE AND CONFIDENTIAL (Refer Clause 3)**

**ANNEXURE III**

**NAME: Sahil Mankar**

Your compensation based on the cost to Company (**CTC**) basis is detailed below

DESCRIPTION	MONTHLY	ANNUAL
Basic	5,211	62532
HRA @ 35% of Basic	1,824	21886.2
Medical Reimbursement	0	0
Leave Travel Allowance 8.33% of basic	434	3000
Conveyance	800	9600
Special Allowance	8,860	106320
<b>GROSS MONTHLY</b>	<b>17,129</b>	<b>205547</b>
Employer's Provident fund contribution	1,800	21600
Employer's ESIC contribution (Approx.)	557	6680
Gratuity	251	3006
<b>COST TO COMPANY</b>	<b>19,736</b>	<b>₹ 2,36,834</b>
<b>DEDUCTIONS</b>		
<i>Provident fund @ 12% of basic</i>	1,800	
<i>Professional tax</i>	200	*300 in Feb
<i>Employees ESIC contribution</i>	128	
<b>NET MONTHLY</b>	<b>15,000</b>	<b>180006</b>

**HDB FINANCIAL SERVICES LIMITED****Payslip for the month of August 2023**

Employee Code	HF144700	Bank Name	HDFC Bank
Employee Name	Kunal Sunil Deshmukh	Bank Account Number	50100631047910
Vertical	Collection Services	Permanent Account Number	GUNPD1448E
UAN Number	101817253394	Function	Telecalling
PF Account Number	MHBAN00496110000492874	Region	West
Esic Account Number	3416931657	Date of Joining	16 May 2023
City	Mumbai	Grade	TC1
Branch	Nerul	Product	Telecalling
Role	Senior Telecalling Officer	Business Line	HDFC Bank
Days Worked	28	Arrears Days	0
LWP	3		

<b>Earnings</b>				<b>Deductions</b>		
<b>Particulars</b>	<b>Rates/Month</b>	<b>Amount</b>	<b>Cumulative</b>	<b>Particulars</b>	<b>Amount</b>	<b>Cumulative</b>
Arrears Of Basic Salary	0.00	0.00	2,839.00	Professional Tax	200.00	600.00
Basic Salary	5,500.00	4,968.00	15,430.00	Provident Fund	1,529.00	4,480.00
House Rent Allowance	2,200.00	1,987.00	6,172.00	ESIC	111.00	399.00
Arrears Of House Rent Allowance	0.00	0.00	1,135.00			
Arrears Other Allowance	0.00	0.00	5,489.00			
Other Allowance	8,608.00	7,775.00	21,904.00			
<b>Total Earnings</b>	<b>16,308.00</b>	<b>14,730.00</b>	<b>52,969.00</b>	<b>Total Deductions</b>	<b>1,840.00</b>	<b>7,195.00</b>
<b>In words ( ₹ ) : Twelve Thousand Eight Hundred Ninety Only</b>				<b>Net Salary : 12,890.00</b>		



राष्ट्रीय केमिकल्स एण्ड फर्टिलाइजर्स लिमिटेड

(भारत सरकार का उपक्रम)

(नवरत्न कंपनी)

वर्क्स : प्रशासनिक भवन, चेंबर, मुंबई - 400 074.

**RASHTRIYA CHEMICALS AND FERTILIZERS LIMITED**

(Government of India Undertaking)

Priyadarshini Building, Eastern Express Highway, Slon, Mumbai - 400022

क्र. APPRENTICE 2023-24

29.01.2024

सेवा में,

Mr. Kunal Kuldip Patil

At. Lonare Post. Thal

Alibag 402207

**विषय : अप्रेंटिस अधिनियम 1961 के अधीन अप्रेंटिस का अस्थाई नियुक्ति पत्र**

Dear Candidate,

आपके द्वारा ऊपर उल्लेखित पद के लिए दिए गए आवेदन के संदर्भ में हमें आपको सूचित करते हुए प्रसन्नता हो रही है कि आप अप्रेंटिस अधिनियम 1961 के अधीन अप्रेंटिस के पद के लिए चुने गए हैं। आपके प्रशिक्षण का ट्रेड **ACCOUNT EXECUTIVE TRAINEE -Appl.No. 239839** हैं।

1. प्रशिक्षण की अवधि : आपके अप्रेंटिसशिप की अवधि १२ महीनों की होगी।
2. वृत्तिका (stipend) : आपको वृत्तिका के रूप में भुगतान निम्ननुसार होगा।  
एक वर्ष में : रु 9000/- प्रतिमाह
3. यह नियुक्ति पत्र आपका पोर्टल पंजीकरण होने तक पूर्णतः अस्थाई रूप से लागू है। अप्रेंटिस प्रशिक्षण के बाद आप कंपनी में नियमित रूप से नियुक्ति का दावा नहीं कर सकते।
4. अप्रेंटिस प्रशिक्षण की अवधि समाप्त होने के बाद अप्रेंटिस के रूप में आपकी नियुक्ति अपने आप समाप्त हो जाएगी।

...1/-





: 2:

5. कार्यभार ग्रहण करने के लिए आप किसी भी प्रकार के यात्रा भत्ता के हकदार नहीं होंगे ।
6. आपके प्रशिक्षण के अन्य निबंधने एवं शर्तें अप्रेंटिस अधिनियम 1961 के अधीन उल्लेखित नियमावली के अनुसार होगी ।
7. इस पत्र के साथ चरित्र सत्यापन पंजी सलंग्न है । प्रशिक्षण का कार्यभार ग्रहण करने के लिए आते समय वह पूरी तरह भरकर तथा दो पासपोर्ट साईज फोटो साथ लाएँ ।
8. आपकी आयु, शैक्षणिक अर्हता, पॅन कार्ड तथा जाती के प्रमाण पत्र (अनु.जा/जनजाती अथवा पिछड़े वर्ग) की मूल प्रति के साथ साक्षांकित (attested) प्रति प्रस्तुत करना आवश्यक है । मूल प्रति सत्यापन के बाद आपको लौटा दी जाएगी । मूलप्रति न प्रस्तुत करने की स्थिती में आपको अप्रेंटिस प्रशिक्षण का कार्यभार ग्रहण करने की अनुमति नहीं दी जाएगी । यदि आपका प्रमाणपत्र आपने कंपनी में दिये बायोडेटा के अनुसार नहीं पाए गए तो, यह नियुक्ति प्रस्ताव अपने आप रद्द हो जाएगा ।
9. अप्रेंटिसशिप प्रशिक्षण की अवधि में आप महा प्रबंधक (मानव संसाधन)-इकाई के प्रशासनिक नियंत्रण के अधीन काम करेंगे तथा आपको कंपनी के प्राधिकारियों द्वारा दिए आदेशों का अनुपालन पूरी निष्ठा से करना होगा ।
10. यदि आपको उपरोलिखित निबंधने एवं शर्तें स्वीकार्य हैं, तो इस पत्र की दूसरी प्रति पर हस्ताक्षर करके, उसे इस पत्र के प्राप्ति की तारीख से सात दिनों के भीतर इस कार्यालय में प्रस्तुत करें ।

#### 11. छुट्टी के नियम

##### आकस्मिक छुट्टी (Casual Leave)

1. आकस्मिक छुट्टी मासिक प्रो रेटा के आधार पर अधिकतम 12 आकस्मिक छुट्टी प्रत्येक वर्ष प्रदान कि जाएगी ।
2. अप्रेंटिस को एक बार में अधिकतम 6 दिनों की आकस्मिक छुट्टी मिल सकती है ।
3. अधिक अवकाश को बिना वेतन के अवकाश के रूप में (ईओएल) माना जाएगा ।
4. आकस्मिक छुट्टी को ग्रेडिवाल लीव के साथ नहीं जोड़ा जाएगा ।

...2/-

- 4/2/11



### 12. चिकित्सा छुट्टी (Medical Leave)

1. चिकित्सा छुट्टी मासिक प्रो रेटा आधार पर प्रदान कि जाएगी। जो प्रशिक्षणार्थी बीमारी के कारण काम पर उपस्थित रहने में असमर्थ हैं वह यह छुट्टी ले सकते हैं। प्रशिक्षणार्थी को प्रशिक्षण के प्रत्येक वर्ष के लिए 15 दिनों तक चिकित्सा छुट्टी दि जाएगी।
2. चिकित्सा छुट्टी की अवधि के दौरान आने वाली किसी भी छुट्टी को चिकित्सा छुट्टी के रूप में ही माना जाएगा।
3. मेडिकल प्रमाणपत्र केवल एमबीबीएस डॉक्टर द्वारा जारी किया जाना चाहिए।
4. 10 दिनों से अधिक चिकित्सा छुट्टी आरसीएफ मेडिकल ऑफिसर (डॉक्टर) द्वारा प्रमाणित किया जाना अनिवार्य होगा।

### 13. प्रतिपूरक छुट्टी (Compensatory Off)

1. प्रशिक्षणार्थी को किसी भी प्रकार के कारण कोई भी प्रतिपूरक छुट्टी नहीं दी जाएगी, जो अपने सामान्य कामकाज के समय के अलावा भी अन्य काम करते हैं।
2. यदि प्रशिक्षणार्थी को अपने साप्ताहिक अवकाश या अन्य छुट्टी के दिन पर काम करने के लिए कहा जाता है, तो उसे OM/DGM/GM स्तर के अधिकारी द्वारा प्रतिपूरक छुट्टी का अनुमोदन समय कार्यालय में देना होगा।
3. यदि घोषित अवकाश पर साप्ताहिक छुट्टी होती है, तो प्रतिपूरक छुट्टी दी जाएगी।
4. अप्रैटिस को छह महीने (180 दिन के भीतर) प्रतिपूरक छुट्टी लेनी होगी।

### 14. उपस्थिति कार्ड (Attendance Card)

1. प्रत्येक प्रशिक्षणार्थी को संबंधित स्वीकृति के साथ संबंधित माह की 5 तारीख को या उससे पहले अपना उपस्थिति कार्ड प्रस्तुत करना चाहिए।
2. यदि प्रशिक्षणार्थी शिफ्ट ड्यूटी में काम कर रहा है, तो किसी भी प्रकार के शिफ्ट भतों का भुगतान नहीं किया जाएगा।

### 15. बायोमेट्रिक पंचिंग (Bio-Metric Punching)

1. प्रत्येक प्रशिक्षणार्थी को बायोमेट्रिक पंचिंग सिस्टम (एचआर विभाग द्वारा दिए गए शेड्यूल के अनुसार) के लिए अपना फिंगर प्रिंट रजिस्टर करना होगा, जो उनकी दैनिक उपस्थिति के लिए अनिवार्य होगा।

...3/-

— 4/4/11



:4:

2. इयूटि पर आते समय एवं इयूटि पश्चात बाहर जाते समय पंचिंग अनिवार्य होगा ।
3. यदि किसी भी कार्य दिवस (साप्ताहिक अवकाश और अवकाश को छोड़कर) के लिए पंचिंग नहीं किया है तो ,यह उस दिन के लिए अनुपस्थित के रूप में चिन्हित होगा ।
4. यदि कोई पंचिंग ("IN" या "OUT") नहीं होता है, तो यह अनुपस्थित के रूप में चिन्हित होगा ।
5. 'IN' के लिए पंचिंग ग्रेस अवधि 15 मिनट ही हैं ।
6. यदि 'IN' या 'OUT' पंचिंग नहीं हुआ, तो गंभीर कारवाई की जाएगी ।
16. मुद्दा क्रमांक 7 और 8 में बताए गए दस्तावेज प्रशिक्षण कार्यभार ग्रहण करते समय प्रस्तुत करना आवश्यक हैं । आपको सलाह दी जाती हैं कि आप दि .29-1-24 या उससे पहले अधोहस्ताक्षरित को आर.सी.एफ. लि.प्रशासनिक भवन, चेंबूर, मुंबई-400074 में रिपोर्ट करें ।

यदि आप प्रशिक्षण के लिए दि .29-1-24 तक रिपोर्ट नहीं करते हैं तो आपसे बिना कोई अन्य पत्राचार किए बिना यह प्रस्ताव रद्द समझा जाएगा ।

धन्यवाद,

(पंकज पाटील)

वरिष्ठ प्रबंधक (मानव संसाधन)

संलग्न : यथोपरि

**स्वीकृति**

मुझे उपर्युक्त निबंधने एवं शर्तें स्वीकार्य हैं, मैं दि .29-1-24 तक प्रशिक्षण के लिए रिपोर्ट करूंगा/करूंगी ।

दिनांक : 29-1-24

हस्ताक्षर : K.Patil

स्थल : Chembur



# WINWIN MARITIME LIMITED

(FORMERLY KNOWN AS WINWIN MARITIME PRIVATE LIMITED)

CIN - U63000GJ2014PLC080378

Date: 07<sup>th</sup> Aug 2023

Ref: WIN/HR/MBI/250

To,  
Ms. Mansi Prashant Dandekar,  
Near Govt. Hospital, Pratibha Apartment,  
Taluka : Karjat, Raigad, Maharashtra - 410201  
(M) +91 86259 97015

Dear Ms. Mansi,

Further to your application and subsequent interview you had with us, we are pleased to appoint you in our organizations as "Trainee - Marketing". You will be based at our Mumbai office with Take Home Salary Rs.15,000/-. A detailed letter specifying terms and conditions of employment will be issued to you on your day of joining which should not be later than 07<sup>th</sup> Aug-2023.

In the Meantime to facilitate the Proceedings of your appointment you are required to submit following documents on or before the date of Joining. The Documents required are asf:-

1. Duly attested Certificates pertaining to your education Qualifications.
2. Proof of date of Birth by submitting your School leaving Certificate.
3. Relieving Letter from your last employer or copy of salary slip which has been acknowledged by the last employer.

You shall be entitled to other benefits as per the company discretion and policy.

Yours Sincerely,

For, **WINWIN MARITIME LIMITED**



(C.E.O.)



Specialist in  
M.S. / S.S. / Pipe Line, Structural, Tanks & Vessel, Fabrication, Equipment Erection & Labour Suppliers

**DEAR NAMRATA PATIL,**

**It is my pleasure to extend you an offer to join us as a Samarth Engineering Works. We would love to have you join us at our Samarth Engineering Works office on 27 JAN 2024.**

**The total pay offered to you will be 15000/-**

**Welcome aboard! Let's build great things together.**

**Please convey your acceptance by e-signing this document before 30 JAN 2024 .**

**Regards,**

**For SAMARTH ENGINEERING WORKS**



**NAMRATA J. PATIL**

PFL/CHR/2023/OL/485

Date: 19<sup>th</sup> July 2023

To,  
**Mr. Pawan Kumar Yogendra Singh**  
AT – Chambharli, Kailash Pandu Datta Jambhle,  
G Floor, Room No -3, Near Marathi Valley, Raigad  
Maharashtra - 410222  
Mob. No – 9665237396

Subject: Offer Letter

Dear Mr. Singh

It is with great pleasure that we offer you the opportunity to join **Patanjali Foods Limited** (Formerly *Ruchi Soya Industries Limited*) (hereinafter referred to as "Company" or "PFL") as **Supervisor - Packing** in job band **L1-A**. Your base location will be **Patalganga**.

This offer is valid for your joining on or before **01<sup>st</sup> August 2023**.

Your emolument details are provided in the attached Annexure A.

For the onboarding process, please submit a copy of the following documents at the time of joining:

1. Passport size photograph – 2
2. Documents supporting Work experience, Educational qualifications and Age proof
3. Latest Form 16
4. Resignation letter from previous organization
5. Relieving letter from previous organization
6. Cancelled cheque (for transfer of salary)
7. Updated Resume
8. Pan Card
9. Aadhar Card

A detailed letter of appointment will be issued to you after your joining.

We welcome you in our Company and look forward to a long and fruitful association. Your appointment in PFL is subject to satisfactory outcome of your reference checking.

Kindly sign the copy of the offer letter as a token of acceptance of the terms and conditions.

Thanking you,  
Yours faithfully,

**For PATANJALI FOODS LTD**  
(Formerly *RUCHI SOYA INDUSTRIES LIMITED*)

**ACCEPTED BY**

  
**SANYUKTA TRIPATHI**  
MANAGER - HR

**PAWAN KUMAR YOGENDRA SINGH**

**ANNEXURE**

Emolument details of Mr. Pawan Kumar Yogendra Singh

Pawan Kumar Yogendra Singh		
Band : L1-A (Supervisor)		
Component	Break Up	
	Per Month	Per Annum
<b>FIXED</b>		
Basic	10,000	1,20,000
Other Allowance	6,004	72,048
HRA	4,000	48,000
Bonus Monthly	1,167	14,004
<b>Sub Total (A)</b>	<b>21,171</b>	<b>2,54,052</b>
<b>Annual Receivables</b>		
Bonus / Ex Gratia	833	9,996
<b>Sub Total (B)</b>	<b>833</b>	<b>9,996</b>
<b>Retirals</b>		
PF**	1,800	21,600
Gratuity **	481	5,772
<b>Sub Total (C)</b>	<b>2,281</b>	<b>27,372</b>
<b>Benefits ( Insurance)</b>		
Group Health Insurance Premium **	627	7,524
Group Accident Insurance Premium **	88	1,056
<b>Sub Total (D)</b>	<b>715</b>	<b>8,580</b>
<b>Total CTC (A+B+C+D)</b>	<b>25,000</b>	<b>3,00,000</b>

Note: Salary is subject to applicable tax deductions at source.

\*\*Provident Fund, Gratuity, Group Personal Accident Insurance and Family Medical Insurance are subject to the statutory provisions or Company rules as applicable to your category of employees from time to time.

  
as **AUTHORISED SIGNATORY**

**ACCEPTED BY**

**भारत इलेक्ट्रॉनिक्स लिमिटेड**

(भारत सरकार का उद्यम, रक्षा मंत्रालय)  
एल-१, एम. आय. डी. सी. औद्योगिक क्षेत्र,  
तलोजा - नवी मुंबई - ४१० २०८.

**BHARAT ELECTRONICS LIMITED**

(A Govt. of India Enterprise, Ministry of Defence)

L-1, MIDC., INDUSTRIAL AREA,

TALOJA - NAVI MUMBAI - 410 208

Ph. (O) : + 91-22 2741 2701/4/6

Fax : + 91-22 2741 2888/2887

E-mail : gmnamu@bel.co.in

ISO 9001 & ISO 14001 Certified Company

To,  
Pooja Vijay Mhatre  
At Post - Jite, Tal - Pen,  
Dist - Raigad - 402107

पत्रांक : 20065/23-24/HR/नामु

दिनांक: 21.08.2023

विषय : शिक्षता (संशोधन) अधिनियम 1973,1986 और 2014 के अंतर्गत प्रशिक्षु के रूप में एंगेजमेंट की अनंतिम पेशकश।

Sub. : Provisional Offer of Engagement as Apprentice under Apprentices (Amendment) Act, 1973, 1986 & 2014 - Reg.

महोदय,

दिनांक 29.07.2023, को भारत इलेक्ट्रॉनिक्स लिमिटेड, नवी मुंबई इकाई में आपका स्नातक प्रशिक्षु के साक्षात्कार में शामिल होने के उपरांत हम सहर्ष आपको शिक्षता (संशोधन) अधिनियम 1973,1986 और 2014 के अंतर्गत "सामान्य धारा स्नातक प्रशिक्षु" के लिए अनंतिम एंगेजमेंट की पेशकश करते हैं। आपको वजिफा के रूप में प्रति माह ₹ 12500/- (वजिफे के 80% - ₹.10,000 /- ) आपको हर माह को मिलेंगे और वजिफे के शेष 20% - ₹. 2,500/- आपको शिक्षता प्रशिक्षण पुरा होने पर दिए जाएंगे। यह शिक्षता प्रशिक्षण का अवधि एक वर्ष होगा और समय सुबह 9.00 बजे से शाम 5.00 बजे तक होगा।

Further to the interview you had with us on 29.07.2023, we are pleased to offer you Provisional engagement as Apprentice under the Apprentices (Amendment) Act, 1973, 1986 & 2014 as **General Stream Graduate Apprentice** in our Company on a monthly stipend of Rs. 12500/- [80% of Stipend amount (i.e. Rs. 10,000/-) will be paid per month and 20% of Stipend amount (i.e. Rs. 2,500/-) will be paid after completion of Apprenticeship training]. This Apprenticeship Training shall be for a period of one year. Timings: 09.00 AM to 05.00 PM.

आबंध के नियम और शर्तें संलग्न हैं।

The Terms and Conditions regarding your engagement as an Apprentice are enclosed herewith.

अगर आपको हमारे नियम और शर्तें मंजूर हैं तो शीघ्र ही अधोहस्ताक्षित से निम्नलिखित अपने सभी मूल प्रमाणपत्र/कागजात और प्रमाणित दो सेट फोटो प्रतियों के साथ संपर्क करें।

If the terms and conditions are acceptable to you, please report to the undersigned immediately on receipt of this communication along with all original certificates/documents as well as two set of attested Photo copies of the following documents:

1. सभी सेमिस्टर के परीक्षा गुणता पत्रक / All Semesters Examination Mark Sheet
2. उपाधि प्रमाणपत्र / Degree Certificate
3. जाति प्रमाणपत्र / Caste Certificate

कारपोरेट कार्यालय : आऊटर रिंग रोड, नागावारा, बैंगलूर - ५६० ०४५, भारत.

Corporate Office : Outer Ring Road, Nagavara, Bangalore - 560 045, INDIA

Phone : 91-80-25039300 Fax : 91-80-25039305, Website: <http://www.bel-india.com>



4. आधार कार्ड / Aadhaar Card
5. दसवीं कक्षा उत्तीर्ण प्रमाणपत्र जन्म तिथि के साथ / 10<sup>th</sup> pass Certificate indicating D.O.B.
6. प्राचार्य / राजपत्रीय अधिकारी से आचरण / चरित्र प्रमाणपत्र /  
Conduct/Character Certificate from the Principal/Any Gazetted Officer.

कृपया ध्यान दें आपको पंजीकृत चिकित्सक अधिमानतः M.B.B.S/M.S/M.D. से निश्चित प्रारूप में मेडिकल फिटनेस प्रमाणपत्र (प्रति संलग्न) आवंश के समय दिनांक 22.08.2023 को पेश करना होगा। यह मेडिकल फिटनेस प्रमाणपत्र हमारे कंपनी के चिकित्सा अधिकारियों की स्वीकृति के अधीन होगा। आपसे अनुरोध है कि आप ऑनलाईन पुलिस सत्यापन के लिए उनके पोर्टल पर आवंश दे और पुलिस सत्यापन कि प्रतिनिधि हमें पेश करें। अगर आप शिथिलता प्रशिक्षण के लिए चिकित्सकीय फिट नहीं है और पुलिस सत्यापन कि प्रतिनिधि पेश नहीं करेंगे तो आवंश पत्र स्वचालित रूप से रद्द हो जाएगा।

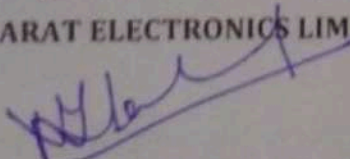
Please note that you are required to submit a Medical Fitness Certificate issued by any Registered Medical Practitioner preferably M.B.B.S/M.S/M.D. in the Prescribed Format (enclosed) at the time of joining on 22.08.2023. This Fitness Certificate shall be subject to acceptance by our Company's Medical Authorities. You are required to apply for Online Police Verification on their portal and submit Police Verification copy to us. In case, if you are not found medically fit to join Apprenticeship Training and failure to submit Police Verification copy, this engagement letter shall stand cancelled automatically.

कृपया ध्यान दें आपका आवंश तब तक अस्थायी होगा जब तक आप की औपचारिकता शिथिलता (संशोधन) अधिनियम 1973, 1986 और 2014 के अंतर्गत पूरी ना हो जाती है।

Please note that your engagement is on provisional basis till such time the required formalities w. r. t. your engagement is completed under the Apprenticeship (Amendment) Act, 1973, 1986 & 2014.

धन्यवाद,

भारत इलेक्ट्रॉनिक्स लिमिटेड के लिए,  
For BHARAT ELECTRONICS LIMITED,

  
विवेकानंद नलावडे /VIVEKANAND J. NALAWADE  
वरि.सहा.(मा.सं.) अधिकारी/ SR.ASSTT (HR) OFFICER



### Cumulative Payslip For The Financial Year 2023-2024

<b>Emp Code</b>	HF149716	<b>Employee Code</b>	HF149716
<b>Bank Name</b>	HDFC Bank	<b>Employee Name</b>	Pritee Suresh Pal
<b>Bank Account Number</b>	50100637751825	<b>Vertical</b>	Collection Services
<b>Permanent Account Number</b>	FTSPP1243J	<b>UAN Number</b>	101977126851
<b>Function</b>	Telecalling	<b>PF Account Number</b>	MHBAN00496110000497807
<b>Region</b>	West	<b>Esic Account Number</b>	3417019290
<b>Date of Joining</b>	Jun 27 2023 12:00AM	<b>City</b>	Mumbai
<b>Grade</b>	TC1	<b>Branch</b>	Nerul
<b>Product</b>	Telecalling	<b>Role</b>	Senior Telecalling Officer
<b>Business Line</b>	HDFC Bank	<b>Arrears Days</b>	0

(All Amount Is In ₹ )

Particulars	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
<b>Arrears Days</b>	0.00	0.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00
<b>Days Worked</b>	0.00	0.00	0.00	30.00	31.00	30.00	31.00	30.00	31.00	31.00	29.00	0.00	243.00
<b>LWP</b>	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
<b>Arrears Of Basic Salary</b>	0.00	0.00	0.00	733.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	733.00
<b>Basic Salary</b>	0.00	0.00	0.00	5,323.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	0.00	43,823.00
<b>House Rent Allowance</b>	0.00	0.00	0.00	2,129.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	0.00	17,529.00
<b>Arrears Of House Rent Allowance</b>	0.00	0.00	0.00	293.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	293.00
<b>Arrears Other Allowance</b>	0.00	0.00	0.00	1,148.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,148.00
<b>Other Allowance</b>	0.00	0.00	0.00	8,329.00	8,607.00	8,607.00	8,607.00	8,607.00	8,607.00	8,607.00	8,607.00	0.00	68,578.00
<b>Incentive/Stat Bonus</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,045.00	7,000.00	5,490.00	219.00	0.00	15,754.00
<b>Employee Referral</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00	1,000.00	0.00	0.00	1,000.00
<b>GROSS SALARY</b>	0.00	0.00	0.00	17,955.00	16,307.00	16,307.00	16,307.00	19,352.00	24,307.00	21,797.00	16,526.00	0.00	148,858.00
<b>GTL Top Up</b>	0.00	0.00	0.00	238.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	238.00
<b>LWF Deduction</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.00	0.00	0.00	0.00	12.00
<b>Provident Fund</b>	0.00	0.00	0.00	1,864.00	1,693.00	1,693.00	1,693.00	1,693.00	1,693.00	1,693.00	1,693.00	0.00	13,715.00
<b>ESIC</b>	0.00	0.00	0.00	135.00	123.00	123.00	123.00	146.00	183.00	164.00	124.00	0.00	1,121.00
<b>GPA Top Up</b>	0.00	0.00	0.00	53.00	0.00	0.00	0.00	0.00	0.00	107.00	0.00	0.00	160.00
<b>GMC FOS</b>	0.00	0.00	0.00	344.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	344.00
<b>TOTAL DEDUCTIONS</b>	0.00	0.00	0.00	2,634.00	1,816.00	1,816.00	1,816.00	1,839.00	1,888.00	1,964.00	1,817.00	0.00	15,590.00
<b>NET SALARY</b>	0.00	0.00	0.00	15,321.00	14,491.00	14,491.00	14,491.00	17,513.00	22,419.00	19,833.00	14,709.00	0.00	133,268.00



## HDB FINANCIAL SERVICES LIMITED

### Payslip for the month of February 2024

Employee Code	HF157538	Bank Name	HDFC Bank
Employee Name	Rutuja Ramesh Kurangale	Bank Account Number	50100654700051
Vertical	Collection Services	Permanent Account Number	KXYPK7270M
UAN Number	102000347411	Function	Telecalling
PF Account Number	MHBAN00496110000508883	Region	West
Esic Account Number	3417103169	Date of Joining	17 Aug 2023
City	Mumbai	Grade	TC1
Branch	Nerul	Product	Telecalling
Role	Senior Telecalling Officer	Business Line	HDFC Bank
Days Worked	29	Arrears Days	0
LWP	0	Tax Regime	New Tax Regime

<b>Earnings</b>				<b>Deductions</b>		
Particulars	Rates/Month	Amount	Cumulative	Particulars	Amount	Cumulative
Arrears Of Basic Salary	0.00	0.00	2,661.00	Provident Fund	1,693.00	10,047.00
Basic Salary	5,500.00	5,500.00	32,640.00	ESIC	156.00	961.00
House Rent Allowance	2,200.00	2,200.00	13,056.00			
Arrears Of House Rent Allowance	0.00	0.00	1,065.00			
Arrears Other Allowance	0.00	0.00	4,165.00			
Other Allowance	8,607.00	8,607.00	51,077.00			
Incentive/Stat Bonus	0.00	4,488.00	23,154.00			
<b>Total Earnings</b>	<b>16,307.00</b>	<b>20,795.00</b>	<b>127,818.00</b>	<b>Total Deductions</b>	<b>1,849.00</b>	<b>12,448.00</b>
<b>In words ( ₹ ) : Eighteen Thousand Nine Hundred Forty Six Only</b>				<b>Net Salary : 18,946.00</b>		

May 16, 2023

Ref:HDBFS/23-24/HRIC558685/Appt/330975

Ms. Pooja Sunil Deshmukh,  
Mumbai

Dear Pooja,

**LETTER OF APPOINTMENT**

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

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

**Terms and Conditions:**

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

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

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

in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

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

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

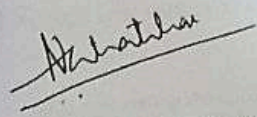
You are requested to join no later than May 31, 2023.

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

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

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

Yours Sincerely,  
For HDB Financial Services Ltd.



Ashish Ghatnekar  
Head - Human Resources & Operations

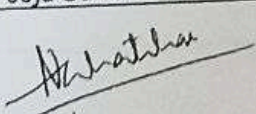
**AGREED AND ACCEPTED**

eSigned using Aadhaar  
(Leegality.com - Ry9nRkO)  
Pooja Sunil Deshmukh

Date: Mon May 22 13:37:44 IST  
2023

Ms. Pooja Sunil Deshmukh

**Annexure A**

<b>HDB FINANCIAL SERVICES</b>		Compensation Breakup	
Salutation			Ms.
Name		POOJA SUNIL DESHMUKH	
Role		SENIOR TELECALLING OFFICER	
Location		MUMBAI	
Reporting to		SUPERVISOR	
Date of Offer		16-May-2023	
<b>Annual Compensation Break up</b>			<b>HDBFS Monthly</b>
Basic	66,000		5,500
HRA	26,400		2,200
Other Allowance	75,432		6,286
Provident Fund (Employer's contribution)	16,968		1,414
<b>Gross Salary (A)</b>	<b>1,84,800</b>		<b>15,400</b>
ESIC (Employer's contribution)-----(B)	5,460		
Gratuity----- (C)	3,180		
<b>Total Fixed Compensation (D=A+B+C)</b>	<b>1,93,440</b>		<b>16,120</b>
<b>Note:</b>			
This Offer is subject to positive reference checks & Credit Bureau check. Your consent for candidature of the Company will be considered as consent for accessing your Credit report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
Insurance as per Company Policy.			
I accept the terms and conditions as mentioned in the Appointment letter.			
eSigned using Aadhaar (Leegality.com - Ry9nRkO) Pooja Sunil Deshmukh  Date: Mon May 22 13:37:44 IST 2023			
Pooja Sunil Deshmukh		Ref:HDBFS/23-24/HRIC558685/Appt/330975	
			



May 16, 2023

Ms. Vaibhavi Vinod Valekar,  
Mumbai

Ref: HDBFS/23-21/HRIC558459/App/330919

Dear Vaibhavi,

LETTER OF APPOINTMENT

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

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

Terms and Conditions:

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

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

- d) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.
- e) You will retire from the employment of the Company on your completing 60 (sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- f) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- g) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- h) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators); regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- i) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Right" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- j) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand-forming part of the business of the Company or any of its affiliates.
- k) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private,

in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc. which may directly or indirectly detain or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

Any variation of the above terms and conditions will not be valid until expressly made in writing by the company.

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

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

You are requested to join no later than May 31, 2023.

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

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

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

Yours Sincerely,

For HDB Financial Services Ltd.



Ashish Ghatnekar  
Head - Human Resources & Operations

AGREED AND ACCEPTED

Ms. Vaibhavi Vinod Valekar

## Annexure A



Compensation Breakup		
Salutation	Ms	
Name	VAIBHAVI VINOD VALERAN	
Role	SENIOR TELECALLING OFFICER	
Location	MUMBAI	
Reporting to	SUPERVISOR	
Date of Offer	16 May 2023	
Annual Compensation Break up		
BASIC	HDBFS Monthly	
HRA	66,000	5,500
Other Allowance	26,400	2,200
Provident Fund (Employer's contribution)	75,432	6,286
Gross Salary (A)	16,968	1,414
ESIC (Employer's contribution)-----(B)	1,84,800	15,400
Gratuity----- (C)	5,460	
Total Fixed Compensation (D=A+B+C)	3,180	
	1,93,440	16,120

## Note:

This Offer is subject to positive reference checks & Credit Bureau check. Your consent for candidature of the Company will be considered as consent for accessing your Credit report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively.

You will be entitled to Performance Incentive Plan as per Company Policy.

Gratuity is as per "The Payment of Gratuity Act".

Insurance as per Company Policy.

I accept the terms and conditions as mentioned in the Appointment letter.

Vaibhavi Vinod Valerkar

Ref: HDBFS/23-24/HRIC558459/App/330919

Hi Shehzad Shakeel Duduke,

## SERVICE AGREEMENT

THIS DOCUMENT IS AN ELECTRONIC RECORD IN TERMS OF INFORMATION TECHNOLOGY ACT, 2000 AND RULES THEREUNDER AS APPLICABLE AND THE PROVISIONS PERTAINING TO ELECTRONIC RECORDS IN VARIOUS STATUTES AS AMENDED BY THE INFORMATION TECHNOLOGY ACT, 2000 AND THE RULES MADE THEREUNDER. THIS ELECTRONIC RECORD IS GENERATED BY A COMPUTER SYSTEM AND DOES NOT REQUIRE ANY PHYSICAL OR DIGITAL SIGNATURES. BY CLICKING ON THE "I ACCEPT" BUTTON ON THIS ELECTRONIC CONTRACT, YOU ARE CONSENTING TO BE BOUND BY THIS SERVICE AGREEMENT ALONG WITH THE VARIOUS ANNEXURES ATTACHED TO THE SERVICE AGREEMENT. PLEASE ENSURE THAT YOU READ AND UNDERSTAND ALL THE PROVISIONS OF THIS SERVICE AGREEMENT AND EXHIBITS, AS YOU SHALL BE BOUND BY ALL THE TERMS HEREIN UPON CLICKING ON THE "ACCEPT & CONTINUE" BUTTON ON THIS ELECTRONIC CONTRACT. IF YOU DO NOT ACCEPT ANY OF THE TERMS CONTAINED HEREIN, THEN PLEASE DO NOT PROCEED WITH THIS ARRANGEMENT. YOUR AGREEMENT TO THE SERVICE AGREEMENT SHALL OPERATE AS A BINDING AGREEMENT BETWEEN YOU AND INDIAMART IN RESPECT OF THE TERMS OF THIS SERVICE AGREEMENT.

This Agreement is made between **Indiamart Intermesh Limited**, a company registered under the Companies Act, 1956 and having its corporate office at 29, 1<sup>st</sup> Floor, Daryaganj, near Netaji Subash Marg, New Delhi 110002 (hereinafter referred to as "**INDIAMART**" which expression shall mean and include its representatives, successors-in-office, affiliates and assigns) on the ONE PART;

AND

A Service Provider who is a professional, providing data/lead enrichment services to (hereinafter referred to as the "Service Provider") INDIAMART of the OTHER PART.

INDIAMART and the Service Provider shall hereinafter individually be referred to as "Party" and collectively as "Parties".

Annexure '1', are collectively referred to as 'Annexures'.

WHEREAS INDIAMART owns and operates an online listing platform i.e. [www.indiamart.com](http://www.indiamart.com) ("Website"), where users can list/advertise their product and/or services.

AND WHEREAS The **Service Provider** has represented to **INDIAMART** that he has adequate resources, experience, abilities, and knowledge to provide lead/data enrichment services to **INDIAMART (as defined herein below)** as per the requirements of **INDIAMART**.

Based on the said representation of the **Service Provider**, **INDIAMART** has agreed to enter into this Agreement with the **Service Provider** for availing the said Services on the terms and conditions, as detailed herein.

NOW THEREFORE THE PARTIES HERETO AGREE AS FOLLOWS

### I. Services

1. The Scope of Services to be provided by Service Provider is as follows:
  - a. Creation of FCP of the prospective customers/User of Indiamart;
  - b. The FCP should contain the following:
    1. (field tables)

Data Fields
GSTN Addition
CIN Addition
Company Name
Address
Owner Name
App Installation
Website
Visiting Card
Additional No
Additional Email
Email Verify
Mobile Verify
Marketplace URL
Landline
CEO Name
Primary Busi Type
Ownership Type
Number of Employees
Annual Turnover
Secondary Business

2. (product table)

Photo Products	Name Only Product	Other Product Detail
<=3	<=3	Price
4 to 10	4 to 10	Brochure
11 to 20	11 to 20	Video
21 to 30	21 to 30	ISQ (Max 10)
31 to 50	31 to 50	
50+	50+	

- c. Educate and guide prospective customer/User with the on-boarding and registration processes, as per the process map shared with the Service Provider.
  - d. Accomplish agreed data enrichment quality parameters as specified by Indiamart from time to time.
2. IndiaMART may add to or reduce the scope of the Services, from time to time. If and when IndiaMART makes any such change, it will inform the Service Provider appropriately. Any such changes made by IndiaMART in the Scope of Services shall take effect from the date notified in such notice issued by IndiaMART and shall be deemed to form part of the Agreement.

## II. Representations and Warranties

1. The Service Provider represents and warrants that the Service Provider has all requisite power and authority to deliver and perform the obligations imposed herein.
2. The Service Provider represents and warrants that entering into this Agreement does not and will not conflict with any law or regulation applicable to the Service Provider or any guidelines, rules, regulations including any judicial, official, governmental and/ or statutory and/or regulatory orders and/or judgments whether interim, final or otherwise or with any other contract to which the Service Provider is a party.
3. The Service Provider warrants that the Indiamart CRM access given to him by INDIAMART will be maintained in strict confidentiality and the data so received pursuant to this arrangement shall be used only for the purposes set out under this Agreement.
4. The Service Provider hereby expressly agrees that the Service Provider shall not use any data, the CRM System, the calling system for any illegal purposes which could cause harm to the goodwill of INDIAMART.
5. The Service Provider represents and warrants that the Service Provider has not been convicted by any court in India for any cognizable offence or an offence punishable with imprisonment, under the laws of India.
5. The Service Provider represents that he doesn't meet with the turnover threshold limit as prescribed under the Goods and Services Act ("GSTA") and confirms non-applicability of GSTA. The Service Provider acknowledges to inform Indiamart as and when such turnover threshold limit exceeds and further undertakes to comply with law(once applicable) as prescribed under the Goods and Services Act, amended from time to time.

## I. Payment Terms

1. All payouts shall be made and computed as per the Annexure 1 of this
2. Indiamart shall enable the Service Provider to raise/generate invoices automatically by the system a

the completion of 7 days of Services;  
All payments shall be paid within 2 working days of generating and submitting invoice to INDIAMART.

### **System Access and Limited Use**

The Service Provider shall access the Indiamart CRM system, calling system, or any other such programs, software, technological platform ("System") only through the Service Provider email id provided at the time of registration to INDIAMART and use such System only in the manner for which it is intended to be used for and not otherwise.

The Service Provider specifically warrants that he shall not use the System or data/information for any other purpose other than the purposes envisaged in this Agreement.

The Service Provider agrees that he will not use the System/data to: (i) modify, disassemble, decompile, prepare derivative works of, reverse engineer or otherwise attempt to gain access to the source code of the System/data; (ii) knowingly or negligently use the System/data in a way that abuses, interferes with, or disrupts INDIAMART networks, Customer accounts, or the System; (iii) engage in activity that is illegal, fraudulent, false, or misleading; (iv) transmit through the System any material/data that may infringe the intellectual property of INDIAMART or other rights of third parties; (v) build or benchmark a competitive product or service, or copy any features, functions or graphics of the System and the data in the System; or (vi) use the System to communicate any message or material that is harassing, libelous, threatening, obscene, indecent, would violate the intellectual property rights of any party or is otherwise unlawful, that would give rise to civil liability, or that constitutes or encourages conduct that could constitute a criminal offense, under any applicable law or regulation; (vii) upload or transmit any software, content or code that does or is intended to harm, disable, destroy or adversely affect performance of the System in any way or which does or is intended to harm or extract information or data from other hardware, software or networks of INDIAMART or other users of Services; (viii) engage in any activity or use the System in any manner that could damage, disable, overburden, impair or otherwise interfere with or disrupt the System, or any servers or networks connected to the System or INDIAMART security systems. (ix) use the System in violation of any INDIAMART policy; (x) use the System to sell, share, download the data for any fraudulent or commercial purposes save and except for which it is specifically agreed herein,

### **V. Confidentiality**

The Service Provider acknowledges that pursuant to this Agreement, the Service Provider will have access to confidential and proprietary information of INDIAMART and its affiliates, which has been provided by INDIAMART or which he comes across during the course of his obligations under this Agreement or otherwise. The Service Provider undertakes to keep confidential all data and other confidential information of INDIAMART and shall not sell or otherwise make that information available to any third party. Confidential information shall mean and include all information, whether verbal or written, disclosed to the Service Provider by INDIAMART, as the case may be, but not be limited to CRM data, users details (i.e., Personal Information of the User), phone numbers, market information, all work products and documents related thereto, the contents or any other information, whether provided orally or in writing, received or to be received by the Service Provider during the course performance of his obligations under this Agreement or otherwise. Further, the Confidential Information at no times can be disclosed to any party in the same or similar business as that of INDIAMART ("Competitor"). In the event, INDIAMART becomes aware that the Confidential Information has been disclosed to a Competitor or has been used for the benefit/interest of the Competitor, INDIAMART can claim such direct and indirect damages as it may suffer due to such losses from the Service Provider. All work, reports, designs, drawings, renderings and other work product produced by the Service Provider in connection with its performance under this Agreement shall belong to IndiaMART and Service Provider shall not use any part thereof for any purposes, unless specially agreed herein.

### **VI. Indemnification**

The Service Provider agrees and undertake to indemnify and to hold harmless INDIAMART its affiliates, successors, agents, assigns, and each of its directors, officers, employees, associates, and representatives from and against any losses, damages, liability, claims, costs, penalty and expenses (including, without limitation, reasonable attorneys' fees) incurred by reason of (i) any breach or alleged breach by the Service Provider of the Service Provider's obligations, responsibilities, representations, or warranties under the Service Agreement; (ii) breach of any service level commitments provided in Annexure 1; (iii) any infringement or unauthorized use of intellectual property rights of INDIAMART (iii) any breach of the confidentiality obligations of the Service Provider under this Agreement (iv) any violation of the applicable law; (v) any violation of INDIAMART quality guidelines or standards by the Service Provider; (vi) any harm to the reputation and goodwill of INDIAMART directly attributable to the



Service Provider; (v) fraud, theft, misconduct, negligence or deficiency of data/leads/information by the Service Provider; any negligent act or omission committed in the course of Services hereunder, or any misrepresentation made during the engagement hereunder; (vi) civil or criminal offense under law or in the opinion of INDIAMART.

#### VII. **Term and Termination**

1. Unless otherwise agreed between the Parties, this Agreement will take effect from time the Service Provider clicks "Accept" and shall remain in force unless terminated earlier in accordance with the following provisions of this Clause VII.
2. IndiaMART may at any time terminate this Agreement, without assigning any reason, by written notice of not less than 15 days to the Service Provider.
3. The Service Provider may at any time terminate this Agreement, without assigning any reason, by written notice of not less than 30 days to IndiaMART.
4. Without prejudice to clause VII(2) and VII(3), IndiaMART may terminate this Agreement forthwith, if any of the following events occur at any time after the date hereof:
  - a. If there is a breach by the Service Provider of any covenant, condition or obligation, representation or warranty contained in this Agreement (including any of the Annexures);
  - b. If the Service Provider commits or attempts to commit any fraud or violates or attempts to violate any applicable law;
  - c. If the Service Provider is unable to provide quality services as required by Indiamart.
  - d. If the process ceases to exist.
5. On the effective date of termination, the Service Provider shall, cease to use Indiamart CRM system, calling system and/or any other system provided by Indiamart pursuant to this Agreement and return all assets provided by Indiamart to the Service Provider to carry out the Services, in relation to this Agreement
6. Service Provider acknowledges, all amounts payable to the Service Provider in the event of termination shall be computed only till the effective date of termination and not afterward.

#### VIII. **Notice**

Any notices, requests and other communications required or permitted hereunder shall be in writing and may be sent by any of the following means to the receiving Party at the relevant addresses set forth in this Agreement:

1. **By hand**, against a written acknowledgement of receipt by the receiving Party.
2. Or any other medium or manner as the Parties agree with each other, which may include communications through the CRM system.

#### IX. **Relationship between Parties**

This Agreement shall be on a principal-to-principal basis and shall not create any employee-employer relationship between the Parties. The **Service Provider** shall provide all services hereunder as an independent entity and nothing contained herein shall be deemed to create any association, partnership, joint venture or relationship of principal and agent or master and servant, or employer and employee between the parties hereto or any affiliates or subsidiaries thereof or to provide either party with the right, power or authority, whether express or implied to create any such duty or obligation on behalf of the other party.

#### X. **Governing Law and Dispute Resolution**

1. If any dispute arises between the Service Provider and Indiamart, in connection with, or arising out of, this Agreement, the dispute shall be referred to arbitration under the Arbitration and Conciliation Act, 1996 (Indian) to be adjudicated by a sole arbitrator to be mutually appointed by both the Parties. Arbitration shall be held in Delhi. The proceedings of arbitration shall be in the English language. The arbitrator's award shall be final and binding on the Parties.
2. This Agreement shall be governed by and construed in accordance with the laws of India and the courts in Delhi shall have the exclusive jurisdiction in connection with this Agreement.
3. In addition to above remedies, Indiamart shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain Service Provider from committing any violation of the covenants and obligations set out in this Agreement. These injunctive remedies are cumulative and are in addition to any other rights and remedies Indiamart may have at law or in equity.



May 16, 2021

Ref: HDB/23-24/HRIC35667V/APP/330984

Mr. Shlok Sushant Choudhari,  
Mumbai

Dear Shlok,

### LETTER OF APPOINTMENT

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

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

#### Terms and Conditions:

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

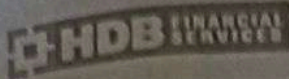
Registered Office: Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 609

Page 1 of 3

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



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



in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or damage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.

vi) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

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

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

You are requested to join no later than May 31, 2023.

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

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

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

Yours Sincerely,  
For HDB Financial Services Ltd.

Ashish Ghatnekar  
Head - Human Resources & Operations

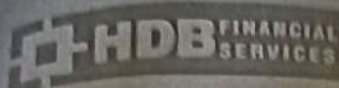
AGREED AND ACCEPTED

Mr. Shlok Sushant Choudhari

Ref: HDBFS/23-2/1111111111111111/APP/330951

Page 4 of 5

Annexure A



Calculation		Compensation Breakup	
Name	Mr.		
Role	SHLOK SUSHANT CHOUDHARI		
Location	SENIOR TELECALLING OFFICER		
Reporting to	MUMBAI		
Date of Offer	SUPERVISOR		
Annual Compensation Break up	16-May-2023		
			HDBFS Monthly
Basic	66,000		5,500
HRA	26,400		2,200
Other Allowance	75,432		6,286
Provident Fund (Employer's contribution)	16,968		1,414
<b>Gross Salary (A)</b>	<b>1,84,800</b>		<b>15,400</b>
ESTC (Employer's contribution)-----(B)	5,460		
Gratuity------(C)	3,180		
<b>Total Fixed Compensation (D=A+B+C)</b>	<b>1,93,440</b>		<b>16,120</b>

Note:

This Offer is subject to positive reference checks & Credit Bureau check. Your consent for candidature of the Company will be considered as consent for accessing your Credit report.

Employee and Employer's contribution towards ESI will be 0.25% & 3.25% respectively

You will be entitled to Performance Incentive Plan as per Company Policy

Gratuity is as per "The Payment of Gratuity Act".

Insurance as per Company Policy

I accept the terms and conditions as mentioned in the Appointment letter.

Shlok Sushant Choudhari

Ref: HDBFS/23-24/HRIC558699/Appt/330984

# Saraswati Education Society

(P.T.R.No. MAH. 1377/2003/G888D)

## Appointment Letter

Date: 07.07.2023

NTIMS/AL/696-A

Ms. Namita Deshmukh has been appointed as Executive with effect from 07.07.2023 in the department of Patient Services on the establishment of Dr. N. Y. Tasgaonkar Institute of Medical Science under Saraswati Education Society (SES) Consolidated Salary Rs 10,000/- PM inclusive of all admissible allowances on the following terms and conditions:



Dr. N. Y. TASGAONKAR  
Chairman

Mr. Y. H. KAMBLE  
Secretary

Mrs. VANDANA TASGAONKAR  
Joint Secretary

Mrs. SARASWATI Y. KAMBLE  
Treasurer

Trustees  
Dr. SHASHIKANT R. GANGAWANE  
Mr. RAJESH TASGAONKAR  
Mr. CHANDRASHEKHAR SUGAONKAR

You will abide by the rules and regulations of this medical college as mentioned below:


1. His/her appointment is on probation period of Eleven months.
2. His/her duty hours will be according to working of the department where he/she is posted and according to convenience of the department including rotation to outreach services, if necessary.
3. The post in which he/she has been appointed is a full time one and he/she will have to devote his/ her whole time and attention to the duties entrusted to him/her by the Head of the Department, Superiors and Dean as the case may be.
4. He/She should not be connected with any other institution without the prior permission of competent authority.
5. He/She will be governed by the SES Regulation and rules imposed by MUHS.
6. He/She will be governed by SES conduct and Discipline Rules modified from time to time a copy of the rules will be available for perusal with the office Establishment Section.
7. He / She is directed to sign the muster roll regularly and Biometric attendance at the prescribed time of attendance filling which he / she will be treated as absent from the duty. Any unauthorised absence shall be treated either as leave without pay or absence without leave at the discretion of the administration.
8. He / She should produce Medical Fitness Certificate for employment from MCI Qualified doctor.
9. Being associated with teaching institution he / she will endeavour to take part in such activities of the institutions as conducting research, publication of scientific papers and participation in conference / workshop / seminars etc.



2:06 PM  
10:00 AM

- 10. He / She should wear white coat / apron / uniform while on duty in Wards, Laboratories and O.P.D.
- 11. He / She should behave politely with the patients, their relatives, and members of the hospital staff and visitors.
- 12. He / She is directed to attend any meetings that may be convened by Dean / Asst. Dean / Ms / A.M.O. / Sr. Professors / Head of the Department for which he / she is invited.
- 13. He / She must not take part in any strike or carry out any such activity which will directly or indirectly cause hardships to the patients attending the hospital and thus dislocate the health service of the Hospital.
- 14. He / She is transferable to other Hospital Institutions (including peripheral hospital) if necessary.
- 15. He / She will obtain prior sanction of the Dean before attending Conferences, Seminars, workshops etc. Either in India or abroad. He / She will execute a service agreement bond as stipulated by Institution authorities when necessary.
- 16. He / She shall attend to any other work assigned by superior authorities.
- 17. This appointment is made without prejudice to the claims/seniority of seniors if any.
- 18. You are appointed on the understanding that the information provided by you in your application and subsequent interview is true, should it prove otherwise your services are liable to terminated immediately.
- 19. The staff member desirous of leaving the services of the college/Hospital should give the authority one month notice and the expiry of such notice should not fall within either academic term. In case the staff member does not give required notice, he should pay an equal amount to the salary for the notice period.
- 20. Offer of appointment order is being issued in duplicate. Please sign the duplicate copy in token of having accepted the terms & condition therein and return the same immediately, failing which the offer of appointment will stand cancelled.

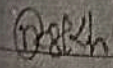
Yours faithfully,

  
Dr. Habbu Jadhav

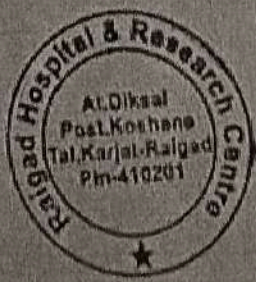
(Medical Superintendent)  
Medical Superintendent  
Raigad Hospital & Research Centre

I am joining today as Executive (Patient Services)

I accept terms & conditions mentioned above.

  
Signature

Date: 7-7-2023



Date : **23-Jan-2024**

**VAISHNAVI BHOUD  
PANVEL  
MUMBAI**

Re: Offer Letter

Dear **VAISHNAVI BHOUD,**

Congratulations!!!

We are pleased to offer you appointment as **Associate Relationship Manager Retail CASA Deposits** in the **RETAIL DEPOSIT - ACQUISITION CHANNEL** department of DCB Bank Limited at the grade of **Assistant Manager 1** subject to the following terms and conditions:

1. Your initial place of posting will be at PANVEL. On joining, you are required to report at PANVEL Branch/Office. Your services are transferable to any place of business by the Bank.
2. Your Fixed Salary will be Rs. **250000/-** p.a. For breakup, see overleaf.
3. You are required to join the Bank latest by **01-Feb-2024** failing which this offer letter will stand withdrawn and canceled.
4. On joining, you are required to furnish self-attested copies of following documents:
  - a) Educational certificates
  - b) Relieving Letter from present and past employer.
  - c) School leaving / College leaving / Birth certificate
  - d) Local and Permanent Residential proof
  - e) 3 Passport size photographs (With your name and Blood Group mentioned at the back)
5. Your service conditions will be governed by the Bank's policies and any regulation / legislation that may come in force from time to time.
6. All other terms and conditions governing your employment with the Bank will be specifically mentioned in the Formal Appointment Letter which will be issued to you upon your joining the Bank.
7. Please note that this offer is subject to satisfactory background verification on your educational qualifications, work experience, references, CIBIL, medical check-up, etc. The Bank reserves the right to carry out an extensive background check at any stage (including after your joining / leaving the Bank) either on its own or through external agencies appointed by it.
8. You are required to send your acceptance of this Offer within two (2) days from the date of this Offer Letter, failing which this offer shall stand withdrawn and canceled.
9. Your appointment to the services of the Bank is based and shall continue to be based on the information and data furnished by you in the resume, application, interview and any other representation made by you. If any of the information or representation made is found to be incorrect or found to have been suppressed, then your services shall stand terminated with immediate effect without any notice to you.

DCB Bank Limited

Corporate & Registered Office: 6th Floor, Tower A, Peninsula Business Park, Senapati Bapat Marg, Lower Parel, Mumbai – 400013

CIN: L99999MH1995PLC089008 Tel: +91 22 66187000 Fax: +91 22 66589970 Website: www.dcbbank.com

# DCB BANK

10. This Offer Letter and any amendments or any addendum (if any) shall be governed by the laws of India and the Courts in Mumbai shall have the sole and exclusive jurisdiction to settle any dispute arising out of or in connection with this Contract.

We value your abilities and believe that you will find your work with DCB Bank Limited challenging and enriching.

Thanking you,

Yours faithfully,

For DCB Bank Limited

Warm Regards,

**GARGEE KABRE**



I here by acknowledge and accept the terms and condition mentioned here in above.

.....  
**VAISHNAVI BHOUD**

DCB Bank Limited

Corporate & Registered Office: 6th Floor, Tower A, Peninsula Business Park, Senapati Bapat Marg, Lower Parel, Mumbai – 400013

CIN: L99999MH1995PLC089008 Tel: +91 22 66187000 Fax: +91 22 66589970 Website: [www.dcbbank.com](http://www.dcbbank.com)

# DCB BANK

Name	VAISHNAVI BHOUD	Reporting To	VISHAL PATIL
Type	Confirmed	Grade	Assistant Manager 1
Designation	Associate Relationship Manager Retail CASA Deposits	Department	RETAIL DEPOSIT - ACQUISITION CHANNEL
Location	MUMBAI	Branch	PANVEL

ANNUAL COMPENSATION BREAK UP	PROPOSED P.M	PROPOSED P.A
BASIC	6,510	78,120
CONSOLIDATED ALLOWANCE	13,229	1,58,750
STATUTORY BONUS	4,200	50,400
HOUSE RENT ALLOWANCE	3,255	39,060
EDUCATION ALLOWANCE	200	2,400
MEAL ALLOWANCE	2,500	30,000
BALANCE CONSOLIDATED ALLOWANCE	3,074	36,890
PROVIDENT FUND		9,374
GRATUITY		3,756
<b>TOTAL FIXED COMPENSATION(A)</b>	<b>19,739</b>	<b>2,50,000</b>
PERFORMANCE BONUS(B)		PERFORMANCE OF THE INDIVIDUAL AND THE BANK
<b>TOTAL COST TO COMPANY(A+B)</b>		<b>2,50,000 + PERFORMANCE BONUS</b>

Note Below:

Gratuity is payable only after 5 years of continuous service, as per Gratuity Act & as per the policy of bank.

Mediclaime, Term Life & Accident coverage is as per the rules of the Bank.

Note: On receipt of your acceptance of the above offer, the appointment letter shall be prepared and handed over for acceptance.

We would need to access your CIBIL report. Your acceptance of the offer will be considered as consent for the same.

DCB Bank Limited

Corporate & Registered Office: 6th Floor, Tower A, Peninsula Business Park, Senapati Bapat Marg, Lower Parel, Mumbai – 400013

CIN: L99999MH1995PLC089008 Tel: +91 22 66187000 Fax: +91 22 66589970 Website: www.dcbbank.com

Date : **06-Mar-2024**

**HAIDER MURTAZA PANVELWALA  
PANVEL  
NAVI MUMBAI**

Re: Offer Letter

Dear **HAIDER MURTAZA PANVELWALA,**

Congratulations!!!

We are pleased to offer you appointment as **Relationship Manager Retail CASA Deposits** in the **RETAIL DEPOSIT - ACQUISITION CHANNEL** department of DCB Bank Limited at the grade of **Assistant Manager 2** subject to the following terms and conditions:

1. Your initial place of posting will be at PANVEL. On joining, you are required to report at PANVEL Branch/Office. Your services are transferable to any place of business by the Bank.
2. Your Fixed Salary will be Rs. **350000/-** p.a. For breakup, see overleaf.
3. You are required to join the Bank latest by **28-Mar-2024** failing which this offer letter will stand withdrawn and canceled.
4. On joining, you are required to furnish self-attested copies of following documents:
  - a) Educational certificates
  - b) Relieving Letter from present and past employer.
  - c) School leaving / College leaving / Birth certificate
  - d) Local and Permanent Residential proof
  - e) 3 Passport size photographs (With your name and Blood Group mentioned at the back)
5. Your service conditions will be governed by the Bank's policies and any regulation / legislation that may come in force from time to time.
6. All other terms and conditions governing your employment with the Bank will be specifically mentioned in the Formal Appointment Letter which will be issued to you upon your joining the Bank.
7. Please note that this offer is subject to satisfactory background verification on your educational qualifications, work experience, references, CIBIL, medical check-up, etc. The Bank reserves the right to carry out an extensive background check at any stage (including after your joining / leaving the Bank) either on its own or through external agencies appointed by it.
8. You are required to send your acceptance of this Offer within two (2) days from the date of this Offer Letter, failing which this offer shall stand withdrawn and canceled.
9. Your appointment to the services of the Bank is based and shall continue to be based on the information and data furnished by you in the resume, application, interview and any other representation made by you. If any of the information or representation made is found to be incorrect or found to have been suppressed, then your services shall stand terminated with immediate effect without any notice to you.

DCB Bank Limited

Corporate & Registered Office: 6th Floor, Tower A, Peninsula Business Park, Senapati Bapat Marg, Lower Parel, Mumbai – 400013

CIN: L99999MH1995PLC089008 Tel: +91 22 66187000 Fax: +91 22 66589970 Website: www.dcbbank.com

# DCB BANK

10. This Offer Letter and any amendments or any addendum (if any) shall be governed by the laws of India and the Courts in Mumbai shall have the sole and exclusive jurisdiction to settle any dispute arising out of or in connection with this Contract.

We value your abilities and believe that you will find your work with DCB Bank Limited challenging and enriching.

Thanking you,

Yours faithfully,

For DCB Bank Limited

Warm Regards,

**GARGEE KABRE**



I here by acknowledge and accept the terms and condition mentioned here in above.

.....  
**HAIDER MURTAZA PANVELWALA**

DCB Bank Limited

Corporate & Registered Office: 6th Floor, Tower A, Peninsula Business Park, Senapati Bapat Marg, Lower Parel, Mumbai – 400013

CIN: L99999MH1995PLC089008 Tel: +91 22 66187000 Fax: +91 22 66589970 Website: [www.dcbbank.com](http://www.dcbbank.com)

# DCB BANK

Name	<b>HAIDER PANVELWALA</b> <b>MURTAZA</b>	Reporting To	<b>VISHAL PATIL</b>
Type	<b>Confirmed</b>	Grade	<b>Assistant Manager 2</b>
Designation	<b>Relationship Manager Retail CASA Deposits</b>	Department	<b>RETAIL DEPOSIT - ACQUISITION CHANNEL</b>
Location	<b>PANVEL, NAVI MUMBAI</b>	Branch	<b>PANVEL</b>

ANNUAL COMPENSATION BREAK UP	PROPOSED P.M	PROPOSED P.A
BASIC	8,750	1,05,000
CONSOLIDATED ALLOWANCE	18,396	2,20,752
STATUTORY BONUS	4,200	50,400
HOUSE RENT ALLOWANCE	4,375	52,500
EDUCATION ALLOWANCE	200	2,400
MEAL ALLOWANCE	2,500	30,000
BALANCE CONSOLIDATED ALLOWANCE	7,121	85,452
MOBILE RE-IMBURSEMENTS		6,600
PROVIDENT FUND		12,600
GRATUITY		5,048
<b>TOTAL FIXED COMPENSATION(A)</b>	<b>27,146</b>	<b>3,50,000</b>
PERFORMANCE BONUS(B)		PERFORMANCE OF THE INDIVIDUAL AND THE BANK
<b>TOTAL COST TO COMPANY(A+B)</b>		<b>3,50,000 + PERFORMANCE BONUS</b>

Note Below:

Gratuity is payable only after 5 years of continuous service, as per Gratuity Act & as per the policy of bank.

Mediclaime, Term Life & Accident coverage is as per the rules of the Bank.

Note: On receipt of your acceptance of the above offer, the appointment letter shall be prepared and handed over for acceptance.

We would need to access your CIBIL report. Your acceptance of the offer will be considered as consent for the same.

DCB Bank Limited

Corporate & Registered Office: 6th Floor, Tower A, Peninsula Business Park, Senapati Bapat Marg, Lower Parel, Mumbai – 400013

CIN: L99999MH1995PLC089008 Tel: +91 22 66187000 Fax: +91 22 66589970 Website: www.dcbbank.com



## Aditya Environmental Services Pvt. Ltd.

GSTN: 27AADCA4730B1Z8 | CIN: U74999MH2001PTC132091 | UAN: MH19E0035348

AESPL/Staff/December 2023/P-211

01 December 2023

**Ms. Rajashri Ashok Kalange**  
At Post-Mohopada, Tal. Khalapur,  
Dist. Raigad 410222

### Sub: Letter of Appointment

Dear Ms. Rajashri Ashok Kalange,

The Management of Aditya Environmental Services Pvt Ltd is pleased to appoint you as "Analyst" in our company **with immediate effect** subject to the following terms and conditions:

1. You shall receive an annual package (CTC) of **Rs. 2,12,668/- (Rupees Two Lakh Twelve Thousand Six Hundred and Sixty Eight Only)**, as per enclosed breakup.  
Increment and *ex gratia* bonus (apart from statutory bonus) shall be based on your performance.
2. You will be on probation for a period of six months from the date of joining.  
On completion of this period, your performance will be reviewed by the Management. If your performance is found to be satisfactory, your employment will be confirmed in writing. The Management may also choose to extend the probation period or terminate your appointment.  
During the probation period, your appointment may be terminated by either side with 15 days' written notice or remuneration in lieu thereof. No experience certificate will be issued in the event of termination of appointment during probation.
3. You shall report for duty to the Laboratory at Patalganga. You may be assigned for performance of your duties at any place of work, site/project or in any department, section, branch or associate office of AESPL as may be directed/required by your designated seniors from time to time.
4. Office timing(s), leaves, holidays and other benefits shall be available to you as per the prevailing company policy. Any temporary accommodation/relaxation granted to you in this regard by AESPL Management will be fully revocable at any time at the discretion of the Management.
5. You shall treat all matters of AESPL and of its Clients, including drawings, technical knowhow, facts & figures, plans, project/ environmental information/ data, financial/ commercial/ personnel papers/ documents and/or information/ data as confidential, so as not to prejudice or affect in any way AESPL/Client's interest.
6. You shall not use or disclose any data or documents (including photographs or videos) or parts thereof available, received, collected, analyzed or compiled by you for any purpose during the course of your employment including probation period for publication of any article or scientific or technical paper whether in any newspaper, magazine, journal, website, etc., or on any blog or social media website or app without express written permission from AESPL Management.

**Head Office:** 107/110, Hiren Light Industrial Estate,  
Mogul Lane, Mahim, Mumbai - 400016  
022 42127500 / 24456473 | [contact@aespl.co.in](mailto:contact@aespl.co.in)

**Laboratory:** Plot P-1, MIDC Commercial Plots, Mohopada,  
P. O. Rasayani, Tal. Khalapur, Dist. Raigad - 410222  
02192 252008 / 250352 | [pglab@aespl.co.in](mailto:pglab@aespl.co.in)





## Aditya Environmental Services Pvt. Ltd.

GSTN: 27AADCA4730B1Z8 | CIN: U74999MH2001PTC132091 | UAN: MH19E0035348  
AESPL/Staff/December 2023/P-211

01 December 2023

7. You shall safeguard AESPL assets, hardware/software and technical/commercial information, maintain decorum and act in the Company's interest.
  8. Any parallel employment/business, offering advice/consultancy services, providing training or giving any professional guidance in any other organization in the same field on part time or full time basis or from time to time is strictly prohibited and shall attract disciplinary action.
  9. Notice Period: After confirmation, your appointment can be terminated by either side with 45 days' written notice and/or equivalent monetary compensation in lieu thereof.
  10. Termination: In the event of discontinuation/termination of, or resignation/retirement from service, you shall settle all accounts and surrender/submit to the relevant person all documents/software/AESPL property in your possession following which a relieving letter and experience certificate will be given to you.
  11. Any breach of the terms of your appointment, including any information provided by you being found to be false, will be viewed strongly and will render you liable for any and all relevant applicable legal/disciplinary action including and up to termination of your appointment without notice and without salary in lieu of notice. No experience certificate will be issued to you in the event of termination of your service in such an event.
  12. You shall maintain office decorum and discipline. Any lapse in this regard will be viewed strongly and may render you liable for disciplinary action.
  13. You shall keep updated in AESPL records, information related to you, your local contact address and telephone numbers and contact numbers, name of the person and your relation with such person at permanent address. AESPL will not be responsible for any miscommunication arising out of your failure to provide updated contact information.
  14. You will be governed by the rules and regulations of AESPL as amended from time to time.
- You are required to sign a duplicate copy of this letter of appointment in token of your acceptance of the above terms and conditions and return the same to us.

for Aditya Environmental Services Pvt. Ltd.,

  
  
Ulhas Joglekar Director  
Rajiv Aundhe Director

I accept the terms and conditions set out hereinabove

Signature: 

Date: 09-12-2023

Head Office: 107/110, Hiren Light Industrial Estate,  
Mogul Lane, Mahim, Mumbai - 400016  
022 42127500 / 24456473 | contact@aespl.co.in

Laboratory: Plot P-1, MIDC Commercial Plots, Mohopada,  
P. O. Rasayani, Tal. Khalapur, Dist. Raigad - 410222  
02192 252008 / 250352 | pglab@aespl.co.in



NO RELIGION IS GREATER THAN TRUTH

## MAHATMA EDUCATION SOCIETY

Chembur Naka, Mumbai - 400 071 Tel: 2522 4856 / 2522 8414 Fax: 91 22 2522 9587

Ref. No.: MES/AO/KGP/59/2022-23

15<sup>th</sup> April 2023

Ms. Krunali G. Patil

**SUBJ: APPOINTMENT ORDER ON AD-HOC BASIS**

Madam,

With reference to your application and subsequent interview, I am pleased to inform you that you have been appointed as an Intern in the Marketing Department on temporary basis for 3 months from (15<sup>th</sup> April to 15<sup>th</sup> July 2023) in Mahatma Education Society's Pillai HOCL Educational Campus, Rasayani (on ad hoc basis)

You will be paid a consolidated Salary of Rs. 10,000/- per month.

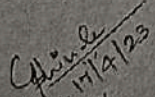
Your services are transferable to any other institution running under the purview of Mahatma Education Society.

Your performance would be monitored on a continuous basis during your tenure in the organization.

Please sign the duplicate hereof in confirmation of acceptance.

Your services can be terminated with one month notice on either side.

Yours faithfully,

  
17/4/23  
Marketing Head  
Pillai HOCL Educational Campus, Rasayani.

# **RAM SAGAR JHA**

H.O. -42 Old Arya Nagar, Gali NO.5, Ghaziabad (U.P)  
Site Office: Near TATA Steel Ltd. Sai Shradhha Colony, At. Savroli,  
Tal. Khalapur, Dist. Raigad, MH-410203

## **JOB APPOINTMENT LETTER**

Date: 01/04/2024

**From,**  
**Ram Sagar Jha,**  
**Vill-Savroli,**  
**Tal-Khalapur ,**  
**Khopoli**  
**Raigad, Maharashtra-410203**

**To,**  
**Om Sarkate**  
Karjat,  
Raigad,  
Maharashtra-410203

Subject: Appointment for the designated post **Safety Supervisor**

Dear Mr. Om Sarkate

As per our conversation through Interview, we are pleased to offer you, the position of **Safety Supervisor** with our organization **RAM SAGAR JHA**. We would like to share with you the following terms and conditions of our organization:

- **Commencement of Employment**

The term of your joining will be effective, as of 01/04/2024

- **JOB TITLE/Designation:**

You are designated for the post of **Safety Supervisor** and your reporting authority will be Vishal Bhojane (Manager)

- **HOURS of Work and Promotion:**

The normal working days are Monday through Sunday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal

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working hours are expected to work not less than 8 hours each week, and if necessary for additional hours depending on your responsibilities.

- **Posting/ Site location:**

Your posting will be at Khopoli Maharashtra and it will be later coordinated by the company as per your feasibility.

- **Safety & Disciplinary**

You should comply with all statutory, regulatory & other applicable legal requirement related to Occupational Health & Safety. Any violation in safety will be punishable as per our disciplinary policy of our company as well as of Tata group or any other customer from time to time.

A. Safety rule, safety instructions, safety signage and symbols which are displayed in the relevant and prominent location must be obeyed strictly.

B. No personnel shall be allowed to enter the premises without mandatory safety induction training.

C. Safety Helmet, Safety Shoes, Eye protection and fluorescent jacket shall be worn on job site at all times.

D. The use of illegal drugs or alcohol being under the influence of the same at work site is cause for termination.

E. Do not distract the attention of fellow workers; do not engage in any act which would endanger another employee.

- **Nature of duties**

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

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- **Company property**

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

- **Termination**

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

- **Governing Law/Jurisdiction**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court Maharashtra only

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- **Notice Period:**

In order to resign, the notice should be given prior to resignation 30 days before. If not, then same month salary will not be credited.

- **Leave Policy:**

You are required to submit your leave application to the authorities at least 10 Days prior, and your leave will be granted only on the consent of the (HR/HEAD) authority.

- **Salary:**

You will receive a monthly net salary of Rs.25000 /- for 26 days as per the conversation.

- **Acceptance of our offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Your's Sincerely,

Employee Name: - Om Sarkate

Signature

RAM SAGAR JHA

Signature



**J.N. TATA VOCATIONAL TRAINING INSTITUTE**  
Mrs. KMPM Inter College Campus, Main Road, Bistupur, Jamshedpur 831001  
Phone 9709983435 e-mail jntvti@tatasteel.com

**JNTVTI/KHOPOLI/ /23**

**Date:**.....

**Name :** Rahul manu rathode

**Ref.No :** 202304100870

### **Declaration**

I had taken Admission in SAFETY SUPERVISOR course at JNTVTI Khopoli. My Class room training completed and I am going for on the job training inside the plant for a period of 3 months. After successfully completion of training I will be appeared in final exam. During the admission I have not paid course fee. Course fee of my trade is Rs. 33040/- ( Rupees Thirty three thousand fourty Only) I am agree to pay my course fee in Three Monthly Installments. It was explained to me that without paying course fee I will not be allowed to appear in the final examination.

  
Signature

Name : Rahul manu Rathod

Course Name Safety Supervisor

  
(Vaidehi Venkatesh Adiverekar)

Admin

JN Tata Vocational training Institute

Khopoli

ViMEET Campus



**J.N. TATA VOCATIONAL TRAINING INSTITUTE**  
Mrs. KMPM Inter College Campus, Main Road, Bistapur, Jamshedpur 831001  
Phone 9709983435 e-mail jntvti@tatasteel.com

**JNTVTI/KHOPOLI/ 123**

**Date: 18.08.23**

**M/s Krishna Enterprises**

Thanx for providing employment to JNTVTI trainee. Please note that his minimum monthly salary will be Rs. Rs.16800/- ( Rupees Sixteen thousand eight hundred only) for 26 days working in a month and 8 ( Eight ) hrs. daily.

I request you to kindly share his feedback on fortnightly basis so that we can review their performance.

**Candidates Detail:**

**Name of Candidate :** Rahul manu rathode

**Ref. No. :** 202304100870

**Trade :** Safety Supervisor

**Contact No. :** 9322801441

(Vaidehi Venkatesh Adiverekar)

**Admin**

**JN Tata Vocational training Institute**

**Khopoli**

**ViMEET Campus**

**Signature of Vendor Partner**

**Name: Sagar B. Shrikhanda**

**Contact No. 9763897479.**

**Signature of Candidate**

**Name Rahul manu Rathod**

**Contact No. 9322801441**





JNTVTI/KHOPOLI/ 123

Date:.....21.08.23.....

Name : SAMIKSHA SANTOSH PANHALE

Ref.No: 202304100906

### Declaration

I had taken Admission in SAFETY SUPERVISOR course at JNTVTI Khopoli. My Class room training completed and I am going for on the job training inside the plant for a period of 3 months. After successfully completion of training I will be appeared in final exam. During the admission I have not paid course fee. Course fee of my trade is Rs. 33040/- ( Rupees Thirty three thousand and forty Only)

I am agree to pay my course fee in Three Monthly Installments. It was explained to me that without paying course fee I will not be allowed to appear in the final examination.

*S. Panhale*  
Signature

Name : Samiksha Santosh Panhale  
Course Name Site Safety Supervisor

*V. Adiverekar*  
(Vaidehi Venkatesh Adiverekar)

Admin

JN Tata Vocational training Institute

Khopoli

ViMEET Campus



JNTVTI

J.N. TATA VOCATIONAL TRAINING INSTITUTE  
Mrs. KMPA Inter College Campus, Main Road, Bistapur, Jamshedpur 831001  
Phone: 979981435, e-mail: jntvti@bistapur.com

JNTVTI/KHOPOLI/ 123

Date:.....18-08-23.....

M/s Mandal engineering

Thank for providing employment to JNTVTI trainee. Please note that his minimum monthly salary will be Rs. Rs.16800/- ( Rupees Sixteen thousand eight hundred only) for 26 days working in a month and 8 ( Eight ) hrs. daily.

I request you to kindly share his feedback on fortnightly basis so that we can review their performance.

**Candidates Details:**

**Name of Candidate :** Samiksha santosh panhale

**Ref. No. :** 202304100906

**Trade :** Safety supervisor

**Contact No. :** 8767145067

(Vaidehi Venkatesh Adiverekar)

Admin

JN Tata Vocational training Institute

Khopoli

ViMEET Campus

Signature of Vendor Partner

Name: Anil Jambharkar

Contact No.

Signature of Candidate

Name Samiksha Santosh Panhale

Contact No. 8767145067

Ref: VDE-EMP/OFR/112

Date: 25-08-2023

### OFFER OF EMPLOYMENT

**Dear Jagriti Mishra,**

This has reference to your application and subsequent interview / discussion you had with us for employment in mutually agreed upon at the time of interview. A detail letter of appointment containing standard terms and conditions of the employment shall be issued after joining the company.

Your Designation will be **Web Designer**, and your CTC shall be **INR 4,00,000 (Rupees Four Lakh Only)** per annum,

You are requested to join on **18<sup>th</sup> September 2023 (Monday)** In case you do not report by the stipulated date, it shall be presumed that you are not interested in the offer and the same shall stand withdrawn and cancelled without any further reference to you.

As Discussed, you will be on a probation period up to the last day of the month, in which you will complete six months i.e., **Up to 31<sup>st</sup> March 2024.**

During the probation period, your services can be terminated on two weeks' notice on either side without assigning any reason. On successful completion of your probation period and any extension thereof, and upon our confirmation, your services can be terminated on one month notice on either side without assigning any reason. The company shall also have the right to terminate your employment without any notice or liability for compensation or damages in case it is noticed that the claim of your skills, competences and experience mentioned by you in your application/resume are not correct.

Your appointment will be governed by the company's standard terms of employment and services rules. The company reserves the right to amend the service rules without notice and such changes will automatically be applicable to you.



Experts In BIM Services

Please bring the original and self-attested photocopies of all your educational, experience certificates, we shall also require the photocopy of your passport and Pan card. In the absence of these certificates / documents we shall not be able to accept your joining report.

Duly signed copy of this offer kindly returned to us, as token of having accepted the offer.

By accepting this offer letter, you agree that we may make reference check to your ex-employers and seek necessary information about you.

Thanking You,

Yours Faithfully,

For Virtual Design Engineering Consultants

A handwritten signature in black ink, appearing to read 'Mohammed Nadeem Khan'.

Mohammed Nadeem Khan



## OFFER LETTER

Date: 23<sup>rd</sup> Aug 2023

To,  
Mr. Ritik Kamble  
Panvel.

**Sub: Offer Letter for the post of Junior IT Engineer.**

Dear Mr. Ritik Kamble,

This is with the reference trail you had with us.

After a thorough review of your credentials, we are pleased to inform you that you have been selected and we offer you the post of **Junior IT Engineer** in the **IT Department** in **QUARTERFOLD PRINTABILITIES Pvt Ltd.**

Your **Gross annual salary** on the basis of Cost to the company will be **Rs. 2,04,000/-per annum**, all-inclusive. The details of the salary breakup will be given to you after the joining.

Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this offer letter within three working days by email.

Also send the Resignation Acceptance of the current Employer as the confirmation.

On the date of joining, you may please bring along the following required documents.

1. Address Proof & Age Proof (Aadhar Card & Pan Card).
2. Copies of educational and experiences certificates.
3. Relieving certificate from the previous employer.
4. Last 3 Months pay slip received from the previous employer.
5. Last 6 Months Bank Statement.
6. 2 Passport size photographs.

We welcome you and are delight that you have chosen to be a part of our team. We hope your association with us will be mutual beneficial, pleasant, and fulfilling.

Sincerely,

For

QUARTERFOLD PRINTABILITIES PVT LTD

Mr. Mohammed Shaikir  
Assistant Manager - HR



# Quarterfold Printabilities Pvt. Ltd.

HEAD OFFICE: Cyber One IT Park, 12th floor, 1207 Plot no.4 & 6 Sector No. 30 A, Vashi, Navi Mumbai - 400705 India.

FACTORY: Plot No. B-8, Talaja MIDC, Talaja, Dist. Raigad - 410208

OFFICE Tel No : +91-22-20873300 | Website: www.quarterfolditd.com | Email: info@quarterfolditd.com | CIN NO. U74999MH2020PTC337494



Date: 22-12-2023

Dear **Rohit Dnyaneshwar Badekar,**

**Subject: Appointment Letter for the Post of Graphic Designer.**

We hereby Confirm Your Acceptance for the post of Graphic Designer, we are pleased to inform you that you have been appointed from 01-12-2023.

You will be Responsible for Efficient & Satisfactory Performance in the area of Responsibility that may be assigned to you from time to time.

1. You will have to maintain Complete Secrecy about our Company & Transaction, etc.
2. Your Gross Compensation Will be as Under:  
15,000/-
3. Your Office timing will be 9:30 to 6:30 hrs on Working Days (Mon-Sat). Lunch break-30 mins.
4. A month earlier for Resignation Giving notice is required; otherwise, your final payout would be reduced by your Salary Probation.
5. If an employee is discovered to be not working diligently or participating in inappropriate behaviour, the company may take severe disciplinary action.

Thanking You

*Devyani*