

((Be One with the downtrodden and the underprivileged))

Shri Shivaji Education Society Karad, Board For Higher Education's

YASHWANTRAO CHAVAN COLLEGE OF SCIENCE, KARAD

Vidyanagar, KARAD - 415 124 Dist. Satara (Maharashtra)

Hon. Yashwantrao Chavansahab
Founder

☎ 02164 - 271356, 271357 e-mail : prinyccsk@gmail.com website : www.yccskarad.com

Hon. P. D. Patilsahab
President as on 17th September 2024



UDISE Code - 27310207715 Index No. - J 21.02.002

Reaccredited B⁺ Level by NAAC, Bangalore

AN ISO 9001:2015 CERTIFIED COLLEGE REG. NO. : RQ915237

Dr. Suryakant Babu Kengar

Principal

Hon. Shamrao Alias Balasaheb Pandurang Patil

President

MLA

Shri Shivaji Education Society's, Board for Higher Education, Karad

Hon. Altafhusen Nasiruddin Mulla

General Secretary

Shri Shivaji Education Society's, Board for Higher Education, Karad

CRITERION 5: STUDENTS SUPPORTS AND PROGRESSION

5.2. STUDENTS PROGRESSION

5.2.1. Number of placement of outgoing students placed or progressed to higher education during the year

Students Placement

Year-2021-22

Sr. No	Name of the student who have been placed	Program graduate d from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1.	Vedant Ravindra Dhumal	B.Sc.	IDC Technologies Company	2.00 L.
2.	Omkar Ananda Dhumal	B.Sc.	QUESS	2.15 L.
3.	Karina Jahangir Mulla	B.Sc.	IDC Technologies solution	2.00 L.
4.	Kunjali Ravikant Khare	B.Sc.	Vayam Info Solution Pvt. ltd.	2.53 L.
5.	Dhanashri Vitthal Kamble	B.Sc.	Team Computers	2.24 L.
6.	Shivanjali Sambhaji Gharge	B.Sc.	Team Computers	2.24 L.
7.	Ashwini Sanjay Kolekar	B.Sc.	IDC Technologies	2.00 L.
8.	Prachiti Sarjerao Chavan	B.Sc.	GREENITCO.	2.40 L.
9.	Rutuja Sanjay Jadhav	B.Sc.	i-source Infosystems Pvt. Ltd.	2.20 L.
10.	Ankita Suryakant Thorat	B.Sc.	Infiniminds	2.00 L.
11.	Sagar Patil	B.Sc.	3i Infotech	2.88 L.
12.	Mrunali Balaso patil	B.Sc.	Precision Group	1.62 L.
13.	Sayali Suresh Bhosale	B.Sc.	Infiniminds	2.00 L.



(Signature)
Principal

Yashwantrao Chavan College of Science, Karad

14.	Omkar Sanjay Patil	B.Sc.	UDA Infrsolution	2.75 L
15.	Dhanshri Balaso Jagdale	B.Sc.	Globtler	2.87 L
16.	Dipali Pandurang Sabale	B.Sc.	Infiniminds	2.00 L
17.	Omkar patil	B.Sc.	RENISHAW	4.54 L
18.	Sahil Firoj Shaikh	B.Sc.	Team Computers	2.47 L
19.	Pratiksha Arjun Kale	B.Sc.	IDC Technologies	2.00 L
20.	Rijwan Gaus Shaikh	B.Sc.	Infiniminds	2.25 L
21.	Tejasvi Ashok Tawar	B.Sc.	IDC Technologies	2.25 L
22.	Shivani Ashok Nanawre	B.Sc.	IDC Technologies	2.00 L
23.	Shivani Chandrakant Patil	B.Sc.	Impact	1.00 L
24.	Aditi Prataprao patil	B.Sc.	IDC Technologies	2.00 L
25.	Pratiksha Dilip Gaikwad	B.Sc.	IDC Technologies	2.44 L
26.	Rutuja Vijay Hatte	B.Sc.	IDC Technologies	2.26 L
27.	Sakshi Rajendra mantal	B.Sc.	IDC Technologies	2.26 L
28.	Yogita D. Bagal	B.Sc.	Infosys	2.22 L
29.	Mahesh Sitarum Patil	B.Sc.	Serum Pune	3.10 L
30.	Gaurav Dilip Mali	B.Sc.	HTBS	NA
31.	Girish Balkrushn Vibhute	B.Sc.	Serum Pune	3.10 L
32.	Jeevan Patil	B.Sc.	Poorvi Env. Services	NA
33.	Sourabh Shashikant Haware	B.Sc.	Serum Pune	NA
34.	Rahul Sahnkarrao Girigosavi	B.Sc.	Serum Pune	NA
35.	Sourabh Sunil Shinde	B.Sc.	Serum Pune	1.50 L
36.	Rahul Mane	B.Sc.	Poorvi Env. Services	NA
37.	Priyanka Sunil Gurav	B.Sc.	Vishwa Services	2.24 L
38.	Indrajeet Deshmukh	B.Sc.	Softcore Slutions	1.20 L
39.	Amar Babu Jadhav	B.Sc.	QUESS	1.82 L
40.	Rushikesh Sanjay Vetal	B.Sc.	Tata Motors	1.72 L
41.	Vishal Dilip Shinde	B.Sc.	Jennevo Lmt.	NA
42.	Rushikesh Hanmant Shinde	B.Sc.	HWMS	1.44 L
43.	Taruja Sunil Yadav	B.Sc.	High-tech Biosciences	1.68 L
44.	Akash Rajendra Kundale	B.Sc.	ESol.	2.24 L
45.	Santosh S. Desai	B.Sc.	Endo Amize Ltd.	NA
46.	Sunny Kadam	B.Sc.	VSV	2.40 L
47.	Ranjit Vasant Kumbhar	B.Sc.	USV Ltd.	NA
48.	Tushar Raghunath Dakare	B.Sc.	NEEM Inst.	NA
49.	Sanket Hanmant Deshmane	B.Sc.	Tata	NA
50.	Madhuri Kachare	B.Sc.	Udyog Software	2.64 L
51.	Pranali B. Shejwal	B.Sc.	CAP Gemini	5.00 L
52.	Vaishnavi Jagtap	B.Sc.	Tejorg	6.00 L
53.	Rahul Kachare	B.Sc.	Wipro	2.76 L
54.	Ashpak Mulla	B.Sc.	Think Apps	1.68 L
55.	Kamble Pratibha	M.Sc.	Cisen Pharmaceuticals India Pvt Ltd, Verna,	1.8 L



			Goa, +91 832 2783282	
56.	Bhingardeve Pratima Raghunath	M.Sc.	Dr. D. Y. Patil Public School, Vita, Dist- Sangli	1.80 L
57.	Kaldhone Nikhil Chandrakant	M.Sc.	Vinta Labs Limited, Shamirpet, Hyderabad. +91 40 6740 4040	2.38 L
58.	Asme Aniket Nitin	M.Sc.	HR Square LLP, Punjagutta, Hyderabad. +91 4066666789	1.85 L
59.	Chavare Shivani Vishwanath	M.Sc.	Gopaldas Visram & Company Ltd, Mumbai. +91 22 2240 1728	2.0 L
60.	Deshmukh Shrikant	B.Sc.	Owner- Morya Sugarcane Nursery, Ap- Sonsal, Tal- Kadegaon, Dist- Sangli. 9370843336	5.0 L
61.	Panaskar Rushikesh	B.Sc.	Owner- Clothes Printing Business, Karad.	3.0 L
62.	Sankpal Amardeep Balasaheb	B.Sc.	Owner- Shree Sadguru Krupa Traders, Karad.	6.0 L
63.	Kanse Anushri Abasaheb	B.Sc.	Fukoku India Pvt Ltd, Pune. 0231-678657	1.88 L
64.	Taribalkar Sushant Maruti	M.Sc.	Granules India Ltd, Bonthapally, Telangana. +91 8458 696900	2.10 L
65.	Kachare Prashnat Pralhad	B.Sc.	Raptakos Brett & Company Ltd, Thane, Mumbai	2.05 L
66.	Kamble Pratibha	M.Sc.	Cisen Pharma Company, Goa.	3.6 L
67.	Abhishek Anandrao Veer	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
68.	Aishwarya Ajitkumar Jadhav	M.Sc.	Unichem Laboratories Ltd.	NA
69.	Aishwarya Anandrao Jadhav	M.Sc.	Cipla Pvt. Ltd.	NA
70.	Aishwarya Sunil Amanagi	M.Sc.	Optum Healthcare Pvt. Ltd, Hadpsar Pune,	NA
71.	Akash Anil Pasare	M.Sc.	Indico Remedies Limited Verna Goa	NA
72.	Anjali Adhikrao Deshmukh	M.Sc.	Raptim Research Pvt. Ltd, Pune	NA
73.	Ankita Dinkar Landge	M.Sc.	3Gen Consulting Services Ltd, Pune	NA
74.	Ayan-Ali Dastagir Mujawar	M.Sc.	Cipla Ltd. Goa.	NA
75.	Bhagya Balkrishna Kumbhar.	M.Sc.	Ecotoxicology, Pune	NA
76.	Dipti Sandeep Shinde	M.Sc.	Miraj Mahavidyalay,	NA



			Miraj	
77.	Mayur Bhagwan Gholap	M.Sc.	Datwyler Pharma Pacaking Industry Kesurdi MIDC Khandala	NA
78.	Nishigandha Babaji Patil	M.Sc.	Vasantdada Sugar Institute	NA
79.	Nitesh Bhairu Patil	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
80.	Nivas Vasanttrao Kendre	M.Sc.	Serum Institute of India Pvt. Ltd, Pune.	NA
81.	Pooja Ananda Kothalikar	M.Sc.	Food Hygiene And Health Laboratory Pvt. Ltd. Hadapsar Pune	NA
82.	Rohini Suresh Bandgar	M.Sc.	Aster Aadhar Hospital Kolhapur	NA
83.	Rutuja Sushir Dhemare	M.Sc.	Cipla Pharma Ltd. Verna Goa.	NA
84.	Sampada Sudam Shinde	M.Sc.	Yashwantrao Chavan College Of Science, Karad	NA
85.	Sandeep Appaso Suryawanshi	M.Sc.	Bisleri Internationals Pvt Ltd.	NA
86.	Santosh Vitthal Pawar	M.Sc.	Fresenius-Kabi Ranjangav, Pune	NA
87.	Satish Pandurang Patil	M.Sc.	Serum Institute of India Pvt. Ltd, Pune.	NA
88.	Saurabh Mohan Bajbale	M.Sc.	Aurobindo Pharma Ltd Unit.5. Hyderabad.	NA
89.	Snehal Sudhakar Patil	M.Sc.	Optum, Pune	NA
90.	Somnath Pandurang Bhosale	M.Sc.	Serum Institute of India Pvt. Ltd, Pune	NA
91.	Swarup Pandurang Kumbhar	M.Sc.	Cipla Limited. Patalganga, Raigad	NA
92.	Tejaswini Hemant Kamble	M.Sc.	Balwant College Vita	NA
93.	Vinayak Chandrakant Patil	M.Sc.	Serum Institute of India Pvt. Ltd, Pune.	NA
94.	Mohite Manthan Satish	B.Sc.	Owner Of Restaurant, Karad	NA
95.	Mohite Nitin Bhagwan	B.Sc.	Working For NAAM Foundation	NA
96.	Mohite Raviraj Dadaso	B.Sc.	Working As MR	NA
97.	Mane Yash Mahendra	B.Sc.	Working in Agricultural Field-Farmer	NA
98.	Patil Vishwaraj Sajivam	B.Sc.	Working in Agricultural Field-Farmer	NA



99.	Pawar Akshay Rajendra	B.Sc.	Working As MR	NA
100.	Mohite Mandar Yuvraj	B.Sc.	Working in Agricultural Field-Farmer	NA
101.	Nikam Sanjana Mohan	B.Sc.	Working As MR	NA
102.	Palase Pooja Shankar	B.Sc.	Working in Medical Store	NA
103.	Panaskar Omkar Baban	B.Sc.	Working in Agricultural Field-Farmer	NA
104.	Patil Akshata Maruti	B.Sc.	Working As MR	NA
105.	More Niwas Balram	B.Sc.	Owner of Fabrication Business	NA
106.	Mulla Hasima Ramjan	B.Sc.	Working in Medical Store	NA
107.	Patil Dhannashri Shubhsh	B.Sc.	Working in Medical Store	NA
108.	Patil Jaykumar Bharat	B.Sc.	Working in Agricultural Field-Farmer	NA
109.	Pawar Sanket Prakash	B.Sc.	Working As MR	NA
110.	Pawar Pradip Rajendra	B.Sc.	Working in Construction Company	NA
111.	Patil Omkar Ganesh	B.Sc.	Working In Book Shop	NA
112.	Patil Prathamesh Dadaso	B.Sc.	Working in Agricultural Field-Farmer	NA
113.	Patil Pratik Dnyandeve	B.Sc.	Working in Agricultural Field-Farmer	NA
114.	Pawar Avdhut Bapurao	B.Sc.	Working in Agricultural Field-Farmer	NA
115.	Bhise Sakshi Anandrao	B.Sc.	Working In Path Lab	NA
116.	Salunkhe Animesh Vikas	B.Sc.	Working As MR	NA
117.	Bagat Prashant Khashaba	B.Sc.	Working in Agricultural Field-Farmer	NA
118.	Patil Tushar Jayawant	B.Sc.	Working in Agricultural Field-Farmer	NA
119.	Sapkal Supriya Sanjay	B.Sc.	Working In Path Lab	NA
120.	Sawant Saurabh Pramod	B.Sc.	Working in Agricultural Field-Farmer	NA
121.	Kumbhar Sejal Shivaji	B.Sc.	Working As MR	NA
122.	Sutar Gayatri Pradip	B.Sc.	Working in Agricultural Field-Farmer	NA
123.	Patil Utkarsh Vikas	B.Sc.	Working in Electrician	NA
124.	Uthale Shreyesh Krushnat	B.Sc.	Working As MR	NA
125.	Sawant Tejas Bhimrao	B.Sc.	Agricultural Goods Supply & Marketing	NA



126.	Patil Rohit Vikas	B.Sc.	Working in Agricultural Field-Farmer	NA
127.	Salunkhe Pratik Sanjay	B.Sc.	Working In Path Lab	NA
128.	Patil Sujit Shamrav	B.Sc.	Working As MR	NA
129.	Kapse Shital Bahu	B.Sc.	Working in Agricultural Field-Farmer	NA
130.	Sawant Saurabh Shankar	B.Sc.	Owner of Mobile Shop	NA
131.	Salunkhe Shivraj Vishwas	B.Sc.	Owner of Fertilizer Shop	NA
132.	Patil Siddhanat Udaykumar	B.Sc.	Working As MR	NA
133.	Sawant Amar Sarjerao	B.Sc.	Working As MR	NA
134.	Wakale Prathamesh	B.Sc.	Aavavira Biotech Ltd, Chinchwad, Pune	NA




Principal
 Yashwantrao Chavan College
 of Science, Karad

Dated: 27-Sep-21
Ref. No IDC/OBHR/2021/W2154

Mr./Ms. Vedant Ravindra Dhupal,
Dravid Highschool Shejari
2A Laxminarayan Nivas
Saugir wadi Wai Satara
Maharashtra - 412803

Letter of Intent

Dear Vedant Ravindra Dhupal,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Desktop Support Level L1**. You may be deputed to **Client Site** as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **30-Sep-21** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 203856/- (Details Attached in Annexure -"A")**. In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (**self-attested**) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.]
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

If you wish to leave the services of the Company, a clear written notice of **(Sixty 60) days** has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Principal
Yashwantrao Chavan College
of Science, Karad

Signature of Employee
Vedant Ravindra Dhupal



"ANNEXURE-A"

Compensation Details w.e.f 30-09-2021

Name :-	Vedant Ravindra Dhumal		
Designation :-	Desktop Support Level.L1		
Location :-	Mumbai (Maharashtra)		
Salary Component		Amount in (INR)	
		Per Month	Per Annum
A.	Basic & DA	13062	156744
	Bonus	1088	13056
	House Rent Allowance	659	7908
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		14809	177708
B.	Employers Contribution - Provident Fund	1698	20376
	Employers Contribution - ESIC	481	5772
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2179	26148
C.	Less Deduction		
	Employee - Provident Fund	1567	18804
	Employee - ESIC	111	1332
	PT	200	2400
	LWF	0	0
TOTAL (C)		1878	22536
Net Take Home Salary (A) - (C)		12931	155172
FIXED CTC (A) + (B)		16988	203856
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms.2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/-of Group Mediclaim Policy (India insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Vedant Ravindra Dhumal			
Signature			



Omkar Ananda Dhumal
Bhavani peth, ut/pc-umbraj, Umbraj, Satara, Maharashtra
Satara, Maharashtra-415109

Date : 18th October 2021

LETTER OF EMPLOYMENT

Dear Omkar Ananda Dhumal,

Thank you for exploring career opportunities with us. You have successfully completed our selection process. We are pleased to appoint you as **Associate Engineer** with effect from **25 Oct 2021** with **Domestic IT Services**.

This letter of employment is valid and open for acceptance for a period of 3 days from the date of issue.

This appointment is subject to terms and conditions outlined below. The comprehensive terms of employment and policies are detailed and are available on our Intranet/Employee Portal (Peopledesk).

1. DUTIES AND RESPONSIBILITIES

- 1.1. You will be responsible for efficient, satisfactory and economical discharge of duties that will be assigned to you from time to time.
- 1.2. Your place of work will be at **Mumbai**, however, your services are liable to be transferred to any of our other divisions/locations within India or abroad based on job requirements.
- 1.3. You shall be employed as a full time employee and cannot undertake any other direct/indirect business or work, honorary or remuneratory work of a public office on payment or otherwise except with the prior written permission of the Management in each case.
- 1.4. You shall devote your entire time to the faithful and diligent performance of your duties. You will not engage either directly or indirectly in any activity that competes with the interests of the Company or conflicts with your duties towards the Company.

2. PROBATION PERIOD

- 2.1. You will be on probation for a minimum period of Six (6) months. Your probation date may be reduced or extended on the basis of your performance.
- 2.2. Your employment will be deemed confirmed automatically on completion of this probation period unless otherwise informed by the HR department in writing within 30 days of completion of probation period.
- 2.3. During the probationary period and any extension thereof, your services may be terminated on either side by giving 30 days notice or basic salary in lieu thereof.
- 2.4. However, on confirmation, the services can be terminated from either side by giving 30 days notice or basic salary in lieu thereof.
- 2.5. You will be governed by all terms and conditions of service applicable to employees of the Company that are currently operational. The Company reserves the right to modify the terms and conditions of employment as and when required and you shall be deemed to have accepted such terms and conditions if you continue your employment with the Company. You are advised to regularly check the Company's Intranet/Employee Portal (Peopledesk) for any amendments to it.



Annexure - I

Compensation Breakup w.e.f.25 Oct 2021		
Name	Omkar Ananda Dhasal	
Designation	Associate Engineer	
Level	L7	
Business	Global Technology Solutions	
Vertical	Domestic IT Services	
Sub Vertical	Delivery	
Location	Mumbai	
	Monthly	Annual
A		
Basic	13062	156744
HRA	1734	20808
Staircase Bonus	1000	12000
Gross Salary	15807	190644
B.		
Employer Contribution - PF *	1204	14448
Employer Contribution - EDI	517	6204
Sub Total	2001	24252
Total Fixed CTC (A+B)	17808	214896

Benefits

Sl.No	Benefit	Amount (Rs.)	Remarks
1.	Group term Life Insurance (GTLI)	-	Part of the Fixed CTC with a minimum cover of Rs 10 lakhs (may vary based on the Company Policy)
2.	Group Personal Accident Cover (GPA)	Rs. 20,00,000/-	Part of the Fixed CTC
3.	Group Medical Insurance For employee, spouse, 2 kids and 2 parents/parents-in-law**	Rs. 2,50,000/-	As per your previous medical policy (Spouse of Officer + 2 Parents) and with a cap of 2000000/- will be a medical insurance of Rs 250,000/- per annum (subject to the coverage of Employee Spouse + 2 Children). This medical cover your Personal Health plan will be subject to a premium of Rs. 2000/- per month per the best available of insurance. However in part of policy (deductible) provided to be fixed by the employee.
4.	Gratuity	40% of Basic as per Payment of Gratuity Act	To be paid on completion of 5 years and 240 days continuous service

** Target variable compensation would be based on actual performance and prevailing company policy. To be eligible the employee must complete minimum 6 months in the organization. You may be eligible for an incentive pay/performance based variable pay ("Variable pay") subject to organization, business and/or individual performance or any incentive program/policies that may be in place. The frequency of this Variable pay may be annual (end of each financial year), Bi-Annual, or Quarterly according to the business requirements/usually pre-agreed terms and conditions. If you are not covered under a businesswide specific incentive plan, you will be covered under Quarterly Variable Pay Plan (Policy details are available on PeopleSoft). As per this plan you will be eligible to receive 40% of your FWC in the end of 1st, 2nd & 3rd quarter (20% every quarter) dependent upon your business performance. The remaining 40% shall be paid at the end of the year, based on a combination of business and individual performance, Company/business and individual performance. Company/business and individual performance. Please note that it is mandatory that you should be on the rolls of the organization on the date of the pay out to receive the same. The Company reserves its right to change your variable pay percentage at its sole discretion and the Employee shall not have any right whatsoever to have any claim, either in law or equity, in respect of without any explicit reservation as to its voluntary nature.

For MEX Infotech Pvt Ltd

Ananda Dhasal
DGM - HR

Omkar Ananda Dhasal



Empowering You Through Services
AN ISO 20001:2013 CERTIFIED

IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-67, Noida, U.P, 201301
Tel. +91-120-6350000

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Dated: 22-Oct-21

Ref. No IDC/OBHR/2021/W2304

Mr./Ms. Karina Jahangir Mulla,
Chachegav Ta. Karad
Chachegaon
Satara
Maharashtra - 415122

Letter of Intent

Dear Karina Jahangir Mulla,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop Support Level 1. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 22-Oct-21 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 203856/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of Intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card,
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Karina Jahangir Mulla

"ANNEXURE-A"

Compensation Details w.e.f 22-10-2021

Name :-	Karina Jahangir Mulia
Designation :-	Desktop Support Level 1
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13062	156744
	Bonus	1088	13056
	House Rent Allowance	659	7908
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		14809	177708
B.	Employers Contribution - Provident Fund.	1698	20376
	Employers Contribution - ESIC	481	5772
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2179	26148
C.	Less Deduction		
	Employee - Provident Fund.	1567	18804
	Employee - ESIC	111	1332
	PT	200	2400
	LWF	0	0
TOTAL (C)		1878	22536
Net Take Home Salary: (A) - (C) :		12931	155172
FIXED CTC (A) + (B)		16988	203856

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/-of Group Mediciam Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Karina Jahangir Mulia

Signature





QUALITY WITHOUT COMPROMISE

VAYAM INFO SOLUTIONS PRIVATE LIMITED

Off. # 157, Block B, Chittranjan Park, New Delhi-19.
☎ 40584223,224 ☎ 9810888300, 9910346589
E-mail: info@vayaminfosolutions.com
Visit us: www.vayaminfosolutions.com

Offer Letter

Dear Kunjali Raviknat Khare,

Issued Date: 08-Nov-2021

Sub: Offer Letter

Further to your application & subsequent interviews you had with us, we are pleased to give you an offer letter for designation **Desktop Support Engineer L2** on the following terms & conditions:-

- 1) Your Date of Joining with our organization is **09-Nov-2021**. During your employment with us, you will be deputed at **Bangalore** providing support to Wipro's client **RJHO**.
- 2) However, your services are transferable and you may be assigned, after reasonable notice, to any location in India or abroad where Vayam Info Solutions Pvt. Ltd Operates. While on transfer you will be governed by the rules, regulations and conditions of Employment of that Client.
- 3) You will be paid a total remuneration of **INR 21163** as CTC per month. Detailed salary structure is mentioned in **Annexure-A**.
- 4) Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter.
- 5) We reserve to cancel this offer in case of failure to join by **09-Nov-2021** or any information furnished by you is found to be false.
- 6) You shall be bound to devote your **entire time** exclusively to the business of the company and will not be directly or indirectly engaging in any other part time or full time business or occupation.
- 7) On confirmation of your employment, your appointment shall be subjected to a mandatory sixty days' notice of termination wherein any annual leaves cannot be availed even if not consumed during prior employment but this does not preclude the summary termination of your engagement by the company in the event of misconduct, negligence or disobedience of orders of your superiors as well as violation of any of the conditions of your service.
- 8) Your salary is strictly confidential and disclosure of the same shall be inviting immediate termination of services.
- 9) You are strictly prohibited to take up any work assignment with our and our associate's clients/customer directly or through our competitor.





VAYAM INFO SOLUTIONS PRIVATE LIMITED

Off. # 157, Block B, Chittranjan Park, New Delhi-19;
☎ 40584223,224 ☎ 9810989300, 9910048589
E-mail: info@vayaminfosolutions.com
Visit us: www.vayaminfosolutions.com

Annexure-A

Salary can be bifurcated as under:

SALARY STRUCTURE		
Component	Break up: Gross Salary Per month	Break up : Gross Salary Per Year
Basic (A)	14021	168255
DA (B)	1723	20678
Total Basic (A+B) (C)	15744	188928
Statutory HRA (D)	1550	18600
Statutory Bonus (E)	1311	15738
Additional allowance (G)	0	0
Earned Gross (C+D+E+F+G) (H)	18605	223260
TDS (I)	0	0
Employee PF deduction (C+G*12%) (J)	1800	21600
Employee ESIC deduction (H*0.75%)*(K)	140	1680
Employee compensation insurance and Medical insurance for Non ESIC category. (L)	0	0
GTL (M)	50	600
PT as applicable (N)	200	2400
LWF as applicable (O)	2	20
Net salary(H-(I+J+K+L+M+N+O)) (P)	16414	196968
Employer PF deduction (C+G*13%) (Q)	1950	23400
Employer ESIC deduction (H*3.25%)*(R)	605	7260
Employer LWF (T)	3	40
CTC (H+Q+R+T) (U)	21163	253958



Date: 02-12-2021

Dhanashri Vitthal Kamble

Mumbai, Maharashtra, India, (Branch)

Dear Dhanashri,

This has reference to your application and subsequent interview with us. We are pleased to offer you an opportunity of Service Desk Executive - L1 with the initial posting at Mumbai.

The terms and conditions have already been discussed during the interview.

You are requested to report at 9:00 AM on 06-12-2021. The Formal Appointment Letter shall be given to you on joining. The address of the same is as under:

Reporting Time: 9:00 AM

Contact Person: Liju Raibole

Venue: 30 Parsi Panchayat Road, Andheri (East)

The Formal Appointment Letter shall be given to you on joining. At the time of joining, please bring with you:

1. Five copies of your latest Passport size.
2. Your certificates, testimonials etc. (in original) in support of your qualifications.
3. Residence & Identity proof required in Bank account opening process as per RBI guidelines.

This is a computer generated offer letter and does not require a signature.



SALARY ANNEXURE 1

Full Name : Dhanashri Vitthal Kambale Location : Mumbai Designation: Service Desk Executive

SALARY COMPUTATION		
Components	Per Annum	Per Month
PART A Salary		
BASIC	186000	15500
Flexi Benefits Plan	7704	642
Bonus	15492	1291
Gross Salary	209196	17433
PART B Deductions		
Employees State Insurance	1572	131
Total Contributions	1572	131
Take Home	207624	17302
PART C Benefits		
Employers State Insurance	6804	567
Gratuity	8940	745
Total Benefits	15744	1312
PART D Incentive		
Cost to Company	224940	18745

** PF, ESIC, Gratuity, Bonus, PT & TDS are applicable as per respective acts.

** Incentive will be disbursed quarterly based on the individual & SBU performance.

Other Benefits

1. Mobile Connection - A corporate connection shall be provided with the defined limit & it shall be increased or decreased based on the usage & business need.
2. Individual Health Insurance cover of INR & Accident Insurance Cover of INR 20,00,000.
3. Gratuity Insurance cover as on date INR.
4. FBP: Please refer enclosed explanation of Compensation Components.



Date: 02-12-2021

Shivanjali Sambhaji Gharge
Mumbai, Maharashtra, India, (Branch)

Dear Shivanjali,

This has reference to your application and subsequent interview with us. We are pleased to offer you an opportunity of Service Desk Executive -L1 with the initial posting at Mumbai.

The terms and conditions have already been discussed during the interview.

You are requested to report at 9:00 AM on 06-12-2021. The Formal Appointment Letter shall be given to you on joining. The address of the same is as under:

Reporting Time: 9:00 AM
Contact Person: Liju Raibole
Venue: 30 Parsi Panchayat Road, Andheri (East)

The Formal Appointment Letter shall be given to you on joining. At the time of joining, please bring with you.

1. Five copies of your latest Passport size.
2. Your certificates, testimonials etc. (in original) in support of your qualifications.
3. Residence & Identity proof required in Bank account opening process as per RBI guidelines.

This is a computer generated offer letter and does not require a signature.



Ahmedabad	Bhubaneswar	Bhopal	Chennai	Coimbatore	Dehradun	Gurgaon	Hyderabad	Jalandhar	Jammu	Kolkata	Ludhiana	Mumbai	Pune	Raipur
-----------	-------------	--------	---------	------------	----------	---------	-----------	-----------	-------	---------	----------	--------	------	--------

SALARY ANNEXURE 1

Full Name : Shivanjali Sambhaji Gharge Location : Mumbai Designation: Service Desk Executive

SALARY COMPUTATION		
Components	Per Annum	Per Month
PART A Salary		
BASIC	186000	15500
Flexi Benefits Plan	7704	642
Bonus	15492	1291
Gross Salary	209196	17433
PART B Deductions		
Employees State Insurance	1572	131
Total Contributions	1572	131
Take Home	207624	17302
PART C Benefits		
Employers State Insurance	6804	567
Gratuity	8940	745
Total Benefits	15744	1312
PART D Incentive		
Cost to Company	224940	18745

* PF, ESIC, Gratuity, Bonus, PT & TDS are applicable as per respective acts.

** Incentive will be disbursed quarterly based on the individual & SBU performance.

Other Benefits :

1. Mobile Connection - A corporate connection shall be provided with the defined limit & it shall be increased or decreased based on the usage & business need.
2. Individual Health Insurance cover of INR & Accident Insurance Cover of INR 20,00,000.
3. Gratuity Insurance cover as on date INR.
4. FBP: Please refer enclosed explanation of Compensation Components.



Ahmedabad
Bengaluru
Bhubaneswar
Bhopal

Chennai
Cochin
Delhi NCR
Dehradun

Guwahati
Hyderabad
Jaipur
Jamshedpur

Kolkata
Ludhiana
Mumbai
Patna



IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-97, Noida, U.P. 201304
Tel : +91-120-6350000

Dated: 03-Dec-21
Ref. No IDC/GSHR/2021/W2581

Mr./Ms. Ashwini Sanjay Kolekar,
At Post-Sonuichiwadi
Patan
Satara
Maharashtra - 415209

Letter of Intent

Dear Ashwini Sanjay Kolekar,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop support level 1. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 03-Dec-21 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 203856/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-3 (ESIc) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.)
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assure that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Ashwini Sanjay Kolekar

"ANNEXURE-A"

Compensation Details w.e.f 03-12-2021

Name :-	Ashwini Sanjay Kolekar
Designation :-	Desktop support level 1
Location :-	Mumbai (Maharashtra)

Salary Component	Amount in (INR)		
	Per Month	Per Annum	
A.	Basic & DA	13062	156744
	Bonus	1088	13056
	House Rent Allowance	658	7908
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		14809	177708
B.	Employers Contribution - Provident Fund	1698	20376
	Employers Contribution - ESIC	481	5772
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2179	26148
C.	Less Deduction		
	Employee - Provident Fund	1587	19004
	Employee - ESIC	111	1332
	PT	200	2400
	LWF	0	0
TOTAL (C)		1878	22536
Net Take Home Salary (A) - (C)		12931	155172
FIXED CTC (A) + (B)		16988	203856

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Ashwini Sanjay Kolekar

Signature



GREENITCO

www.greenitco.com | www.nextmesstech.com

Offer Letter

DTD: 20-12-2021

Dear Prachin Sargeen Chavan,

Greenitco is very pleased to offer you employment as **System Engineer** and your monthly payout will be **Rs 20,000** starting from **20-12-2021**. Please refer NDA for others terms and condition.

Your employment is contingent upon receipt of proof of eligibility to work in the existing organization and completion of a satisfactory reference check. Your employment with our company is "at will" which means that either you or the company may terminate this relationship at any time, after 30 days' notice. Your services are for no definite term, regardless of any other oral or written statement by any Company representative.

Greenitco Technologies Pvt Ltd is registered company and you may be asked to assist with other projects for the company in addition to your regular job responsibilities. Our company fosters initiative, self-directed work, ownership and teamwork in order to help one another accomplish our business goals.

We welcome you to our team and hope you'll be a great contributor.

Sincerely,

Bharat Gupta

Director



GREENITCO TECHNOLOGIES PRIVATE LIMITED
Nextmesstech.com, Bharatmanojanagar.com
MUMBAI 500: Mastermind, T. IT Park, Royal palms, Aarey road
Gurgaon East, Mumbai
FARIDABAD: 2454, Nanik Colony Faridabad, Haryana
Nagercoil: 07, Koyal Street, VodaVilal, Kottar Post, Nagercoil 629 002
Mob: 022-64930155, 022-6236988

I-Source Infosystems Pvt. Ltd.

Head Office:

Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008
www.isourceinfosystems.com



ISIPL/HR/2021/12/13060

ISIPL/HRD/Letter/OCAL/LDI

Date: 20th December 2021

Ms. Rutuja Sanjay Jadhav

Permanent Address:

Taluka – Walwa, Yashwant Garden Jawal,
Yelur, Sangli, Maharashtra - 415411

Contact: +91 9307199383

Mall: rutuja24082000@gmail.com

OFFER CUM APPOINTMENT LETTER

Dear Rutuja,

We are pleased to inform you that after careful consideration, we offer you the position of "System Engineer" (Band 7A) in our company "I-Source Infosystems Pvt. Ltd. Pune", on the terms and conditions mutually discussed and agreed upon.

Joining Date

You are requested to be ready to join us on **23rd December 2021**. In case you fail to report for duty on the said date unless otherwise agreed in written the offer shall stand automatically withdrawn.

Consolidated Salary

1. A sum of **INR 2,20,116/- (two lakhs twenty thousand one hundred and sixteen)** per annum will be paid to you as CTC (cost to company). The CTC details are attached in **Annexure A**.
2. Benefits like PF, Medclaim, Gratuity etc. allowances and other benefits are governed by Company Policies and statutory provisions in force from time to time and subject to appropriate taxes at source. Your salary payments will be subjected to tax deduction as per the prevailing income tax Rules.
3. After joining you will get the details of appointed Projects, Roles & Responsibility, and Duties from the respective department.



Authorized Signatory

Ms. Rutuja Sanjay Jadhav

Restricted Document. This document & its information may not be shared with anybody other than the one intended to. Also, this document may not be copied or used for any purpose other than the one intended when giving this information without prior consent of I-Source Infosystems Pvt. Ltd.

i-Source Infosystems Pvt. Ltd.

Head Office:

Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008
www.isourceinfosystems.com



ISIPL/HR/2021/12/13060

ISIPL/HRD/Letter/OCAI/L01

Date: 20th December 2021

Annexure A

i-Source Infosystems Pvt. Ltd.	
Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd, Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008	
Salary Paysheet	D.O.J
Name: Rutuja Sanjay Jadhav	23/12/2021
Basic Salary + DA	13062.00
H.R.A.	653.00
Education allowance	1324.00
Gross Salary	15039.00
Less: P.F. Contribution	1726.00
Less: ESIC Contribution	113.00
Profession Tax	200.00
Take home	13000.00
Company contribution towards PF	1726.00
Company contribution towards ESIC	489.00
Total CTC	17254.00
Total Effective Salary per month (CTC)	18343.00*
Total Effective at the end of the Year (CTC)	220116.00

*You will be eligible for an annual bonus of Rs. 13,062/- and this has been added in the above CTC.

Note: The above stack up has been prepared keeping the current government compliances especially concerned with PF, ESIC, minimum wages act. Any change in these compliances may Change the above take home amount.

Kindly acknowledge acceptance of this offer letter within next 5 working days. Delay in acknowledging this offer letter might result in termination of the offer.

For any clarification revert on hrd@isourceinfosystems.com



Authorized Signatory

Ms. Rutuja Sanjay Jadhav

Restricted Document. This document & its information may not be shared with anybody other than the one intended to. Also, this document may not be copied or used for any purpose other than the one intended when giving this information without prior consent of i-Source Infosystems Pvt. Ltd.



IM/WIP/OL001008/2122

28 December 2021

Ms. Ankita Suryakant Thorat
S/O suryakant jagannath thorat
,Karve,satara,Maharashtra-415124.

Dear Ms. Ankita Suryakant Thorat

CONGRATULATIONS!

We thank you for your keen interest in our Organisation.

Consequent to the interactions you had with us for suitable career opportunities at INFINIMINDS PRIVATE LIMITED (hereinafter known as INFINIMINDS), we have assessed your candidature and we find it meeting requirements. Accordingly, we are pleased to offer you a **Career role with INFINIMINDS as under & according to terms and conditions in brief herein**. The detailed Terms and conditions and other information shall be a part of the letter of appointment which will be issued to you on the date of your reporting for duty.

1. If you accept our offer and join us, you will be designated as Service Desk L1 Your employment will be on a **FIXED TERM BASIS** and subject to the standard terms and conditions of employment of INFINIMINDS and will be governed by the Core Values, policies, guidelines and rules of INFINIMINDS.
2. This offer of employment with INFINIMINDS is subject to successful completion of background verification checks, employment reference checks and confirmation of your medical and physical fitness for employment by a qualified registered medical practitioner, appointed by the Company.
3. Your Annual Cost to Company (CTC) for the position will be: **Rs 2,03,858.00/-**. Please refer details of Cost to Company including break up of components in Annexure 1.
4. Your date of appointment is effective from the date of your reporting for duty which shall not be later than **29 December 2021** until which date this offer shall stand valid and thereafter ceases.
5. This term of engagement on **FIXED TERM BASIS** is valid for **Twelve months** from the date of appointment. This term may be renewed solely at the discretion of the Client / INFINIMINDS. However in the absence of any renewals, this engagement will automatically cease to exist beyond the last date of the fixed term engagement as outlined above.
6. The aforesaid position is a client-facing role and your services shall bear engagement with our **Client WIPRO LIMITED**, at their Mumbai work location.
7. Please note that you will be required to agree upon and sign and be duty bound by the Employee Non-disclosure, Non-solicitation and Non-compete Agreements, should you decide to join the employment of the Company.

For INFINIMINDS PRIVATE LIMITED

AUTHORIZED SIGNATORY



Accepted for Offer & Terms
CANDIDATE

**ANNEXURE 1
COMPENSATION DETAILS (INR) OF OFFER**

28 December 2021

NAME	Ankita Suryakant Thorat	DESIGNATION	Service Desk L1
CLIENT DEPUTATION	WIPRO LIMITED	LOCATION	Mumbai

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlement	Yearly Entitlement
Basic	Fixed	13062.00	156744.00
HRA	Fixed	653.00	7837.00
Statutory Bonus	Fixed	1068.00	13056.00
Total Fixed Salary - A		14883.00	177637.00
Other Benefit - B			
Component	Component Type	Monthly Entitlement	Yearly Entitlement
Provident Fund	Variable	1698.00	20376.00
ESIC	Variable	481.08	5773.00
Total Other Benefit - B		2179.08	26149.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlement	Yearly Entitlement
LWF	Variable	6.00	72.00
Total Additional Benefit - C		6.00	72.00
Total Gross Yearly CTC (A + B)		16962.08	203786.00
Total Gross Yearly CTC [(A + B) + C]		16968.08	203858.00

All Comp & Benefit plans are subject to change according to Company Policies & Guidelines. Decimal values of Rs / Paise are rounded up to the nearest value. * IM GPAP/HPAP if applicable is paid on quarterly/half yearly basis. Refer Annexure 2 for details.

**The current CTC stack for employees (may/may not have PF component, in line with recent amendments of the EPF Act. In the event that any changes may be effected in the EPF Act which will in future require the company to enable the PF component for Employer and Employee contribution the same will be effect in current CTC structure, without altering the overall CTC of the Employee.

For INFIMINDS PRIVATE LIMITED

AUTHORIZED SIGNATORY

Accepted the Offer & Terms
CANDIDATE



3i Infotech®
LIMITLESS EXCELLENCE

Date: 30th Dec 2021

Mr. Sagar Patil

Dear Sagar,

We have great pleasure in offering you the position of **G2- Desktop Engineer**. You're joining date on 5th Jan 2022
On the below terms of remuneration.

Components	Annual (INR)
Basic	156744
HRA	7837
LTA	0
Supplementary Allowance	78780
Statutory Bonus	9600
P.F. (Co's Contribution - 12% of Basic)	21600
ESIC Employer's Cont	0
Gratuity	7539
Insurance	6000
Total Fixed Pay (TFP)	288100
3Total CTC	288100

Notes:-

1. Your Salary is subject to deduction of Income Tax in accordance with the provision of the Income Tax Act.
2. *Performance Pay / Bonus (maximum as above) will be based on Company, Team & Individual performance.
3. You will be covered under Gratuity and Employee Insurances as per company policy
4. Statutory deduction as applicable.



3i Infotech Limited

CIN: I47120ML2963PLC0056112

Phone: 2771114000 | Fax: 2771110110 | www.3iinfotech.com

Registered Office: 7, 3rd Floor, 11/12, K. J. Somaiya Institute of Science & Technology, V. K. Rajwade Hall, Mumbai - 400 088, India

ANNEXURE
Salary details of Mrunali Balaso Patil

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
BASIC SALARY	13,426	1,61,112
MOBILE ALLOWANCE	200	2,400
MONTHLY GROSS SALARY (A)	13,626	1,63,512
STATUTORY		
ESI	443	5,316
TOTAL STATUTORY	443	5,316
COST TO COMPANY (CTC)	14,069	1,68,828
DEDUCTION		
ESI	103	1,236
TOTAL DEDUCTION	103	1,236
NET PAY	13,523	1,62,276

Confidential


IM/WIP/OL001071/2122

18 January 2022

Ms. Sayali Suresh Bhosale
D/O suresh bhimrao bhosale, Satyashil, shivaji
housing society, near shivaji stadium, budhwar
pet, karad

Dear Ms. Sayali Suresh Bhosale

CONGRATULATIONS!

We thank you for your keen interest in our Organisation.

Consequent to the interactions you had with us for suitable career opportunities at INFINIMINDS PRIVATE LIMITED (hereinafter known as INFINIMINDS), we have assessed your candidature and we find it meeting requirements. Accordingly, we are pleased to offer you a **Career role with INFINIMINDS as under & according to terms and conditions in brief herein**. The detailed Terms and conditions and other information shall be a part of the letter of appointment which will be issued to you on the date of your reporting for duty.

1. If you accept our offer and join us, you will be designated as Desktop Support Engineer L1. Your employment will be on a **FIXED TERM BASIS** and subject to the standard terms and conditions of employment of INFINIMINDS and will be governed by the Core Values, policies, guidelines and rules of INFINIMINDS.
2. This offer of employment with INFINIMINDS is subject to successful completion of background verification checks, employment reference checks and confirmation of your medical and physical fitness for employment by a qualified registered medical practitioner, appointed by the Company.
3. Your Annual Cost to Company (CTC) for the position will be: **Rs 2,03,858.00/-**. Please refer details of Cost to Company including break up of components in Annexure 1.
4. Your date of appointment is effective from the date of your reporting for duty which shall not be later than **18 January 2022** until which date this offer shall stand valid and thereafter ceases.
5. This term of engagement on **FIXED TERM BASIS** is valid for **Twelve months** from the date of appointment. This term may be renewed solely at the discretion of the Client / INFINIMINDS. However in the absence of any renewals, this engagement will automatically cease to exist beyond the last date of the fixed term engagement as outlined above.
6. The aforesaid position is a client-facing role and your services shall bear engagement with our **Client WIPRO LIMITED**, at their Mumbai work location.
7. Please note that you will be required to agree upon and sign and be duty bound by the Employee Non-disclosure, Non-solicitation and Non-compete Agreements, should you decide to join the employment of the Company.

For INFINIMINDS PRIVATE LIMITED

AUTHORISED SIGNATORY



(Accepted the Offer & Terms)
CANDIDATE

We hope you will find this offer acceptable to you. We're confident that you will contribute to the Vision, Values and Growth of the Company and we eagerly await to welcome you to join the INFINIMINDS (INFINIAN) FAMILY.

**ANNEXURE 1
COMPENSATION DETAILS (INR) OF OFFER**

18 January 2022

NAME	Sayali Suresh Bhosale	DESIGNATION	Desktop Support Engineer L1
CLIENT DEPUTATION	WIPRO LIMITED	LOCATION	Mumbai

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	13062.00	156744.00
HRA	Fixed	653.00	7837.00
Statutory Bonus	Fixed	1088.00	13056.00
Total Fixed Salary - A		14803.00	177637.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Provident Fund	Variable	1698.00	20376.00
ESIC	Variable	481.08	5773.00
Total Other Benefit - B		2179.08	26149.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
LWF	Variable	6.00	72.00
Total Additional Benefit - C		6.00	72.00
Total Gross Yearly CTC (A + B)		16982.08	203758.00
Total Gross Yearly CTC [(A + B) + C]		16988.08	203858.00

All Comp & Benefit plans are subject to change according to Company Policies & Guidelines. Decimal values of Rs / Paise are rounded up to the nearest value. * IM QPAP/HPAP if applicable is paid on quarterly/Half yearly basis. Refer Annexure 2 for details

**The current CTC stack for employees may/may not have PF component, in line with recent amendments of the EPF Act. In the event that any changes may be effected in the EPF Act which will in future require the company to enable the PF component for Employee and Employee contribution the same will be effect in current CTC structure, without altering the overall CTC of the Employee.

FOR INFINIMINDS PRIVATE LIMITED

AUTHORISED SIGNATORY

(Accepted the Offer & Terms)
CANDIDATE

Date: 11 January 2022.

To,
Mr. Omkar Sanjay Patil,



Dear Mr. Omkar,

We refer to your application for employment & the subsequent interviews you had with us, we are pleased to inform you that, you have been offered an employment in VDA Infosolutions Pvt. Ltd. as FMS Engineer for our Pune Location on the following terms & conditions:

REMUNERATION:

1	a) BASIC	12286
	b) HRA	614
	c) Medical Allowance	0
	d) Conveyance	1600
	e) Other Allowance	4072
	Monthly Gross	18572
2	Employer Contributions	
	a) Provident Fund Employer Contribution	1800
	b) ESIC Employer Contribution	637
	Total Employer Deductions	2437
3	Employee Deductions	
	a) Provident Fund Employee Contribution	1800
	b) ESIC Employee Contribution	147
	c) Professional Tax	200
	Total Employee Deduction	2147
4	Other annual Perquisites.	
	As per Company policy	
	a) Medical Insurance, PM	292
	b) Bonus PM	1024
	c) Gratuity PM	592
	TOTAL	1908
*****	Monthly CTC	22917
	Monthly Gross	18572
	Net Pay	16425
	Take Home (Bonus + Net Pay)	17449
	VARIABLE	0
	Total ANNUAL CTC (FIX+ Variable)	275008

Please sign and return the duplicate copy of this letter as a token of your acceptance of the above offer and report for duty at Pune on or before 10-March-2022. You will get the appointment letter once you complete the joining formalities.

We welcome you to the VDA family & wish you a rewarding career over the years to come.

Yours Faithfully,
For VDA Infosolutions Pvt. Ltd.,

Gautam Kumar
HR Executive



Accepted / Date

VDA INFO SOLUTIONS PVT. LTD.

Head Office : 76, Shaktantala, 5th Road, Khur West Mumbai - 400052.
Pune Office : A - 201, 2nd Floor, Teerth Technospace, Baner, Pune - 411045

February 11, 2022

Ms. Dhanshri Balaso Jagdale

Mob: +91-9881511487

Offer of Employment

Dear Dhanshri,

It is a pleasure to extend to you our written offer of employment for the position of "Desktop Support Engineer" at our office in Mumbai, Maharashtra. The detail of your salary is mentioned in "Annexure A". This position is benefits eligible classified as Regular Full Time salaried position.

While we are seeking to have your employment commence with us on or before **14 February 2022**. This offer of employment is contingent upon you.

This offer letter is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Globtier or an appropriate third party.

- (i) **Acceptance of this written offer of employment via this offer letter within 24 hours. If we do not receive your written acceptance by that time, this offer is void.**
- (ii) **not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position.**
- (iii) **Your execution of company's standard confidentiality agreement; and**
- (iv) **Passage of a reasonable background check conducted by the company. You will be an employee "at will" of the company/its client**
- (v) **submission of following documents:**



Globtier Infotech Private Limited

(CIN: U72900DL3013FTC233826 - GSTN: 09AAECC6808Q12W)

B-67, CESPI Building, Sector 67, Noida - 201301, Uttar Pradesh, INDIA.

Ph: +91 - 120 - 2404194/95, E-mail: info@globtier.com

www.globtier.com

"Annexure – A"

Name	Dhanshri Balaso Jagdale
Designation	Desktop Support Engineer
Location	Mumbai, Maharashtra
Date of Joining	14 February 2022
Salary Head	Amount
Basic + DA	13,100.00
BONUS	1,091.00
HRA	6,550.00
ADD ALLW	1,031.00
GROSS SALARY	21,772.00
PF EMPLOYEE SHARE	1,572.00
PT	200.00
NET TAKE HOME	20,000.00
PF EMPLOYER SHARE	1,703.00
INSURANCE	500.00
MONTHLY CTC	23,975.00
ANNUAL CTC	2,87,700.00

- Variable Component based on attendance**.
- Any Tax implication arising out of the above structure to be borne by the employee**.
- Income Tax relief in respect of Reimbursements will be provided only on production of bills and will be restricted to the amount mentioned against them**.



Globtier Infotech Private Limited

(CIN: U72900DL101297C233826 - GSTN: 09AAEC06804012W)

B-67, CESPL Building, Sector 67, Noida - 201301, Uttar Pradesh, INDIA.

Ph.: +91 - 120-2434194/30, E-mail: info@globtier.com

www.globtier.com

IM/WIP/OL001161/2122

09 March 2022

Ms. Dipali Pandurang Sabale
S/O Pandurang Tukaram Sabale, Nivi
Satara, Maharashtra-415112

Dear Ms. Dipali Pandurang Sabale

CONGRATULATIONS!

We thank you for your keen interest in our Organisation.

Consequent to the interactions you had with us for suitable career opportunities at INFINIMINDS PRIVATE LIMITED (hereinafter known as INFINIMINDS), we have assessed your candidature and we find it meeting requirements. Accordingly, we are pleased to offer you a **Career role with INFINIMINDS as under & according to terms and conditions in brief herein**. The detailed Terms and conditions and other information shall be a part of the letter of appointment which will be issued to you on the date of your reporting for duty.

1. If you accept our offer and join us, you will be designated as Desktop Support Engineer L1. Your employment will be on a **FIXED TERM BASIS** and subject to the standard terms and conditions of employment of INFINIMINDS and will be governed by the Core Values, policies, guidelines and rules of INFINIMINDS.
2. This offer of employment with INFINIMINDS is subject to successful completion of background verification checks, employment reference checks and confirmation of your medical and physical fitness for employment by a qualified registered medical practitioner, appointed by the Company.
3. Your Annual Cost to Company (CTC) for the position will be: **Rs 2,09,529.00/-**. Please refer details of Cost to Company including break up of components in Annexure 1.
4. Your date of appointment is effective from the date of your reporting for duty which shall not be later than **10 March 2022** until which date this offer shall stand valid and thereafter ceases.
5. This term of engagement on **FIXED TERM BASIS** is valid for **Twelve months** from the date of appointment. This term may be renewed solely at the discretion of the Client / INFINIMINDS. However in the absence of any renewals, this engagement will automatically cease to exist beyond the last date of the fixed term engagement as outlined above.
6. The aforesaid position is a client-facing role and your services shall bear engagement with our **Client WIPRO LIMITED**, at their Mumbai/work location.
7. Please note that you will be required to agree upon and sign and be duty bound by the Employee Non-disclosure, Non-solicitation and Non-compete Agreements, should you decide to join the employment of the Company.

For INFINIMINDS PRIVATE LIMITED


AUTHORISED SIGNATORY



(Accepted the Offer & Terms)
CANDIDATE

We hope you will find this offer acceptable to you. We're confident that you will contribute to the Vision, Values and Growth of the Company and we eagerly await to welcome you to join the INFINIMINDS (INFINIAN) FAMILY.

**ANNEXURE 1
COMPENSATION DETAILS (INR) OF OFFER**

09 March 2022

NAME	Dipali Pandurang Sabale	DESIGNATION	Desktop Support Engineer L1
CLIENT DEPUTATION	WIPRO LIMITED	LOCATION	Mumbai

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	13426.00	161112.00
HRA	Fixed	871.00	8055.00
Statutory Bonus	Fixed	1118.00	13416.00
Total Fixed Salary - A		15215.00	182583.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Provident Fund	Variable	1745.00	20940.00
ESIC	Variable	494.42	5933.00
Total Other Benefit - B		2239.42	26873.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
LWF	Variable	6.00	72.00
Total Additional Benefit - C		6.00	72.00
Total Gross Yearly CTC (A + B)		17454.42	209456.00
Total Gross Yearly CTC [(A + B) + C]		17460.42	209528.00

All Comp & Benefit plans are subject to change according to Company Policies & Guidelines. Decimal values of Rs / Paise are rounded up to the nearest value. * IM OPAP/PPAP if applicable is paid on quarterly/Half yearly basis. Refer Annexure 2 for details.

**The current CTC stack for employees may/may not have PF component, in line with recent amendments of the EPF Act. In the event that any changes may be effected in the EPF Act which will in future require the company to enable the PF component for Employer and Employee contribution the same will be effect in current CTC structure, without altering the overall CTC of the Employee.



For INFINIMINDS PRIVATE LIMITED

AUTHORISED SIGNATORY

(Accepted the Offer & Terms)
CANDIDATE

Renishaw Metrology Systems Limited
(Formerly Ranishaw Metrology Systems Private Limited)



Registered Office :
S. No. 283, Hissa No. 2,
S. No. 284, Hissa No. 2 & 3A,
Raisoni Estate, Village Mann,
Taluka Mulshi, Pune - 411057
Maharashtra, INDIA

TEL +91 20 6674 6200
FAX +91 20 6674 6210
EMAIL india@Renishaw.com
CIN U85110PN2000PLC130509

RMSL/HR/F&A/070
March 15, 2022

To,
Mr. Omkar Patil
Flat no-403, Arsh Privillage,
Nr. Undare Hospital, Epic Colony,
Wagholi.

STRICTLY PRIVATE AND CONFIDENTIAL

Dear Mr. Omkar Patil,

FORMAL OFFER FROM RENISHAW METROLOGY SYSTEMS LIMITED

Renishaw Metrology Systems Limited is pleased to formally offer you the position of **Support Analyst** in Renishaw Metrology Systems Limited initially based at the Company's facilities in Pune.

The key terms of this offer are: -

- JOB TITLE:** Support Analyst
- JOB GRADE:** CO 1-1
- EMPLOYER:** Renishaw Metrology Systems Limited.
- PLACE OF WORK:** Pune
- REPORTING TO:** Manager - IT Support
- NOTICE PERIOD:** 1 month from either side during probation
3 months from either side after confirmation of employment

REMUNERATION & BENEFITS: Your cost to Company ('CTC') is set at a total of Rs. 4.00 Lacs per annum, plus agreed medical coverage. *

The details of the CTC are confirmed in Annexure I.

***NOTE:** Medical coverage of self within one month of date of joining and for immediate family within one month after the probation period.



Renishaw Metrology Systems Limited
(Formerly Renishaw Metrology Systems Private Limited)



Registered Office :
S. No. 283, Hissa No. 2,
S. No. 284, Hissa No. 2 & 3A,
Raisoni Estate, Village Mann,
Taluka Mulshi, Pune - 411057
Maharashtra, INDIA

Tel.: +91 20 8874 6200
Fax: +91 20 8874 6210
India@Renishaw.com
UB5110PN2000PLC130509

Annexure I

Date 15-March-2022

Name Omkar Patil
Title Support Analyst
Grade CO 1-1

Sr. No.	Particulars	Rs. Per annum
1	Basic Salary including D.A.	2,00,000
2	House Rent allowance	80,000
3	Conveyance Allowance	30,000
4	Other Allowance	51,000
5	Medical Allowance	15,000
6	Employer Contribution towards PF	24,000
A	Cost to Company	4,00,000
	Other non encashable benefits	
1	Mediclaime Hospitalisation & Group Personal Accident Insurance, Term Life Insurance	15,000
2	Gratuity as per payment of Gratuity Act	9,620
3	Subsidised Transport	18,000
4	Subsidised Canteen	12,000
B	Total	54,620
A+B	Grand Total	4,54,620

In addition to above you will be eligible to receive performance bonus under the Company's Performance Bonus Programme, which is a discretionary bonus scheme based upon a Group Profit derived Fund and all rated on individual performance, payable each July. To qualify for the performance bonus an individual must be an employee with continuous employment of 12 months on or before 30th June.

For Renishaw Metrology Systems Limited

Mahesh Deshpande
Finance Director & CFO



Date: 01-04-2022

SAHIL FIROJ SHAIKH,
Mumbai, Maharashtra, India, (Branch)

Dear SAHIL

Subject: OFFER LETTER

This has reference to your application and subsequent interview with us. We are pleased to offer you an opportunity of **Engineer - L1** with the initial posting at **Mumbai**.

The terms and conditions have already been discussed during the interview.

You are requested to report on **04-04-2022**. The Formal Appointment Letter shall be given to you on joining. The address of the same is as under:

Reporting Time: 9:30 AM
Contact Person: Mr.Liju
Venue: 30 Parsi Panchayat Road, Andheri (East)

At the time of joining, please bring below mentioned documents with you.

- Five copies of your latest Passport size.
- Your certificates, testimonials etc. (in original with one photocopy) in support of your qualifications and experience.
- Relieving Letter from Last Employers.
- Last salary certificate, if applicable.
- Name and Contact Number of the last two employers, if applicable.
- Residence & Identity proof required in Bank account opening process as per RBI guidelines.

We look forward to a mutually rewarding and a long-term career association with you.

Our organization has a lot of energetic and passionate people, and I am sure you will vibe well within the team and the organization, at large.

Please note - TDS as applicable, company is not liable for the Taxes and TDS will be calculated as per the legal and statutory compliance.

Salary Breakup may change as per new Government rules.



This is computer generated offer letter and does not require signature.

ANNEXURE	
Name	SAHIL FIROJ SHAIKH
Grade	L1
Designation	Engineer
Business Unit	Infrastructure Managed Services

SALARY COMPUTATION		
Components	Per Annum	Per Month
PART A Salary		
BASIC	162000	13500
HRA	8100	675
Flexi Benefits Plan	27924	2327
Bonus	13500	1125
Gross Salary	211524	17627
PART B Deductions		
Employees Contribution to PF	21600	1800
Employees State Insurance	1584	132
Total Contributions	23184	1932
Take Home	188340	15695
PART C Benefits		
Employers Contribution to PF	21600	1800
Employers State Insurance	6876	573
Gratuity	7788	649
Total Benefits	36264	3022
PART D Incentive		
Cost to Company	247788	20649



- Flexi Benefit Plan - Please refer enclosed explanation of Compensation Components.
- Mobile Reimbursement shall be increased or decreased based on the usage & business need.
- Performance linked Pay amount may vary based on individual and SBU performance and it shall be disbursed on quarterly basis depending upon the performance rating received.
- Sales Incentives shall be paid quarterly, based on the defined target achievement and as per the scheme.
- PF, ESIC, Gratuity, Bonus, PT & TDS are applicable as per respective acts.
- Individual Health Insurance cover of Rs. 3,00,000 / Family health insurance Cover Rs. 5,00,000 & Group Accidental Insurance cover of Rs. 20,00,000





IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-57, Noida, U.P. 201301
Tel. +91-120-6350000

Dated: 05-Apr-22
Ref. No IDC/OBHR/2022/W0490

Mr./Ms. Pratiksha Arjun Kale,
Datta Mandir Javal
AT Post Kalambi Tal Khatav
Dist Satara Kalambi
Maharashtra - 415513

Letter of Intent

Dear Pratiksha Arjun Kale,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop support level 1. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 05-Apr-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 209544/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESI) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Pratiksha Arjun Kale

"ANNEXURE-A"

Compensation Details w.e.f 05-04-2022

Name :-	Pratiksha Arjun Kale
Designation :-	Desktop support level 1
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	
		Per Month	Per Annum
A.	Basic & DA	13428	161112
	Bonus	1119	13428
	House Rent Allowance	677	8124
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15222	182664
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	495	5940
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2240	26880
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	114	1368
	PT	200	2400
	LWF	0	0
TOTAL (C)		1925	23100
Net Take Home Salary (A) - (C)		13297	159564
FIXED CTC (A) + (B)		17462	209544

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Medclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Pratiksha Arjun Kale

Signature





Empowering Technology Services
AN ISO 27001:2013 CERTIFIED CO.

IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-67, Noida, U.P. 201301
Tel.: +91-120-8350000

Dated: 05-Apr-22
Ref. No IDC/OBHR/2022/W0490

Mr./Ms. Pratiksha Arjun Kale,
Datta Maudir Javal
AT Post Kalambi Tal Khatav
Dist Satara Kalambi
Maharashtra - 415512

Letter of Intent

Dear Pratiksha Arjun Kale,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Desktop support level 1**. You may be deputed to **Client Site** as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **05-Apr-22** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 209544/- (Details Attached in Annexure –"A")**. In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (**self-attested**) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.)
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (Dt./Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above- mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of **(Sixty 60)** days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Pratiksha Arjun Kale

"ANNEXURE-A"

Compensation Details w.e.f 05-04-2022

Name :-	Pratiksha Arjun Kale		
Designation :-	Desktop support level 1		
Location :-	Mumbai (Maharashtra)		
Salary Component	Amount in (INR)		Amount in (INR)
	Per Month	Per Annum	
A.	Basic & DA	13426	161112
	Bonus	1119	13428
	House Rent Allowance	677	8124
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15222	182664
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	495	5940
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2240	26880
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	114	1368
	PT	200	2400
	LWF	0	0
TOTAL (C)		1925	23100
Net Take Home Salary (A) - (C)		13297	159564
FIXED CTC (A) + (B)		17462	209544
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms.2] As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/-of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Pratiksha Arjun Kale			
Signature			





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IM/WIP/OL002019/2223

06 April 2022

Mr. Rijwan Gaus Shaikh
S/O Gaus Hanif Shaikh, at/post-
Konegaon, Satara, Maharashtra-415106

Dear Mr. Rijwan Gaus Shaikh

CONGRATULATIONS!

We thank you for your keen interest in our Organisation.

Consequent to the interactions you had with us for suitable career opportunities at INFINIMINDS PRIVATE LIMITED (hereinafter known as INFINIMINDS), we have assessed your candidature and we find it meeting requirements. Accordingly, we are pleased to offer you a **Career role with INFINIMINDS as under & according to terms and conditions in brief herein**. The detailed Terms and conditions and other information shall be a part of the letter of appointment which will be issued to you on the date of your reporting for duty.

1. If you accept our offer and join us, you will be designated as Desktop Support Engineer L2. Your employment will be on a **FIXED TERM BASIS** and subject to the standard terms and conditions of employment of INFINIMINDS and will be governed by the Core Values, policies, guidelines and rules of INFINIMINDS.
2. This offer of employment with INFINIMINDS is subject to successful completion of background verification checks, employment reference checks and confirmation of your medical and physical fitness for employment by a qualified registered medical practitioner, appointed by the Company.
3. Your Annual Cost to Company (CTC) for the position will be: **Rs 2,25,992.00/-**. Please refer details of Cost to Company including break up of components in Annexure 1.
4. Your date of appointment is effective from the date of your reporting for duty which shall not be later than **07 April 2022** until which date this offer shall stand valid and thereafter ceases.
5. This term of engagement on **FIXED TERM BASIS** is valid for **Twelve months** from the date of appointment. This term may be renewed solely at the discretion of the Client / INFINIMINDS. However in the absence of any renewals, this engagement will automatically cease to exist beyond the last date of the fixed term engagement as outlined above.
6. The aforesaid position is a client-facing role and your services shall bear engagement with our **Client WIPRO LIMITED**, at their Airoli work location.
7. Please note that you will be required to agree upon and sign and be duty bound by the Employee Non-disclosure, Non-solicitation and Non-compete Agreements, should you decide to join the employment of the Company.

For INFINIMINDS PRIVATE LIMITED:

[Signature]
AUTHORIZED SIGNATORY



(Accepted the Offer & Terms)
CANDIDATE

We hope you will find this offer acceptable to you. We're confident that you will contribute to the Vision, Values and Growth of the Company and we eagerly await to welcome you to join the INFINIMINDS (INFINIAN) FAMILY.

**ANNEXURE 1
COMPENSATION DETAILS (INR) OF OFFER**

06 April 2022

NAME	Rijwan Gaus Shaikh	DESIGNATION	Desktop Support Engineer L2
CLIENT DEPUTATION	WIPRO LIMITED	LOCATION	Airoli

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	13426.00	161112.00
HRA	Fixed	2000.00	24000.00
Statutory Bonus	Fixed	1118.00	13416.00
Total Fixed Salary - A		16544.00	198528.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Provident Fund	Variable	1745.00	20940.00
ESIC	Variable	537.67	6452.00
Total Other Benefit - B		2282.67	27392.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
LWF	Variable	6.00	72.00
Total Additional Benefit - C		6.00	72.00
Total Gross Yearly CTC (A + B)		18826.67	225920.00
Total Gross Yearly CTC [(A + B) + C]		18832.67	225992.00

All Comp & Benefit plans are subject to change according to Company Policies & Guidelines. Decimal values of Rs./Paise are rounded up to the nearest value. * (M QPAP/FPAP if applicable is paid on quarterly/half yearly basis. Refer Annexure 2 for details

**The current CTC stack for employees may/may not have PF component, in line with recent amendments of the EPF Act. In the event that any changes may be effected in the EPF Act which will in future require the company to enable the PF component for Employer and Employee contribution the same will be effect in current CTC structure, without altering the overall CTC of the Employee.

For INFINIMINDS PRIVATE LIMITED

AUTHORISED SIGNATORY

(Accepted the Offer & Terms)
CANDIDATE

IM/WIP/OL002019/2223

06 April 2022

Mr. Rijwan Gaus Shaikh
S/O Gaus hanif shaikh,at/post-
konegaon,satara,Maharashtra-415106

Dear Mr. Rijwan Gaus Shaikh

CONGRATULATIONS!

We thank you for your keen interest in our Organisation.

Consequent to the interactions you had with us for suitable career opportunities at INFINIMINDS PRIVATE LIMITED (hereinafter known as INFINIMINDS), we have assessed your candidature and we find it meeting requirements. Accordingly, we are pleased to offer you a **Career role with INFINIMINDS as under & according to terms and conditions in brief herein**. The detailed Terms and conditions and other information shall be a part of the letter of appointment which will be issued to you on the date of your reporting for duty.

1. If you accept our offer and join us, you will be designated as Desktop Support Engineer L2Your employment will be on a **FIXED TERM BASIS** and subject to the standard terms and conditions of employment of INFINIMINDS and will be governed by the Core Values, policies, guidelines and rules of INFINIMINDS.
2. This offer of employment with INFINIMINDS is subject to successful completion of background verification checks, employment reference checks and confirmation of your medical and physical fitness for employment by a qualified registered medical practitioner, appointed by the Company.
3. Your Annual Cost to Company (CTC) for the position will be: **Rs 2,25,992.00/-**. Please refer details of Cost to Company including break up of components in Annexure 1.
4. Your date of appointment is effective from the date of your reporting for duty which shall not be later than **07 April 2022** until which date this offer shall stand valid and thereafter ceases.
5. This term of engagement on **FIXED TERM BASIS** is valid for **Twelve months** from the date of appointment. This term may be renewed solely at the discretion of the Client / INFINIMINDS. However in the absence of any renewals, this engagement will automatically cease to exist beyond the last date of the fixed term engagement as outlined above.
6. The aforesaid position is a client-facing role and your services shall bear engagement with our **Client WIPRO LIMITED**, at their **Airailwork location**.
7. Please note that you will be required to agree upon and sign and be duty bound by the Employee Non-disclosure, Non-solicitation and Non-compete Agreements, should you decide to join the employment of the Company.

For INFINIMINDS PRIVATE LIMITED

AUTHORISED SIGNATORY



(Accepted the Offer & Terms)
CANDIDATE

We hope you will find this offer acceptable to you. We're confident that you will contribute to the Vision, Values and Growth of the Company and we eagerly await to welcome you to join the INFINIMINDS (INFINIAN) FAMILY.

**ANNEXURE 1
COMPENSATION DETAILS (INR) OF OFFER**

06 April 2022

NAME	Rijwan Gaus Shaikh	DESIGNATION	Desktop Support Engineer L2
CLIENT DEPUTATION	WIPRO LIMITED	LOCATION	Airoli

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	13425.00	161112.00
HRA	Fixed	2000.00	24000.00
Statutory Bonus	Fixed	1118.00	13416.00
Total Fixed Salary - A		16544.00	198528.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Provident Fund	Variable	1745.00	20940.00
ESIC	Variable	537.67	6452.00
Total Other Benefit - B		2282.67	27392.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
LWF	Variable	6.00	72.00
Total Additional Benefit - C		6.00	72.00
Total Gross Yearly CTC (A + B)		18826.67	225920.00
Total Gross Yearly CTC [(A + B) + C]		18832.67	225992.00

All Comp & Benefit plans are subject to change according to Company Policies & Guidelines. Decimal values of Rs / Paise are rounded up to the nearest value. * IM QPAP/PPAP if applicable is paid on quarterly/Half yearly basis. Refer Annexure 2 for details

**The current CTC block for employees may/may not have PF component, in line with recent amendments of the EPF Act, in the event that any changes may be effected in the EPF Act which will in future require the company to enable the PF component for Employer and Employee contribution the same will be effect in current CTC structure, without altering the overall CTC of the Employee.

For INFINIMINDS PRIVATE LIMITED

AUTHORISED SIGNATORY



(Accepted the Offer & Terms)
CANDIDATE

Dated: 07-Apr-22
Ref. No IDC/OBHR/2022/ON2168

Mr./Ms. Tejasvi Ashok Tawar,
Belavale
Sangli
Sangli
Maharashtra - 415305

Letter of Intent

Dear Tejasvi Ashok Tawar,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Call Coordinator**. You may be deputed to **Client Site** as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **08-Apr-22** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 225996/-** (Details Attached in Annexure--"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (**self-attested**) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure-agreement.
- Copy of relieving/Experience-letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Tejasvi Ashok Tawar

"ANNEXURE-A"

Compensation Details w.e.f 08-04-2022

Name :-	Tejasvi Ashok Tawar
Designation :-	Call Coordinator
Location :-	Mumbai (Maharashtra)

Salary Component	Amount in (INR)		
	Per Month	Per Annum	
A.	Basic & DA	13428	161112
	Bonus	1119	13428
	House Rent Allowance	2005	24060
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		16550	198600
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	538	6456
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2283	27396
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	124	1488
	PT	200	2400
	LWF	0	0
TOTAL (C)		1935	23220
Net Take Home Salary (A) - (C)		14615	175380
FIXED CTC (A) - (B)		18833	226996

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/-of Group Medclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Tejasvi Ashok Tawar

Signature





Empowering Technology Services
AM DC 27021 2013 CER NPTEL CO.

IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-07, Noida, U.P. 201301
Tel.: +91-120-6350000

Dated: 07-Apr-22
Ref. No IDC/OBHR/2022/ON2168

Mr./Ms. Tejasvi Ashok Tawar,
Belavade
Sangli
Sangli
Maharashtra - 415305

Letter of Intent

Dear Tejasvi Ashok Tawar,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Call Coordinator**. You may be deputed to **Client Site** as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **08-Apr-22** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 225996/- (Details Attached in Annexure -"A")**. In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of Intent.

Please submit following documents (**self-attested**) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure-agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (**Sixty 60**) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Yours Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Tejasvi Ashok Tawar

"ANNEXURE-A"

Compensation Details w.e.f 08-04-2022

Name :-	Tejasvi Ashok Tawar		
Designation :-	Call Coordinator		
Location :-	Mumbai (Maharashtra)		
Salary Component	Amount in (INR)		Amount in (INR)
	Per Month		Per Annum
A.	Basic & DA	13426	161112
	Bonus	1119	13428
	House Rent Allowance	2005	24060
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		16550	198600
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	538	6456
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2283	27396
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	124	1488
	PT	200	2400
	LWF	0	0
TOTAL (C)		1935	23220
Net Take Home Salary (A) - (C)		14615	175380
FIXED CTC (A) + (B)		18833	225996
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Mediciam Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Tejasvi Ashok Tawar			
Signature			





Engineering Technology Services
AN ISO 9001:2015 CERTIFIED CO.

IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector- 67, Noida, U.P. 201301
Tel.: +91-120-6350000

Dated: 13-Apr-22
Ref. No IDC/OBHR/2022/W0530

Mr./Ms. Shivani Ashok Nanaware,
Dukan Line
Someshwarnagar
Waghawadi Pune
Maharashtra - 412306

Letter of Intent

Dear Shivani Ashok Nanaware,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop support level 1. You may be deputed to Client Site as a representative of the company in order to fulfil the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 13-Apr-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 209544/- (Details Attached in Annexure –"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of Intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure-agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above- mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employee (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,
Yours Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee:
Shivani Ashok Nanaware

"ANNEXURE-A"

Compensation Details w.e.f 13-04-2022

Name :-	Shivani Ashok Nanaware		
Designation :-	Desktop support level 1		
Location :-	Mumbai (Maharashtra)		
Salary Component	Amount in (INR)		Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13428	161112
	Bonus	1119	13428
	House Rent Allowance	677	8124
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15222	162664
B.	Employers Contribution - Provident Fund.	1745	20940
	Employers Contribution - ESIC	495	5940
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2240	26880
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	114	1368
	PT	200	2400
	LWF	0	0
TOTAL (C)		1925	23100
Net Take Home Salary (A) - (C)		13297	159564
FIXED CTC (A) + (B)		17462	209544
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms.2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Medclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Shivani Ashok Nanaware			
Signature			



Dated: 13-Apr-22
Ref. No IDC/GBHR/2022/W0530

Mr./Ms. Shivani Ashok Nanaware,
Dakan Lane
Someshwarnagar
Waghawadi Pune
Maharashtra - 412306

Letter of Intent

Dear Shivani Ashok Nanaware,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop support level 1. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 13-Apr-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 209544/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.)
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DU/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Shivani Ashok Nanaware

"ANNEXURE-A"

Compensation Details w.e.f 13-04-2022

Name :-	Shivani Ashok Nanaware		
Designation :-	Desktop support level 1		
Location :-	Mumbai (Maharashtra)		
Salary Component	Amount in (INR)		Amount in (INR)
	Per Month		Per Annum
A.	Basic & DA	13426	161112
	Bonus	1119	13428
	House Rent Allowance	677	8124
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15222	182654
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	495	5940
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2240	26880
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	114	1368
	PT	200	2400
	LWF	0	0
TOTAL (C)	1925	23100	
Net Take Home Salary (A) - (C)		13297	159564
FIXED CTC (A) + (B)		17462	209544
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms.2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/-of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Shivani Ashok Nanaware			
Signature			



APPOINTMENT LETTER

Date: 02-May-2022

To

Ms. Shivani Chandrakant Patil
Pune.

Dear Shivani Chandrakant Patil,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a "Desktop Support Engineer" in our organization at Pune Location, at MIT Division in FMS Department with effect from 04-May-2022 on the terms and conditions as stated hereunder.

You and the Company i.e Impact Infotech Pvt Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shift(s), as may be warranted by the Company or its client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.
- g) You are expected to act in responsible and professional manner when you use the internet / email and other company / client / customer's facilities or assets or usage of computers of company / client / customer(s).
- h) You have to plan your leaves in advance and take approval from reporting officer before going on

Page 1 of 10

IMPACT Infotech Pvt. Ltd.



Annexure A

Salary	Monthly	Yearly
Basic	10776	
HRA	5163	
Bonus	898	
Gross Salary	16837	202044
Take Home	15000	192000
Employee Deduction		
TDS	337	
Insurance	500	
Total	837	10044

Declaration

I have read and understood the contents of the Appointment Letter and agree to abide by the same.

Name : Shivani Chandrakant Patil

Signature : _____

Place : _____

Date : _____



APPOINTMENT LETTER

Date: 02-May-2022

To:

Ms. Shivani Chandrakant Patil
Pune.

Dear Shivani Chandrakant Patil,

In furtherance of the representations made by you during your interview and subject to fulfillment of terms and conditions mentioned hereunder, we are pleased to offer you an appointment as a **"Desktop Support Engineer"** in our organization at Pune Location, at MIT Division in FMS Department with effect from 04-May-2022 on the terms and conditions as stated hereunder.

You and the Company i.e Impact Infotech Pvt Ltd are sometimes collectively referred to as "Parties" and individually as "Party".

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance.

1) Roles and Responsibilities

- a) You shall perform all responsibilities and duties, including without limitation on-site activities at customer site and other services more specifically mentioned in the SOW. These may change from time to time depending upon the business requirements of the Company.
- b) You will provide services in accordance with this Letter and Statement of Work (SOW), with professional standards of diligence, care and attention.
- c) You will provide services and complete the tasks assigned to you to the best of your ability. You will be responsible for achieving results both in terms of quality and quantity and as required by the Company's external as well as internal customers/clients. You will devote your full business time to the work of the Company and shall perform the duties assigned to you faithfully and efficiently. You shall endeavor to the best of your abilities to achieve the goals and adhere to the parameters/standards set by the Company.
- d) You will prepare a time sheet for the services provided during the month and submit the same to the Company whenever demanded by the Company.
- e) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further, you should be prepared to work on any shift(s), as may be warranted by the Company or its client / customer's work requirement.
- f) You may be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.
- g) You are expected to act in responsible and professional manner when you use the internet / email and other company / client / customer's facilities or assets or usage of computers of company / client / customer(s).
- h) You have to plan your leaves in advance and take approval from reporting officer before going on



Annexure A

Salary	Monthly	Yearly
Basic	10776	
HRA	5163	
Bonus	898	
Gross Salary	16837	202044
Take Home	16000	192000
Employee Deduction		
TDS	337	
Insurance	500	
Total	837	10044

Declaration

I have read and understood the contents of the Appointment Letter and agree to abide by the same.

Name : **Shivani Chandrakant Patil**

Signature : _____

Place : _____

Date : _____





Empowering Technology Services
AN ISO 27001:2013 CERTIFIED CO.

21-22
IDC Technologies Solutions (I) Pvt. Ltd.
C-15, Sector-67, Noida, U.P, 201301
Tel: +91-120-6350000

Dated: 04-May-22
Ref. No IDC/OBHR/2022/W0625

Mr./Ms. Aditi Prataprao Patil,
48-2 Mhasoba Mandira
Shejari Parale Parle
Saturu
Maharashtra - 415124

Letter of Intent

Dear Aditi Prataprao Patil,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Desktop Support Engineer L1**. You may be deputed to **Client Site** as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **05-May-22** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 209544/- (Details Attached in Annexure -"A")**. In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents **(self-attested)** well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.)
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure-agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above- mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of **(Sixty 60)** days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Aditi Prataprao Patil

"ANNEXURE-A"

Compensation Details w.e.f 05-05-2022

Name :-		Aditi Prataprao Patil	
Designation :-		Desktop Support Engineer L1	
Location :-		Mumbai (Maharashtra)	
Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13426	161112
	Bonus	1119	13428
	House Rent Allowance	677	8124
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15222	182664
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	495	5940
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2240	26880
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	114	1368
	PT	200	2400
	LWF	0	0
TOTAL (C)		1925	23100
Net Take Home Salary (A) - (C)		13297	159564
FIXED CTC (A) + (B)		17462	209544
<p>Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.</p>			
Aditi Prataprao Patil			
SIGNATURE			





IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-67, Noida, U.P. 201301
Tel : +91-120-6300000

1321

14

Dated: 04-May-22
Ref. No IDC/GBHR/2022/W0625

Mr./Ms. Aditi Prataprao Patil,
48-2 Mhasoba Mandira
Shejari Parak Parle
Satara
Maharashtra - 415124

Letter of Intent

Dear Aditi Prataprao Patil,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Desktop Support Engineer L1. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 05-May-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 209544/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of Intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESI/C) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.)
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above- mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/Client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you.

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Aditi Prataprao Patil

"ANNEXURE-A"

Compensation Details w.e.f 05.05.2022

Name :-	Aditi Prataprao Patil
Designation :-	Desktop Support Engineer L1
Location :-	Mumbai (Maharashtra)

Salary Component		Amount in (INR)	Amount in (INR)
		Per Month	Per Annum
A.	Basic & DA	13426	161112
	Bonus	1119	13428
	House Rent Allowance	677	8124
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		15222	182664
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	465	5940
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2210	26880
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	114	1368
	PT	200	2400
	LWF	0	0
TOTAL (C)	1925	23100	
Net Take Home Salary (A) - (C)		13297	159564
FIXED CTC (A) + (B)		17462	209544

Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Medidaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.

Aditi Prataprao Patil

Signature





Dated: 12-May-22

Ref. No IDC/08HR/2022/W0652

Mr./Ms. Pratikshe Dilip Gailwad,
Gailwad Mahi
Paschim Supane Vasantgad
Satara Karad
Maharashtra - 415114

Letter of Intent

Dear Pratikshe Dilip Gailwad,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Service Desk. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 12-May-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 244128/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure-agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Pratikshe Dilip Gailwad

"ANNEXURE-A"

Compensation Details w.e.f. 12-05-2022

Name :-		Pratiksha Dilip Gaikwad	
Designation :-		Service Desk	
Location :-		Mumbai (Maharashtra)	
Salary Component		Amount in (INR)	
		Per Month	Per Annum
A.	Basic & DA	13428	161112
	Bonus	1119	13428
	House Rent Allowance	3469	41628
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		18014	216168
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	585	7020
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2330	27960
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	135	1620
	PT	200	2400
	LWF	0	0
TOTAL (C)		1946	23352
Net Take Home Salary (A) - (C)		16068	192816
FIXED CTC (A) + (B)		20344	244128
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Pratiksha Dilip Gaikwad			
Signature			





Empowering Your Technology Services
AN ISO 27001:2013 CERTIFIED CO.

IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector- 07, Noida, U.P., 201301
Tel.: +91-120-6350000

Dated: 12-May-22
Ref. No IDC/OBHR/2022/W0652

Mr./Ms. Pratiksha Dilip Gaikwad,
Gaikwad Mala
Paschim Supane Vasantgad,
Satara Karad
Maharashtra - 415114

Letter of Intent

Dear Pratiksha Dilip Gaikwad,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a **Service Desk**. You may be deputed to **Client Site** as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before **12-May-22** at **Mumbai**. Your gross annual compensation, inclusive of all applicable taxes shall be **INR 244128/- (Details Attached in Annexure –"A")**. In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (**self-attested**) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above- mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Pratiksha Dilip Gaikwad

"ANNEXURE-A"

Compensation Details w.e.f 12-05-2022

Name :-	Pratiksha Dilip Gaikwad		
Designation :-	Service Desk		
Location :-	Mumbai (Maharashtra)		
Salary Component	Amount in (INR)		Amount in (INR)
	Per Month		Per Annum
A.	Basic & DA	13426	161112
	Bonus	1119	13428
	House Rent Allowance	3469	41628
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		18014	216168
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	585	7020
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2330	27960
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	135	1620
	PT	200	2400
	LWF	0	0
TOTAL (C)		1946	23352
Net Take Home Salary (A) - (C)		16068	192816
FIXED CTC (A) + (B)		20344	244128
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be Deduction amount 3500/- of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for Old and it's not cover under ESIC.			
Pratiksha Dilip Gaikwad			
Signature			





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IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-67, Noida, U.P. 201301
Tel: +91-120-6350000

Dated: 10-Jun-22
Ref. No IDC/QBHR/2022/W0739

Mr./Ms. Rutuja Vijay Hatte,
Shiravade
Shiravade
Satara
Maharashtra - 415115

Letter of Intent

Dear Rutuja Vijay Hatte,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Asset Vendor. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 30-Jun-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 226608/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application Form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESI) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate any background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely,

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Rutuja Vijay Hatte

"ANNEXURE-A"

Compensation Details w.e.f. 10-06-2022

Name :-		Rutuja Vijay Hatte	
Designation :-		Asset Vendor	
Location :-		Mumbai (Maharashtra)	
Salary Component		Amount in (INR)	
		Per Month	Per Annum
A.	Basic & DA	13426	161112
	Bonus	1119	13428
	House Rent Allowance	2054	24648
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY/ (Salary of Tax) (A)		16599	199188
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	540	6480
	Gratuity	0	0
	Insurance	0	0
TOTAL (B)		2285	27420
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	125	1500
	PT	200	2400
	LWF	0	0
TOTAL (C)		1936	23232
Net Take Home Salary (A) - (C)		14663	175956
FIXED CTC (A) + (B)		18884	226608
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) then both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/-of Group Mediclaim Policy (Indis Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Rutuja Vijay Hatte			
Signature			





IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector- 67, Noida, U.P, 201301
Tel: +91-120-6350000

Dated: 01-Jul-22
Ref. No IDC/OBHR/2022/W0745

Mr./Ms. Sakshi Rajendra Markal,
Ganapati Manfir Javal At/Post Shirawade VTC: Shirawade PG Shirawade Sub District Karad District Satara
Maharashtra - 415115

Letter of Intent

Dear Sakshi Rajendra Markal,

We are pleased to offer you a position with IDC Technologies Sol (I) Pvt. Ltd. as a Asset Vendor. You may be deputed to Client Site as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

You are advised to join our organization on or before 01-Jul-22 at Mumbai. Your gross annual compensation, inclusive of all applicable taxes shall be INR 226638/- (Details Attached in Annexure -"A"). In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of intent.

Please submit following documents (self-attested) well before the time of joining:

- Complete Application form (copy enclosed).
- Form-11 (for Provident Fund), Form-2 (nomination & declaration), Form-1 (ESIC) and Form-F (for Gratuity) (all forms attached with e-mail).
- Copy of PAN card.
- Copy of Passport.
- Copy of Aadhar Card.
- Address Proof (DL/Electricity Bill/Telephone Bill/Election Card etc.)
- Copy of the signed Non-disclosure agreement.
- Copy of relieving/Experience letters/Resignation Acceptance from HR of the Present (original) & all previous employers.
- Copy of the appointment letter from the current & previous employers.
- Last 3 months salary slips in (original).
- Tax Certificate/Form 16 of previous employers for the current financial year.
- Six passport size photographs (Color).

On receiving the above-mentioned documents, the Appointment Letter and terms & conditions of employment would be issued to you. We assume that all the information furnished by you during the recruitment process is correct. IDC Technologies would initiate my background and employment check directly or through third party against validation the information.

This letter of intent is not an official appointment letter. All the terms and conditions of the proposed employment would be stated in the appointment letter.

Employee has agreed to adhere with the terms and conditions of the employment agreement/ appointment letter which shall be subsequent issued by the company/employer (IDC).

If you wish to leave the services of the Company, a clear written notice of (Sixty 60) days has to be given to the Company/client. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company/Client incurs consequent to the failure to give required written notice.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,

Your Sincerely

For IDC Technologies Solutions (I) Pvt. Ltd.



Signature of Employee
Sakshi Rajendra Markal

"ANNEXURE-A"

Compensation Details w.e.f 01-07-2022

Name :-		Sakshi Rajendra Markal	
Designation :-		Asset Vendor	
Location :-		Mumbai (Maharashtra)	
Salary Component		Amount in (INR)	
		Per Month	Per Annum
A.	Basic & DA	13426	161112
	Bonus	1118	13418
	House Rent Allowance	2055	24660
	LTA	0	0
	Medical Reimbursement	0	0
	Conveyance Allowance	0	0
	Special Allowance	0	0
GROSS SALARY (Salary of Tax) (A)		16599	199188
B.	Employers Contribution - Provident Fund	1745	20940
	Employers Contribution - ESIC	540	6480
	Gratuity	0	0
	Insurance	0	0
	TOTAL (B)	2285	27420
C.	Less Deduction		
	Employee - Provident Fund	1611	19332
	Employee - ESIC	125	1500
	PT	200	2400
	LWF	0	0
TOTAL (C)		1936	23232
Net Take Home Salary (A) - (C)		14663	175956
FIXED CTC (A) - (B)		18824	226608
Note: - 1) All taxes (PT, Income Tax and LWF etc.) will be applicable as per government norms. 2) As per Government Norms if there is any changes happen in statutory limit (like EPF/ESIC etc.) than both components (employer and employee PART) will be become part of previous CTC, from effective date. 3) In the First Month Salary there will be deduction amount 2500/- of Group Mediclaim Policy (India Insure) which is mandatory as per legal compliance. It is applicable only for those who are not cover under ESIC.			
Sakshi Rajendra Markal			
Signature			



HRD/2T/1001587575/21-22

Mr. Yogita Dattatray Bagal
Yeralwadi
Satara
Satara-415507
India

Ph: +91-9112103307

Dear Yogita,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited



Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.24 17:26:25 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Yogita Dattatray Bagal
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	16,162

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

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

OTHER BENEFITS				
Name	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.





Proposed Compensation Structure & Pre-Employment Medical Check-up forms: Mr. Mahesh S Patil

6 messages

Laxmikant Khisti <laxmikant.khisti@seruminstitute.com>

Thu, 29 Jul, 2021 at 12:07

To: maheshpatil1816@gmail.com

Cc: Shailesh Sarolkar(HR) <shailesh.sarolkar@seruminstitute.com>, Bhushan Apte <bhushan.apte@seruminstitute.com>, Chinmay Kulkarni(HR) <chinmay.kulkarni@seruminstitute.com>, Jagdish.waghmode@seruminstitute.com

Dear Mr. Patil,

Congratulations.. You are selected as Trainee – Officer in our Production department.

As discussed, Please find below your proposed compensation structure.

PROPOSED COMPENSATION STRUCTURE	
Name : Mahesh Sitaram Patil Officer	Designation: Trainee
Particulars	Per Month
Basic	5000.00
VDA	12500.00
Transport Allowance	1600.00
HRA	1970.00
Performance Allowance	700.00
Special Allowance	2000.00
Total A	23770.00
PF (Employer's Contribution)	2100.00
Total B	2100.00
Total Per Month (A+B)	25870.00

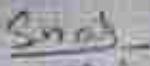


- b. **Notice period:** In the event of your desiring to leave the services, you are required to give a written, signed resignation with notice of **45 days**. However, the management at its sole discretion may relieve you from services at earlier date, in which case, you would be paid your monthly emoluments, on pro-rata basis, only up to your last working day.
Please refer clause no. 8 of security deposit.
8. **Notice period pay:** The organization reserves the right to keep with itself amount equivalent to your half month's gross salary as security deposit or notice pay. This amount shall be deducted in two equal installments from your first two month's salary.
The deposit or notice pay amount shall stand forfeited in case you leave the organization without due notice as per clause no. 7(b). In case you leave in less than three months management reserves the right to ask you to pay to the organization such amount as may be required to make up the sum amounting to the security deposit.
9. Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch and vice-versa or office/ branch to another office/ branch of an associate company, existing or to come into existence in future or any of the Company's branch office or locations anywhere in India or abroad or any other concern where this Company has any interest.
10. A detailed appointment letter will be issued to you on joining the company.

We request you to sign and return duplicate copy of this letter as token of your acceptance and hope that this will be the beginning of a long and mutually beneficial association.

Yours cordially,

for **Hi Tech BioSciences India Pvt Ltd.**


25/10/2024

For HR Department

OFFER ACCEPTANCE

I hereby accept the above offer of employment, together with terms and conditions as stated herein.


Name : Gourav Dilip Mali

Date : 25/10/2024

Date of Joining: 27/10/2024



Read understood & accepted


25/10/2024

Proposed Compensation
Structure & Pre-Employment
Medical Check-up forms: Mr.
Girish B Vibhute Inbox



Laxmikant Khisti 29/07/2021

to me, Shailesh, Bhushan, Chin...



Dear Mr. Vibhute,

Congratulations.. You are selected as Trainee
– Officer in our Production department.

As discussed, Please find below your
proposed compensation structure.

PROPOSED COMPENSATION STRUCTURE	
Name : Girish B. Vibhute Designation: Trainee Officer	
Particulars	Per Month
Basic	5000.00
VDA	12500.00



Total Per Month (A+B)	25870.00
Total Per Annum	310440.00

Final offer letter will be issued after your consent on the same and medical fitness clearance by medical department of Serum Institute of India Pvt Ltd.

Kindly note following:

1. Please find the list of medical tests to be done. Please send the scanned medical fitness reports.
2. Reimbursement up to Rs. 4500 will be given against the actual bills after your joining to Serum Institute of India Pvt Ltd.
3. Page no 1, 2 and 3 of Medical examination form is to be filled by examining doctor.
4. Page no 4 and 5 is to be filled by the person going into medical examination.
5. All medical tests except eye check up to be done and approved by MBBS or MD (pathology). Eye check-up to be done by Ophthalmologist only.

Medical department of Serum Institute of





POORVI ENVIRONMENT SERVICES

Saraswati Complex, Flat No-36, Near Sane Guruji Hospital, Malwadi,
Hadapsar, Pune-411028. Mobile Number-9975617664/9786023594.
Email ld-poorvienviro@gmail.com. Website-www.poorvienvironment.com

PES/ADMN/2021-22/49

Date-02 August 2021

To,
Mr. Jivan Patil,
At-Post-Masoli, Tal-Karad Dast-satura.

Subject- Appointment Letter.

We are pleased to appoint you as 'Operator' in our organization w.e.f. 02 August 2021 on the following terms & Conditions: -

1. You will be probation for six months.
2. During probation you will not be eligible for Leave except Weekly off & Holiday declared by company.
3. You will draw a salary as per minimum wages.
4. The company wishes to appoint medically fit person who could perform their duties perfectly & effectively, hence any time during your continuous of services the company may ask you to undergo a medical checkup & to submit a fitness certificate. The company will also have a right to have your medical checkup done from doctor of company's choice & if you are found unfit to work on medical grounds, the decisions of the company in such a case will be final & your services could be terminated.
5. In case you desire to undertake any educational course, part-time or full time, it shall be binding on you to inform the company regarding the same & seek a written permission to purpose the same.
6. You shall observe strict secrecy regarding the business of the company & shall not divulge directly or indirectly or disclose to any person affairs or any information regarding the company. You shall also not publish any written article or deliver any talk or give interview on any subject related to the company.
7. Resignation:
 - A. During the probation period if you wish to resign from the services. You will be required to give us one month notice & if you performance is not found satisfactory. The management will be free to relive you by giving 24 hrs notices.
 - B. After Confirmation if you wish to resign from employment, you will be requirement to give us one month's & it will be obligatory for you & to work during such notice period. In such event, you will be relived at the management's discretion & the management will be liable to pay you salary only for the period worker by you. However, if after giving a

Site Office- SNO-129/HNO 5 Office No 505, Sai Leela Residency, Chintamani HO. SO. Manjari
BK. Pune 412307





SERUM INSTITUTE OF INDIA PVT. LTD.

CYRUS POONAWALLA GROUP

Laboratories: S- No. 105-110, Manjaru BK, Tal: Haveli, Pune - 412 107, INDIA
CIN - U00501PN1904PTCO32945

August 13, 2021

Saurabh Shashikant Haware

Department: Recombinant - Chadox

Dear Mr Saurabh Shashikant Haware

Warm Welcome!!!

We are very delighted to inform you that you are joining India's No.1 biotechnology company. We welcome you on board to join the determined & ambitious team.

Our most valuable assets are our people. As a member of our family, you will play a multi-faceted role - that of a primary contributor to the business, a team member and most prominently, an ambassador of the Company.

Your contribution is important to ensure our sustained success and growth. We hope that your career here will be a gratifying one. You would get maximum support from the whole of our team and we look forward to having the best relations with you.

As a prominent organization, we have the responsibility of delivering the best quality offering to our customers and consumers. In a challenging environment, we trust you to act out your part with persistence, responsibility and unflinching integrity.

I wish you all the very best for a rewarding career with Serum.
Best regards,

Mahendra Inge
Head - HR





SERUM INSTITUTE OF INDIA PVT. LTD.

CYRUS POONAWALLA GROUP

Laboratories: S. No. 105-110, Manjari BK, Tal- Haveli, Pune - 412307, INDIA
CIN - UB09031PN1984PTC032945

August 13, 2021

Rahul Shankarrao Girigosavi

Department: Recombinant - Chadox

Dear Mr Rahul Shankarrao Girigosavi

Warm Welcome!!!

We are very delighted to inform you that you are joining India's No.1 biotechnology company. We welcome you on board to join the determined & ambitious team.

Our most valuable assets are our people. As a member of our family, you will play a multi-faceted role - that of a primary contributor to the business, a team member and most prominently, an ambassador of the Company.

Your contribution is important to ensure our sustained success and growth. We hope that your career here will be a gratifying one. You would get maximum support from the whole of our team and we look forward to having the best relations with you

As a prominent organization, we have the responsibility of delivering the best quality offering to our customers and consumers. In a challenging environment, we trust you to act out your part with persistence, responsibility and unflinching integrity.

I wish you all the very best for a rewarding career with Serum.
Best regards,

Mahendra Ingo
Head - HR





jagdish.waghmode@serumi... 1/9/2021

Dear Mr. Saurabh, Congratulations.. You are selected as Trainee – Officer in our Production



Draft 1/9/2021

to jagdish.waghmode, Laxmikant, c... v

I accept the offer.

On Wed, Sep 1, 2021, 7:47 PM <jagdish.waghmode@seruminstitute.com> wrote:

Dear Mr. Saurabh,

Congratulations.. You are selected as Trainee – Officer in our Production department.


As discussed, Please find below your proposed compensation structure.

PROPOSED COMPENSATION STRUCTURE	
Name : Saurabh Saurabh Shinde	
Designation: Trainee Officer	
Particulars	Per Month
Basic	5000.00
VDA	12500.00
Transport Allowance	1600.00
HRA	1970.00





Draft 1/9/2021

to jagdish.waghmode, Laxmikant, c... 



I accept the offer.

On Wed, Sep 1, 2021, 7:47 PM <jagdish.waghmode@seruminstitute.com> wrote:

Dear Mr. Saurabh,

Congratulations.. You are selected as Trainee – Officer in our Production department.

As discussed, Please find below your proposed compensation structure.

PROPOSED COMPENSATION STRUCTURE

Name : Saurabh Suresh Shinde

Designation: Trainee Officer

Particulars	Per Month
Basic	5000.00
VDA	12500.00





POORVI ENVIRONMENT SERVICES

Saraswati Complex, Flat No-36, Near Sane Guruji Hospital, Malwadi,
Hadapsar, Pune-411028. Mobile Number-9975617664/9766023594.
Email id-poorvienviro@gmail.com. Website-www.poorvienvironment.com

PES/ADMN/2021-22/58

Date- 15 Sept 2021

To,
Mr. Rahul Mane
At-Charegaon, Post-Charegaon, Patan

Subject- Appointment Letter.

We are pleased to appoint you as 'Operator' in our organization w.e.f. 15th Sept 2021 on the following terms & Conditions:-

1. You will be probation for six month.
2. During probation you will not be eligible for Leave except Weekly off & Holiday declared by company.
3. You will draw a salary as per minimum wages defined in annexure-1.
4. The company wishes to appoint medically fit person who could perform their duties perfectly & effectively, hence any time during your continuous of services the company may ask you to undergo a medical checkup & to submit a fitness certificate. The company will also have a right to have your medical checkup done from doctor of company's choice & if you are found unfit to work on medical grounds, the decisions of the company in such a case will be final & your services could be terminated.
5. In case you desire to undertake any educational course, part-time or full time, it shall be binding on you to inform the company regarding the same & seek a written permission to purpose the same.
6. You shall observe strict secrecy regarding the business of the company & shall not divulge directly or indirectly or disclose to any person affairs or any information regarding the company. You shall also not publish any written article or deliver any talk or give interview on any subject related to the company.
7. Resignation:
 - A. During the probation period if you wish to resign from the services. You will be required to give us one month notice & if you performance is not found satisfactory. The management will be free to relive you by giving 24 hrs notices.
 - B. After Confirmation if you wish to resign from employment, you will be requirement to give us one month's & it will be obligatory for you & to work during such notice period. In such event, you will be relived at the management's discretion & the management will be liable to pay you salary only for the period worker by you. However, if after giving a

Site Office- SNO-129/HNO 5 Office No 505, Sai Lucia Residency, Chintamani HO, SO, Manjari
BK. Pune 412307





POORVI ENVIRONMENT SERVICES

Saraswati Complex, Flat No-36, Near Sane Guruji Hospital, Malwadi,
Hadapsar, Pune-411028. Mobile Number-9975617664/9766023594.
Email [id-poorvienviro@gmail.com](mailto:poorvienviro@gmail.com). Website-www.poorvienviro.com

PES/ADMIN/2021-22/58

Date- 15 Sept 2021

To,
Mr. Rahul Mate,
At-Charegao, Post-Charegao, Patan

Subject- Appointment Letter.

We are pleased to appoint you as 'Operator' in our organization w.e.f. 15th Sept 2021 on the following terms & Conditions:-

1. You will be probation for six month.
2. During probation you will not be eligible for Leave except Weekly off & Holiday declared by company.
3. You will draw a salary as per minimum wages defined in annexure-1.
4. The company wishes to appoint medically fit person who could perform their duties perfectly & effectively, hence any time during your continuous of services the company may ask you to undergo a medical checkup & to submit a fitness certificate. The company will also have a right to have your medical checkup done from doctor of company's choice & if you are found unfit to work on medical grounds, the decisions of the company in such a case will be final & your services could be terminated.
5. In case you desire to undertake any educational course, part-time or full time, it shall be binding on you to inform the company regarding the same & seek a written permission to purpose the same.
6. You shall observe strict secrecy regarding the business of the company & shall not divulge directly or indirectly or disclose to any person affairs or any information regarding the company. You shall also not publish any written article or deliver any talk or give interview on any subject related to the company.
7. Resignation:
 - A. During the probation period if you wish to resign from the services. You will be required to give us one month notice & if you performance is not found satisfactory. The management will be free to relive you by giving 24 hrs notices.
 - B. After Confirmation if you wish to resign from employment, you will be requirement to give us one month's & it will be obligatory for you & to work during such notice period. In such event, you will be relived at the management's discretion & the management will be liable to pay you salary only for the period worker by you. However, if after giving a

Site Office- SNO-129/HNO 5 Office No 505, Sai Leela Residency, Chintamani HO. SO. Manjari
BK. Pune 412307





Engineering Excellence

Ref: VISPI/HR/OA/2018/05/4

Ms. PRIYANKA SUNIL GURAV,
A/P - POTALE,
NEAR HANUMAN TEMPLE (JUNE GAOTHAN POTALE)
MAHARASTRA,
Mobile No: 9158457749
Email ID: priyankagurav95@gmail.com

Sub: Offer of Appointment as "Lab Assistant, L2"

Dear Ms. PRIYANKA SUNIL GURAV,,

Consequent to the interview you had with us, we are pleased to offer you employment as "Lab Assistant" in our "QA/QC" Department with L 2 Grade. Your present site of location will be at KOLHAPUR. You will report to "Project Head" or any other assigned person.

You shall join us on or before 15-May-2018.

Following are the Terms and Conditions of Appointment:

1) Remuneration & Other Benefits

- a) Your monthly CTC / Salary will be as mutually agreed. Part from the salary, you will be provided Food & Accommodation as per policy.
- b) The Company may periodically review any remuneration, benefit, facility or perquisite that had been extended to you.
- c) You will be entitled to leave and other benefits as per the policies framed by the Company from time to time as applicable.
- d) Your services will be governed by the prevalent rules and regulations of the Company and any future amendments.

2) Duties & Responsibilities

- a) You will efficiently discharge your duties, entrusted to you from time to time, to the satisfaction of the management.
- b) The Company may send you on deputation lend or transfer your services to any of its Departments, Affiliates, Subsidiaries or Associate Companies or transfer you to Company's Establishment in other locations existing at present or which may be established in future. Upon such transfer, you will be governed by the terms & conditions as applicable to the place of work.
- c) During the course of employment in our Company, you will not carry on any business of our own or engage yourself in any other business/ service.

Page 1 of 1

VISHWA INFRASTRUCTURES AND SERVICES PVT. LTD.

Regd. & Corporate Office : T-11-256/C/24, Plot No. 24, Gagan Vihar Colony, Bagumpet, Hyderabad - 500 016, Telangana (INDIA)
CIN: U45200TG2004PTC044833; Phone: +91 40 2776 3835 / 36 / 37. Email: info@vishwainfra.in, website: www.vishwainfra.in





Ms. PRIYANKA SUNIL GURAV.

Information, except that which is public knowledge, or relating to the business of the Employer, or its customers at any time during or after employees term of employment with Employer, without the express prior written consent of Employer.

- d) All information pertaining to your remuneration and terms of employment is confidential and you shall not reveal the contents to any Company employee except to your appropriate superior authorities.
- e) The employee shall not be allowed to keep any unauthorized/extra copies, including written documentation, drawings, formulas, models, specimens etc., of the confidential information which is to the knowledge of the employee all acts performed/done by the employee shall be treated as breach of this agreement.
- f) The employee shall not be allowed to use any unauthorized software in Desktop / Laptop provided by the company. Violation of this clause will be viewed seriously.
- g) Return of employer materials: The employee agrees to return to the Employer before the separation of employee's employment with Employer, any and all written information, documents, materials, floppy disks, CDs, data files or other media containing computer programs or data and all other property and equipment which constitutes, contains or relates in any way to proprietary information, customer's confidential information or trade secrets of the employer or its customers, and any other written information, documents, materials, discs, or other media containing programs or data and all other property of any kind relating in any way to the business of Employer or its customers which are or may be the property of employer or its customers, whether confidential or not, including any and all copies thereof which may have been made by or for employee.

6) Third Party Employment / Contracts:

- a) The employee agrees and confirms to not engage himself with any third parties either by way of a consultant or by way of any contract either for monetary benefits or not with any third parties directly or indirectly or in partnership during the currency of this agreement.
- b) Any breach of the above conditions will result in termination of employment with immediate effect and appropriate damages will be claimed by the employer.

7) Please submit the following documents:

- i. Photocopy(s) of Educational Certificate(s)
- ii. Photocopy(s) of Technical / Skill Certificate(s)
- iii. Experience Letter(s) of past employer (s)
- iv. Appointment letter and last drawn salary proof of previous employer
- v. Relieving letter from previous employer
- vi. Six Passport size photographs of self
- vii. ID proof (Photo copy of Passport / Driving License / Ration Card / Voter ID Card)
- viii. Photo Copy of PAN card

Page 3 of 4



VISHWA INFRASTRUCTURES AND SERVICES PVT. LTD.

PAY SLIP - Sep - 2021

Employee Name	: PRIYANIK A SUNIL GURAV	Code	: 11976
DOJ	: 10/05/2018	PF A/c No	: APHYD00476190000011945
ESI A/c No	: 5214473170	Branch	: KOLHAPUR
Department	: QA/QC	Designation	: LAB ASST.
Category	: L 2	UAN	: 101296618561
LWP	: 0	Nat Paid Days	: 30

Earnings	Amount Rs.	Deductions	Amount Rs.
BASIC SALARY	6,858.00	PF	1,053.00
HRA	4,429.00	ESI	154.00
CONVEYANCE ASSISTANCE	1,600.00	PROFESSIONAL TAX	200.00
SPECIAL ALLOWANCE	4,696.00		
BONUS	584.00		
MEDICAL GRANT	125.00		
LTA	125.00		
Total Earnings	20,417.00	Total Deductions	1,417.00

Net Pay : Rs. 19,000.00

In Words : Rs. Nineteen Thousand Only

This is Computer Generated Sheet, does not require Signature.

Authorized Signatory



CONFIDENTIAL

Date: 04 | Oct | 21

Formal Appointment Letter

Dear **Indrajit Deshmukh**,

With the reference to your application and the subsequent interview you had with us and further to our discussions with you, we are pleased to inform you that you have been appointed as '**Trainee Consultant**' in our company with effect from 15|Sept|21.

The terms and conditions of your appointment will be as follows:

1. The office timing shall be from 10:00 am to 7 pm on weekdays. Lunch time being between 1:15 pm to 2:00 pm. The employee must be punctual in observance of office timings.
2. You shall in all respects, carry out your best endeavors and efforts in carrying out the objects of the company, and diligently and faithfully serve the company and protect / promote the company' s interest in all things to the best of your ability and judgment and use your best endeavors for furtherance of the company' s interest.
3. You shall devote the whole of your time and attention to the work of the company during normal office and / or working hours of the company and otherwise, as in the opinion of the management, may be reasonably necessary for the diligent performance of your duties. You shall not, without the written consent of the company, in any way be engaged in or concerned directly or indirectly with any other company, business or trade.
4. Drawings / documents must be kept in their proper place either in the portfolio/ files the division ear marked for the related project/s. The Employee must prepare periodically a list of the projects, works and appointments assigned to him, which should be affixed on the board in front of him for ready reference, and the schedule should be followed accordingly.
5. Making and receiving of personal telephone calls is prohibited except in cases of emergency. Even that should be for a short spell so as to obstruct the incoming calls. Mobile ringers should be strictly on silent mode (vibrator). Mobile conversations are strictly prohibited during working hours.
6. You shall not at any time either during the period of your employment with us or thereafter divulge any of the affairs or secrets of the company to any other company, corporation, syndicate, firm, person or persons nor use or attempt to use any information which you may acquire in the course of your employment hereunder in any manner which may in jure or cause loss or may be calculated to cause to cause injury or loss to the company.



7. You shall perform, observe and conform to orders and instructions, as the case may be, reasonably given or communicated to you, from time to time, by the management.
8. In the event of your illness, the company may call upon you, from time to time to produce a doctor's certificate as to your fitness for the work at your expense and May also call upon you to be examined at the expense of the company by such doctor as the company may nominate.
9. You will be governed by all the rules and regulations of the company which are generally applicable to the employees of your category / cadre and which are current or which may come into force in future, from time to time, unless such rules and regulations are contrary on the terms of this appointment letter.
10. You are liable to provide three month's notice as relieving period when you resign from your services with the company, failing which you need to pay three month's salary to the organization as compensation.
11. During the probation period of six month, we can terminate your services with notice or without notice period. And the notice period will be one month, which depends to related circumstances.
12. You cannot join our competitor company (who is in same business of SAP Business One Implementation) for next 2 year, after leaving our organization.
13. You will be paid a consolidated salary of ₹10000/- (Ten Thousand Only). EWF deducted Rs.100/-pm. Profession Tax per government rules & regulation. All other deduction as per opted by you and as per management sole discretion.
14. You will please note that the details of your remuneration are to be kept completely confidential and should not be divulged to any person whomsoever. The eligibility and the quantum of your annual increment will be at the discretion of the management.
15. You will be entitled to leave as per the Leave Guidelines & Rules of the Company.
16. Late arrivals will be as per the Guidelines & Rules of the Company
17. Late working hours will be as per Guidelines & Rules of the Company
18. Increments will be as per Management Rules policy Appraisal, Increment and promotion policy.
19. Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions and return it for our records.

For Softcore Solutions Pvt. Ltd.


Atish Sawant
Sr. Manager – Human Resource



I accept the terms and conditions herein above and confirm the arrangements made therein, will be reporting / have reported for duty on 15/Sept/21 at your Thane office.

Signature.



Salary Annexure

Name	Indrajit Deshmukh
Designation	Trainee Consultant
Location	Mumbai
Date of Joining	15 Sept 21

1	Annual CTC	₹120000/-
2	CTC for month (A)	₹10000/-
3	Deduction:	
a.	Professional Tax	₹0/-
b.	Medical Policy	₹0/-
c.	TDS	As per rules
d.	PF	₹0/- (Or as per Basic)
e.	EPF	₹100/-
f.	Deduction Total (B)	₹9900/-
4	Retention Deduction (C)	₹0/-
5	Net Monthly Pay (A-B)	₹9900/-

Thanking you,

For Softcore Solutions Pvt. Ltd.


Atish Sawant
Sr. Manager – Human Resource



DISCLAIMER

To whomsoever it may Concern.

LAMAR BABU JADHAV , Offer ID QK280753, hereby gives my consent to use my signature in all necessary forms and any other compliance documents used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in respect to my details being shared with my Cost Agency (Bank/Clear/Background verification Partners).

Associate Name:

Associate Signature:

Offer Confirmation
Page 2
The following information:

1891461-00000000

QUEST Corp Limited (Formerly IKSVA Human Capital Solutions)
202, The Global Centre, Sector 29A, Gurgaon - 122002, Haryana, India
<http://www.questcorp.com> | Toll Free No. 1800-372-0111



TO CHECK IF YOUR OFFER LETTER IS GENUINE,
Use the QR code to verify your offer and name.



0000

Compensation Sheet

Order No: QS2005753
Designation: QOAssociate Name: AMAR BABU JADHAV
Location: PUNE

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10100	121200
Honorarium	4104	49248
Other	1791	21492
Summery	895	10740
Gross Salary	17000	204000

Employer's Contribution	Rs. Monthly Pay	Rs. Annual Pay
Employee Provident Fund	555	6660
Insurance	165	1980
Total Contribution	2283	27588
Cost to Company (C.T.C.)	19201	230412

Deductions (Subjected to charges)	Rs. Monthly Pay	Rs. Annual Pay
Employee Tax	120	1440
	1805	21660

Net Compensation

19196 / 0230752

Page 1

This is a computer generated paper

QUEST Corp Limited (Formerly DVA Human Capital Solutions)

22/2, Shivajinagar, Goregaon West, Mumbai - 400032, Maharashtra, India

http://www.questcorp.com | Toll Free No: 1800-572-3333

TO CHECK IF YOUR OFFER LETTER IS GENUINE,
Scan the QR code at your email address and visit

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules as QUES (as per Associate Manual). The conditions, terms and precedents as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or presence or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and voided if you do not report to duty within 3 days from the date of joining & your seat will be considered as vacant and implicit rejection of the offer of employment from your side, because no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Oct 07 2021 at the client place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. Passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

QUEST/HR/2021/001
Page 4
This is a system generated letter

QUEST/HR/2021/001

QUEST Ecopy Limited (Formerly JKYS Human Capital Solutions)
3/12, Bellandur Cross, Bellandur Road, Bangalore - 560075, Karnataka, India
http://www.quesecopy.com | Toll Free No. 1800 272 3333



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19009

Provident Fund		
Provision of Tax	300	2400
Total Deduction	1778	21276
Net Take Home	15227	182724

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESI/CLIA Insurance) Now on your Mobile phone via iHR@ app.

Please download iHR@ app application from Google Play store

<https://play.google.com/store/apps/details?id=com.quest&hl=en>

UserID

062362753

Login

password

password

Transaction

password

password

QUEST/HR@/HR@

HR@ No. 10000000

Download your app from

QUEST Corp Limited (Formerly IFA Human Capital Solutions)
 2/2, Panchsheel Cross, Sakinaka Road, Bangalore - 560025, Karnataka, India
<http://www.questcorp.com> | Toll Free No. 1800 272 3333



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REMUNERATION:

The details of your salary break up with components are as per the structure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid OCT 07, 2021 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirement. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually consented contract of employment. QUESS does inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deployed. You may have to work on shifts based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for payroll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any amount due to you by the Company on account of salary including bonus or any other payment earned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work or writing. QUESS reserves all such right to withhold full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30-day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30-day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc. then in such cases,

Que Confidential

QUE-01-00000702

QUESS is an Equal Opportunity Employer

QUESS Corp Limited (Formerly IRVA Human Capital Solutions)

332, Beldar's Cove, Sector 100B, Gurgaon - 122002, Haryana, India

<http://www.quecorp.com/> / Toll Free No: 1800-071-1811



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Check the QR code on your offer letter and scan.



16825

Having written you the very best in your agreement with us and as a token of your understanding and acceptance of the stated terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited**



Tej Hans Raj Singh
COO Staffing

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

All the above mentioned terms and conditions will come in force from your date of joining in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name: _____

Signature: _____

Place: _____

Date: _____

Doc. Controlled :

Page 2

Doc. No. QUESS/HR/0001/2014

QUESS/HR/0001/2014

QUESS Corp Limited (Formerly (KES Human Capital Solutions))
3/13, Bellandur Glass, Gulbarga Road, Bangalore - 560075 Karnataka, India
<http://www.quesstalent.com> | E: & P: +91 80 277 1317



TO CHECK IF YOUR OFFER LETTER IS GENUINE,

Scan the QR code on your initial offer letter and visit.



Mr RUSHIKESH SANJAY VETAL
AP SURU KARAD-412101

Dear Mr / Ms. VETAL

Further to the interview and medical test you had with us for a temporary post, we are pleased to inform you that you have been selected for appointment as a Temporary LAB ATTENDANT against a temporary vacancy in our organisation and now offer you temporary appointment on the following terms and conditions :

1) Your appointment will be purely on a temporary basis for a period of seven months from the date of your joining duties. It will stand automatically terminated at the expiry of the above mentioned temporary period adjusted to the nearest following Saturday of the expiry date or even earlier at the discretion of the management if the temporary work to be assigned to you comes to an end before the above mentioned period, without assigning any reason, notice or compensation in lieu thereof.

2) Your temporary employment is also liable to be terminated forthwith, if at any time during the period of the temporary employment your attendance, performance, conduct and / or general behaviour is found by us to be unsatisfactory.

3) During your temporary employment you will receive a total remuneration of Rs. ₹14,365.00**per month as follows:
Consolidated Wages (Basic + DA) Rs. ₹11,650.00**Personal Allowance Rs. ₹1,570.00** HRA Rs. ₹801.00**
Health Allowance Rs. ₹24.00**Uniform Maintenance Allowance Rs. ₹310.00**The above remuneration is fixed for the tenure of your appointment with us.

4) The Company may consider, depending on availability, providing transport facility to you for your travel to the Works and back subject to the rules and regulations in force.

5) Your Salary would be deposited every month in your bank account only. You are therefore required to open a bank account either with ICICI or HDFC or any other bank having core banking facility.

6) Please note that this temporary appointment will in no way confer on you any right for claiming permanent or temporary employment in the Company in future.

7) You will be governed by all the applicable rules and regulations in force in the Company including Standing Orders.

8) At the time of joining duties, you will have to bring with you the certified true copies of all the Certificates and Testimonials (including Clearance / Release Certificate from your previous employer, if any) for our records together with their originals for verification and two recent stamp size photographs.

9) Your appointment shall be liable to be terminated without any notice in case anytime in future, it is revealed that you have given illegal gratification to any person in the employment of the Company or otherwise for securing this appointment. The decision of the Company in this regard shall be final.

If the offer of temporary appointment on the above terms and conditions is acceptable to you, please sign the attached copy of this letter as a token of your acceptance and return the same to us.

You are required to join latest by 13-Oct-2021. On joining, please report to the Recruitment Department, of Car Plant at 8.30 a.m. On your failure to join on the due date, the offer of appointment made to you will automatically stand withdrawn.

Yours faithfully,
For Tata Motors Limited

Received by *[Signature]*
13/10/2021.



18-10-2021

VISHAL DILIP SHINDE

HINJAWADI PUNE

India

Sub.: Offer Letter

Dear VISHAL DILIP SHINDE,

This has reference to discussions you had with us on **07-10-2021**, we are now pleased to offer you the post of **Officer - Quality Control (Grade – O01-Officer)** for our **P03-Gennova Factory - Maan** on mutually agreed terms and conditions.

The detailed appointment letter will be issued on your joining the company.

You are expected to join us on or before **20-10-2021**, failing which this offer stands cancelled.

This offer letter is valid subject to you being declared medically fit on submission of medical fitness report as per company's medical policy.

We are looking forward to a mutually beneficial association.

Thanking you.

Yours truly,

For Gennova Biopharmaceuticals Ltd.

Abhay Deshmukh



Authorized Signatory



Gennova Biopharmaceuticals Limited



Hazardous Waste Management System

Date: 20th October, 2021

Mr. Rushikesh Hanmant Shinde,
Driving, At - Kese Warunji, Tal-Karad,
Dist-Satara, Pin-415 110,
Contact No.8530405409
Email:shinderushikesh489@gmail.com

Dear Mr. Rushikesh Shinde,

Sub. : Offer Letter

This has reference to your application and subsequent interviews you had with us, we are pleased to inform you that, you are offered a position of Jr Environmental Engineer, at Tarapur Office in our organization. Your joining date will be 22nd October, 2021.

As discussed and agreed, the terms and conditions we are offering you the salary of Rs. 12,000/- (Rupees Twelve Thousand Only). Further, we will be incorporated in your appointment letters, which is issued on your joining the organization.

You are requested to bring the Xerox copies of the following documents along with originals which will be returned to you after verification:

1. Xerox copies of Educational Qualifications (with Date of Birth)
2. Xerox copies of PAN Card & Aadhar Card.
3. Bank Account details with cancelled cheque.
4. Two Passport size photographs
5. Two Years Bond for continue service in Hazardous Waste Management System .

Please sign the duplicate copy of this Offer letter in token of your acceptance and mention the date of your joining our organization. Also, please note that if you do not join on the date mentioned by you, the Company reserves its right to withdraw the Offer Letter without any intimation to you in this regard.

We look forward your joining with us and making a fruitful career.

Thanking you,
For Hazardous Waste Management System

Authorized Signatory

I accept the above offer made to me and will join on 22nd October, 2021.

Name:

Signature:

Date:

Place:

Head Office & LAB : Plot No A-05, Road No-16, Klean Nagar Road, M.I.D.C. Waghe Industrial Area, Thane - 400 604, Maharashtra State, India
 T : (91-22) 2580 3321 / 2583 3322 / 2583 3323 / 2583 3324 • E-mail : prc@sadkareenviro.com / prc@sadkare@gmail.com

Branch Office 1 : 310, Dempo Towers, EDC Palta, Panaji- 403001, Goa State, India. T : (0832) 2437046 / 2437154.
 E-mail : sadkareenviro@rediffmail.com • Website : www.sadkareenviro.com

Branch Office 2 : F-2, 1st Floor, Fondekar Apts., Kambinath Parab Road, Malbhat, Margao, Goa-403 601. ☎ : (0832) 2710799
 Mob. : +91 9960355110 • E-mail : ajitwadekar@gmail.com

ENVIRONMENTAL RESEARCH CENTRE : B-308 / 307, Plot No.01, Pilot Estate, Raio Margos, V.rom, Alto, Old Belim Road, Sardar, Porvorn, Panaji-Goa - 403101, Goa State, India. • ☎ : (0832) 2411322 / 2411323 • E-mail : stefalegoa@rediffmail.com



Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : Hitach Bio Sciences India Private Limited (E10212700165)
with Telephone no. & E-mail address : Hissa No. 1 and 2, S. No. 298, Hissa No. 1 and 5, Plot No. 6, 8, 10 out of S. No. 297, S. No. 303/3, S. No. 304, Hissa No. 1 and 3, ambervet, Ambervet, Pune, Maharashtra, 412108, PunePuna, Maharashtra
: 020-67903000
: gm_hr@hbtindia.com
2. (a) Name of Apprentice (Block Letters) : TANUJA SUNIL YADAV (A1021177064)
(b) Father's/Mother's /Spouse's Name : Sund Yadav
3. Address of apprentice : Dughi,Nigdi, Satara, Satara, Maharashtra
4. Gender : Female
5. Date of Birth : 02-04-1989
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : Post Graduate - M.Sc
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : QC Chemist Microbiology
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
(b) If Basic Training is exempt - reason for exemption
(i) Name of the Course : Post Graduate
(ii) Duration of Training/Course : N/A
(iii) Name of the Institute : Yashwantrao Chavan Science College
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 1929 Hours
(a) Duration of Basic Training : N/A
Period of Basic Training : N/A
(b) Duration of On-the-Job Training : 1929 Hours
Period of On-the-Job Training : From 25-10-2021 to 24-10-2022
(c) Training Type : Sequential
11. Apprenticeship Training Location : Sutarwadi, Paud
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-job Training is to be provided : Hitach Bio Sciences India Private Limited
Sutarwadi, Paud
Pune
Maharashtra
12. (a) Date of execution of contract : 30-10-2021
(b) Age of Apprentice on the date of execution of contract : 23 years, 6 months and 28 days
13. Is the establishment opting for benefits under NAPS? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount
(a) During 1st year of training : 14000
(b) During 2nd year of training : N/A



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

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice.

15. (a) Name and Address of Guardian in case Apprentice is under 18 years of age (Minor) : N/A
(b) Relationship with the Apprentice : N/A
16. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes
(b) Name of TPA (if applicable) : Ascensive Educare Private Limited

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

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian



FOR OFFICE USE ONLY

Contract Registration No. : CN102159667
(To be given by the Office of the Apprenticeship Advisor)
(Mandatory only for Registered Trades)

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



Annexure 1 Contract of Apprenticeship Training

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

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

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



Annexure -2 | Covenants and conditions specific to NAPs scheme

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

Date- 14th Dec 2021

TO,
Mr. Akash Rajendra Kudale
A/P - Targaon,
Tal - Koregaon, Dist - Satara
Mob - +917218665986

Sub: - Mr. Offer Letter.

Dear: Mr. Akash Rajendra Kudale,

This has reference to your application for the post of **Chemist** and the subsequent discussion with you had in our office.

We are pleased to appoint you as **Chemist**.

You will be joining duty on or before **16th Dec 2021**

That you will be paid monthly CTC of Rs. **20,000/-**

A detailed appointment letter will be issued against submission of below documents.

Below documents required at the time of joining.

- 2 colour photographs blue background.
- All educational certificates.
- Identity proofs. (PAN-card, passport, voter-ID).
- Address Proofs
- bank Details
- Local Police verification
- Medical Fitness certificate

Thanking you.

Engineering Solutions



Date: 6th January 2022.
Date: _____

To,
Mr. Santosh S. Desai,
At-Tripudi, Post-Chopadi,
Tal-Patan, Dist-Satara,
Maharashtra-415205.

OFFER LETTER

Dear Mr. Santosh,

Pursuant to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Trainee Microbiologist - QC/QA" at "Mahad" Location at our client's site- **Indo Amines Ltd.**, on the following terms and conditions:

- 1) Your Annual CTC details would be the same as informed to you during the course of your interview.
- 2) Your Salary will be as per company policy either through crossed Bank Cheque or Bank Transfer in your Account directly.
- 3) You have to give one months notice or one month's gross salary in case of non-completion of notice period. You shall not be relieved before handing over of charge or completion of relieving/exit formalities.
- 4) Your services are transferable to other sister concern company depending upon requirement.
- 5) Once the offer is accepted, Company will make you bound for joining on the fixed/ proposed date, failing which, you will be liable for penalty/ damages by way of payment of one month's Gross Salary as mentioned in your CTC.
- 6) Your appointment will be based on you being medically fit and present medical certificate on the date of joining.

If agreeable to the above Terms & Conditions, please acknowledge this letter by putting your signature on the copy of this letter as token of acceptance of the above terms and conditions.

Kindly acknowledge the receipt and your acceptance of the above Offer Letter specifying your Date of Joining 12/01/2022.

With best wishes,

For, R.S. Enterprises,

Pariyus

Authorized Signatory



Desai

Received & Accepted

Desai Santosh shankar

(_____)

06th January 2022

Mr. Sunny Kadam
At Post Tasgaon.
Dist – Sangli

OFFER LETTER

Dear Mr. Sunny Kadam,

This is with reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of **Officer in Quality Control** based at **Ambarnath** on the terms and conditions as mutually agreed upon at the time of interview.

As discussed, your Total CTC would be **Rs. 2,40,000/-** (Rupees Two Lakhs Forty Thousand Only) Please refer **Annexure A**.

You will be reporting to **Mr. Sachin Mali – Quality Control**.

You are requested to report for joining at our Airoli Office on or before **17th January 2022**.

You will be on probation for a period of six months at the end of which, provided your performance has been found satisfactory, you may be confirmed as a permanent employee in the company.

You are required to enter into a Confidentiality Agreement with the Company and provide the following list of documents for company records. Therefore, you are requested to bring these along with you on **17th January 2022**.

Kindly note that Appointment letter and Salary will be processed post receipt of following mandatory documents:

1. Color Photographs – 8 passport size.
2. Copies of Education qualification.
3. Last employer's relieving letter
4. Last salary slip.
5. Pan Card.
6. Copy of Passport.
7. Proof of birth date.
8. Proof of Address.
9. Provident Fund – UAN No. (If Available)
10. Aadhar Card Copy

Please sign the duplicate copy of this letter as token of your acceptance of this offer.

We welcome you and look forward for your arrival in Bharat Serums and Vaccines Limited.

Thanking you,
For Bharat Serums and Vaccines Limited



Mr. Hatim Kapasi
Sr. General Manager – Human Resource

I accept the terms and conditions.

Mr. Sunny Kadam

BHARAT SERUMS AND VACCINES LIMITED
(formerly known as Aksipro Diagnostics P Limited)

Corporate Office
3rd Floor, Liberty Tower, Airoli,
New Mumbai - 400708,
Maharashtra, India
Tel: +91-22-4504 3455
Fax: +91-22-4504 3260

Registered Office
17th Floor, Homchal House,
Nariman Point, Mumbai - 400021,
Maharashtra, India
CIN: U74110MH1993PLC075068



3rd Floor, Liberty Tower,
Airoli, New Mumbai - 400708
Maharashtra, India
Tel: +91-22-4504 3000
Fax: +91-22-4504 3260

Ambarnath Factory
Plot No. K-07, Akand Nagar, Additional
S.I.D.C., Ambarnath East - 421501
Tel: +91-251-282 7000
Fax: +91-251-282 7008

USV Private Limited

B-1/B, MIDC, Lohar Parbhuram Ind. Area,

Tal. Khed, Dist. Ratnagiri, Pin - 415 732

Maharashtra India

Tel. +91-2356-272242 Fax +91-2356-272405

CIN : U24239MH1961PTC012038

web : www.usvindia.com



Mr. Ranjit Vasant Kumbhar
At and Post Manikwadi
Tal. Walwa
Dist. Sangli-415407, Maharashtra
India

Subject: Engagement as Trainee Officer

Dear Ranjit,

This is with reference to your application for the post of **Trainee Officer** and the subsequent offer you have received from us.

CONGRATULATIONS AND WELCOME TO TEAM USV!!!

*We are pleased to engage you in the level of **LO**, in **Trainee Officer** cadre and designated as **Trainee Officer**.*

The details of your training are as under:

- | | |
|----------------------|---|
| 1. SBU | : Operations |
| 2. Department | : Quality Control |
| 3. Employee Code No. | : 29532 |
| 4. Date of training: | : Jan 06, 2022 |
| 5. Headquarter | : Chiplun |
| 6. Training Period | : 6 Months |
| 7. Reporting to | : Mr. Vijaykumar Maruti Chavan, General Manager - Quality Control |
| 8. Date of Birth | : Nov 10, 1998 |
| 9. Notice Period | : 1 Day |

Please find enclosed the terms and conditions as applicable, all applicable nomination forms and policies. You are requested to sign and return the copy of the attached terms and conditions as applicable and all applicable nomination forms as a mark of your acceptance.

Wishing you a highly successful traineeship with USV.

With warm regards,

Krishna Sadashiv Sawant
Authorised Signatory

cc : Personnel file/ Payroll Services

Received & Accepted
Ranjit Vasant Kumbhar
Date: _____

NEEM Trainee Reg. No: YAS109980


Date : 10-01-2022

Certificate

This is to certify that **Mr. Tushar Raghunath Dakare** has successfully undergone on the Job training under the NEEM Scheme of AICTE through us from **25-01-2021 to 10-01-2022** in **Serum Institute Of India Pvt Ltd, Pune**". He was working in **Rota Virus Department** as a NEEM Trainee .

His work & conduct during the on the job training was found to be satisfactory. We wish him best for future.

For Yashaswi Academy for Skills


Authorized Signatory



YASHASWI ACADEMY FOR SKILLS

CORPORATE OFFICE: YASHASWI HOUSE, LANE NO.15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
T: +91 20 6749 2727 | E: INFORMATION@YASHASWI.EDU.IN | W: WWW.YASHASWISKILLS.EDU.IN
CIN: U80903ON2014NP151000

OFFER CUM APPOINTMENT LETTER

Tusshar Dekare
AT, Post, Wing, Karad
Pune
415122
IN

Dear Tusshar,

On behalf of Amazon Development Centre (India) Private Limited, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position **Associate, Data Mgmt-Leave** for Virtual Location- INDCrp(TG.IN), India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth herein below. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **5 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **24-Jan-2022**.



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1051 / 33004

01220086200070014291



Ref: TCSL/DT20218707547/1769503/Ahmedabad
Date: 17 February 2022

MR. SURESH HANMANT MESHKAR
60/1, Kankar Vihar, Behind Surya Hotel Railway Station Road,
Sardar Karad, Karad,
Maharashtra-415 124
Tel: 919065182583

Sub: Joining Letter

Dear Mr. Suresh Hanmant Meshkar,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCS) family.

We are pleased to inform you that your joining date at TCS will be 03rd March 2022. Your joining location is Pune, work location is Pune, and your stream is IT. This has been decided while taking your preferences and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. To cater this demand, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the virtual Onboarding Process, you will not be required to physically report at the TCS offices on the date of your joining.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xcelere Program. We appreciate your passion towards learning, which has helped you to perform well. You are now set to experience learning through our Governor TCS Xcelere Program.

Private & Confidential

TATA CONSULTANCY SERVICES
TCS CONSULTANCY SERVICES LTD.

Head Office: 200 South Colaba Causeway, Mumbai - 400 025, India. Tel: +91 22 6744 1000
Customer Care: 1800 430 000, Toll Free 111 960 3000, www.tcs.com
TCS Limited, 200 South Colaba Causeway, Mumbai, Maharashtra - 400 025
Corporate Identification Number: U22209MH2005PLC000009



Page 1



TCS Xperience Program

Working is a way of life at TCSL. The TCS Xperience Program will open a world of opportunity for you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering talent with a global exposure and a process mindset. This program provides the perfect platform to make the knowledge that you gained through the TCS Xperience Program making you project ready.

The duration of your TCS Xperience Program is based on your performance in TCS X-site program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or terminate it.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final degree (UG/PG) course within the stipulated time as specified by your respective institute and as per SSCB induction guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'Accept' button in NextStep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

For more information

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd.

Registered Office: TCS Building, 100, Naraina Point, 2nd Floor, Naraina, New Delhi - 110028, India. Telephone: +91 11 2602 0200. Website: www.tcs.com
Corporate Office: TCS Building, 100, Naraina Point, 2nd Floor, Naraina, New Delhi - 110028, India. Telephone: +91 11 2602 0200. Website: www.tcs.com
TCS Building, 100, Naraina Point, 2nd Floor, Naraina, New Delhi - 110028, India. Telephone: +91 11 2602 0200. Website: www.tcs.com





We look forward to you joining us on an exciting career with TCS! Together, let us drive the
momentum to greater heights!

Get up to experience the future!

Warm regards,

Janardhan S
Global Head - Talent Development



Private and Confidential

TATA CONSULTANCY SERVICES

TCS Consultancy Services Ltd
Head Office: TCS Innovation Campus, Knowledge Park, T. Nagar, Chennai - 600 009
Tel: +91 44 679 6500 Fax: +91 44 679 6501 Website: www.tcs.com
Regional Offices: Bangalore, Hyderabad, Mumbai, Kolkata, Pune, Chennai, Gurgaon, Hyderabad
Corporate Identity Number: U22209TN1997PLN123456789

Offer of employment with Udyog Software (India) Limited

Date: 26 March 2022

Ms. Madhuri Kachare,

Near Sai Baba Mandir, S-Ajij Baug, Azad Nagar, R.C Marg, Vashi Naka Chembur, FCI Mumbai 400074

Dear Madhuri,

Udyog Software (India) Limited (the Company) extends an offer of employment, contingent to conditions as per this letter, its annexures and no conflicting obligations with your current or previous employment.

Employment Details:

Role: Support Executive

Date of Joining: 28th March 2022

Reports to: Arti More

Work Location: Udyog Software (India) Ltd corporate offices at Mumbai, India.

Remuneration & Taxation:

Your annual remuneration (Cost To Company) shall be Rs. 264000/- (Rupees Two Lakh(s) Sixty Four Thousand Only), which includes all allowances. The allocations and provisions of "CTC" is as indicated in the attached Annexure-2 and shall be payable on or by the tenth day of each calendar month. Your income in India will be subject to tax deduction at source in accordance with obligations and rulings set out by the Tax Laws of India and other statutory dues as applicable.

A. Probationary Period – Conditions of Employment:

- Hours of Working:** You will be working 6 (Six) days a week and working hours will be 10.0 a.m. to 6.30 p.m., extendable on exigencies of service.
- Leave:** During your probationary period, you will be entitled to 1 (one) day of emergency leave per month, non-carry-forward. Any leaves going beyond that one day, will be treated as Loss of Pay. Post completion of your Probationary period, your Earned Leave accrual will be as per Leave Policy of the organization.
- Notice Period & Separation:** You will initially be employed by the Company for a 90-Day probationary period. During the probationary period, your performance will be evaluated and if the performance is not meeting expectations, the Company may terminate your employment by giving (21) calendar days' notice (or payment of salary in lieu thereof) and you can also terminate the employment voluntarily by giving (21) calendar days. You are deemed to be in probation, unless you receive a written confirmation.
- Company Assets:** You will handle Company assets with care. Any damage, should be promptly reported to the Information Security Team and Human Resources. The Company reserves the right to recover the cost of damage from your compensation, if so identified.
In case of separation of employment with the Company, and regardless of the reason for such, you will promptly return to, or leave with the Company all Company property (including but not limited to computers, laptops, software, information recordable media, manuals, etc.), access keys, corporate credit cards, and all documents which may belong to, or have been copied from any source belonging to the Company or any of its affiliates, customers and vendors.
- Performance Evaluation:** At the end of your Probationary Period, the Company will conduct a review with an eye towards continuing your employment under the same terms and conditions or confirming the expiration of your probationary period without further employment or compensation. You are deemed to be in probation, unless you receive a written confirmation.

Should you have any questions during this time, you are encouraged to discuss them immediately with your manager or one of the Company's human resources specialists.

B. Annexures: This offer letter is contingent to the terms, policies and exceptions provided in the annexures referred in this document.

- Refer to Annexure-1 for Confidential Information and Inventions agreement
- Refer to Annexure-2 for CTC break-up
-
-



Udyog Software (India) Limited (An Adequare Company)

Registrar & Corporate Office: Office No-614, Neelkanth Corporate IT Park, Near Vidyavihar Station, Vidyavihar West, Mumbai 400086. Tel No: 91-022- 67397474 Fax: 91- 022- 67397400 CIN: U72200MH2000PLC126596,

Email: sales@udyogsoftware.com Web: www.udyogsoftware.com

Annexure-1 (Confidential Information and Inventions agreement)

1. Engagement. For purposes of this Confidential Information and Inventions Agreement (this "Agreement"), my "Engagement" means my initial and/or continuing engagement as an employee, independent contractor, temp, or consultant for the Company.

2. Confidential Information. For purposes of this Agreement, "Confidential Information" means any and all information, ideas and materials, in whatever form, tangible or intangible, pertaining in any manner to the business of or used by the Company (including, without limitation, any person or entity owned by, controlled by or affiliated with the Company) or to any other person or entity to whom or to which the Company owes a duty of confidentiality. Confidential Information includes, but is not limited to, any trade secret, data, know-how, knowledge, idea, information and materials relating to the past, present, planned or foreseeable business, products, services, developments, technology or activities of the Company. The following list is intended as a list of examples of Confidential Information only and not an exhaustive list: (1) any information or data regarding software products and business based on intellectual property or related subjects that the Company has developed, compiled, researched, organized, purchased or has plans to market and/or sell; (2) any work of authorship, invention, improvement or discovery; (3) any patent disclosure or patent application; (4) any composition, design, formula, method, technique, process, program, specification or system; (5) any financial or investor information; (6) any personal or personnel information, compensation and other terms of employment of the Company's employees, officers and directors (except my own); (7) any names, history, preferences and practices of any customers or potential customers, licensors, licensees, vendors, suppliers, distributors or partners; (8) any costs or prices at which the Company obtains or has obtained, or at which it sells or has sold, its property information and data products or services; (9) any plans for research, development, property data compilation, marketing and sales; (10) any tangible or electronic document, log, record, file, book, notebook, paper, photograph, printout, drawing, diagram, flow-chart, sketch or other visual representation embodying, reflecting, summarizing, compiling, representing or containing any of the foregoing; and (11) any other information that is not known to the public. Confidential Information does not include any information, idea or material (i) that is disclosed to me without confidential or proprietary restriction by a third party who rightfully possesses the information, ideas or materials (without confidential or proprietary restriction), (ii) that was rightfully in my possession or part of my general knowledge prior to or independent of my Engagement, or (iii) that is or becomes publicly known or is legitimately in the public domain through lawful means and without breach of this Agreement by me or others.

3. Confidential Information of Others. I will not disclose to the Company any confidential, proprietary or trade secret information or material belonging to others which has previously or will come into my knowledge or possession, nor will I use any such information or material in the course of my Engagement. Except as disclosed on Exhibit A, I have no other agreements or relationships with or commitments to any other person or entity that conflict with my obligations to the Company. I will also comply with all the Company's confidentiality agreements of which I am aware with other persons or entities. I understand that the Company has no interest in using any other person's patents, copyrights, trade secrets, or trademarks in an unlawful manner.



Annexure-2 (Annual Remuneration)

A. **Compensation and Benefits:** Effective the date of your joining, you will be eligible for salary, allowances and other benefits as under

Particulars	Per Annum	Per Month
Basic	76,560	6,380
HRA	30,624	2,552
Conveyance	19,200	1,600
Medical Allowances	15,000	1,250
Monthly Bonus	6,377	531
Attire Allowance	-	-
Professional Enrichment Allowance	-	-
Leave Travel Allowance	7,656	638
Special Allowances	75,786	6,316
Taxable Gross Remuneration	2,31,203	19,267
Add: Employer Benefits:		
Employer PF	21,600	1,800
Gratuity	3,683	307
Employer ESI	7,514	626
Total Benefits	32,797	2,733
Remuneration Before Reimbursements	2,64,000	22,000
Reimbursements:		
Car Reimbursement	-	-
Telephone and Broad band Reimbursement	-	-
Total Fixed Remuneration	2,64,000	22,000

For UDYOG SOFTWARE (INDIA) LTD.

Lalitha

Lalitha Kaipumpulakil
Associate Vice President - HR

Acceptance As Is:

I have read this letter and all annexures in full. By replying "ACCEPT AS IS" via email to the original sender of this letter of offer, I accept employment with Udyog Software (India) Ltd on the terms and conditions set forth above. I understand that if I do not return this letter via email to its original sender within five business days of the date hereof and without any change, exception or reservation of any kind, the offer of employment contained herein shall automatically expire and be of no further force or effect.

Signature:

Name: Ms. Madhuri Kachare

Date:



EMPLOYMENT OFFER LETTER

Copgemini Ref: 4471669/1277257.

05/04/2022,
Pranali Balavant Shajewal

At post- Sonawade, Tal- Patan, Dist-Satara.Near Navajal Temple, Pin:415211,
Satara, Maharashtra
India.

Confidential

Dear Pranali Balavant Shajewal,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Copgemini Technology Services India Limited** ('**Copgemini**' or '**Company**') starting from **05/05/2022** (or such other date as may be communicated to you by the Company), as per details given below:

- A) Your current designation will be **Senior Analyst/A5**.
- B) You will be required to work at the Company's offices in **Pune**.
- C) You have to report by **8:30 am** at **Pune** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Copgemini Technology Services India Limited, A-1, Technology Park,
MDC, Talwade, Pune - 412 114.

Please note that your name mentioned in the offer letter will be used to create your employee records at Copgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name, please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letter, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 500,006.00 (Rupees Five Lakh And Six Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:





April 5, 2022

Vaishnavi Jagtap
Mumbai

Dear Vaishnavi,

Subject: Offer for the Position of "Software Engineer"

Thank you for the time spent with us in our recruitment process.

We are pleased to offer you the position of "Software Engineer" in our organization as per the following details:

Date of Joining : April 14, 2022

Joining Location : Mumbai

Salary : You will be paid **Rs.600,000** on a per annum Cost to Company basis as per mutual agreement. All payments are subject to deductions as per Income tax rules and at your cost. The detailed salary break-up is as attached in **Annexure B**.

Your employment with us and its continuity will be subject to receiving all the documents as per Annexure – A and a clear Background verification.

This offer is valid on or before the afore stated joining.

Currently due to the pandemic, we are working from home. Once transportation is restored completely, the organization or the customer shall declare working from office. You agree to report to the office on the date mandated.

Please sign the duplicate copy of this letter as a token of your acceptance. On joining the Company, you will be issued an appointment letter explaining the terms and conditions.

We look forward to a long and fruitful association with you.

For Tejora Private Limited

Rupall Pagare
Lead - Human Resource



I accept the above terms and conditions

Vaishnavi Jagtap

05-Apr-2022



TEJORA
A PrimeSoft Company

Annexure A

Please ensure the following documents are handed over to HR before date of joining.

DOCUMENTS TO BE PROCURED	
PROFESSIONAL REFERENCE	1. The names of two persons along with their residence/office phone number, contact number, email id, & contact address. These should be persons with whom you have worked under for at least a year and from your previous office/s of employment. This is required for conducting a reference check and these contacts should be as recent as possible. Names & details of family members, friends cannot be given for the purpose of professional reference checks.
	2. Accepted copy of resignation letter & /or relieving letter from the last employer.
PREVIOUS EMPLOYER	3. Experience Letter from your previous companies. (Declaration to be provided in writing in case of non-availability of experience letters)
	4. Copy of last salary slip or copy of Appointment/ Increment letter along with the details of salary from last employer. (N/A if submitted prior to placement of offer)
EDUCATIONAL TESTIMONIALS	5. Copy of S.S.C. Mark sheet and Certificate
	6. Copy of H.S.C. Mark sheet and Certificate
	7. Copy of passing certificate or equivalent of Graduation exam and /or post-graduation exam, if applicable.
	8. Copy of certificate/diploma of any additional professional qualifications acquired.
PERSONAL IDENTITY	9. Copy of PAN Card (Both the sides). In absence of PAN card, copy of application for PAN card must be given to the organization within 15 days from joining. PAN Card copy is mandatory and must be submitted within 60 days from date of joining.
	10. Copy of Form 16 from previous organization & Revised Investment Declaration Form post joining.
	11. Copy of Passport for proof of permanent address, identity and age. In absence of passport, copy of Ration Card/Driving License needs to be given.
	12. Copy of Marriage certificate, if applicable
	13. Recent Passport size photographs (3 nos.)





TEJORA
A PrimeSoft Company

Personal & Confidential

Annexure B

Employee Name		Vaishnavi Jagtap	
Title		Software Engineer	
Effective From		April 14, 2022	
Per Month Fixed Gross		48,333	
Per Month Statutory Deductions (PF & PT)		3,800	
Per Month Net Pre Tax		44,533	
#	Earning Head	Per Month (Rupees)	Per Annum (Rupees)
TAXABLE INCOME			
1	Basic (Incl. Of D.A.)	23,500	282,000
2	HRA @ 50% of Basic	11,750	141,000
3	Special Allowance	11,283	135,400
Total Taxable Sub Total # 1		46,533	558,400
ANNUAL COMPONENT			
4	Variable Pay**	0	20,000
Total Annual Component Sub Total # 2			20,000
STATE STATUTORY COMPLIANCES			
5	P.F.@ 12% of basic (Employers Contribution)***	1,800	21,600
Total State Statutory Compliances Sub Total # 3		1,800	21,600
TOTAL ANNUAL (1+3)		48,333	600,000
Gross Annual Pay (Incl. of Variable Pay)			600,000

Note: You will be eligible for **Gratuity** as per the Act.

In addition to the above CTC, **you and your dependents** shall be covered under the **Group Mediclaim Insurance** Policy for a sum insured of Rs. 200,000 p.a. for year one and **Personal Accident Insurance** Cover for 10 Lakhs. Group Mediclaim cover enhances with every completed year. You shall also be covered for **Group Term Life Insurance** coverage of five times the CTC.

*Food Coupons can be opted, basis defined limit to save tax. This shall be adjusted from Special Allowance.

**Variable Pay shall be paid to you on completion of 12 months from the effective date of this letter based on your performance as concluded in appraisal meeting. It will be governed by the terms & conditions mentioned in Performance Management Framework.

Joining Bonus of Rs. 50,000/- shall get added to your CTC provided you are joining on the date as mentioned in the annexure. By this way your overall CTC would be 6,00,000/-

All PF documents need to be submitted on joining date itself as per compliances.

This offer is valid on or before the afore stated date of joining or April 14, 2022 whichever is earlier.

Rupali Pagare

Lead - Human Resource

I hereby declare and commit that I shall neither disclose my salary to anyone in the Company nor ask anyone else in the Company about their salary. If I am found guilty of violating this clause, the Company is free to take action which it deems fit against me. I understand that salary is a strictly confidential matter between an individual employee and the Company.



Name & Sign: _____

Date: Apr 16 2022 10:52 IST



April 30, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Rahul Kachare,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic



program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at **0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month



Date: 05-05-2022

Dear Mr Ashapak Mulla ,

Sub: - Offer of Employment

We are pleased to offer you a position of 'Desktop Engineer "in ThinkAPPS Solutions effective **05th May 2022** based on the terms and conditions described below.

The terms of this appointment are confidential between you and the company and any breach of this confidence will be viewed with seriousness.

TERMS AND CONDITIONS

1. Position & Duties:

You will be designated as a 'Desktop Engineer"reporting to the designated supervisor or manager.

2. Remuneration:

You shall receive during the continuance of your employment with the company a Annual CTC of **INR 218796** (Rupees Two lac eighteen Thousand seven hundred and ninety six only) per annum.

3. Term of Employment:

As ThinkAPPS Solutions employee you would be prohibited from taking up any other assignment of professional nature whether paid or otherwise. Breach of this clause would automatically mean resignation from your employment.

In the event of being trained on any specialized skill you will have to enter into a contract / agreement to work for a minimum specified period as decided by the Management.

You will be governed by appropriate company rules and regulations regarding hours of work, leave entitlements and other conditions of employment.

You will be governed by the company's rules and regulations enforced from time to time in respect of matters not covered by this letter of appointment. Company's decision on all such matters shall be final and binding on you.

4. Exit Terms:

You can terminate your services by giving notice period of **60 days**. The company may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities and code of conduct or your project is expiring.

Corporate Office: Thinkapps Solutions Pvt. Ltd. Office # 1003 Ashok Heights, Off Parsi Panchayat Road, Nicholas Wadi, Andheri East, Mumbai 400069

Tel: 022-32085026 / 9769660799, Fax: 022-26833995



You are required to return all the valuables given to you by company on your last working day. Without that your exit formalities and full and final settlements won't be completed.

You are required to serve above mentioned notice period. If you failed to do so, you will not be entitled to get any compensation from the company and your candidature will be termed as '**Absconded**'.

You will be retiring from the services of the Company on attaining the age of 58 years.

5. Confidentiality:

You shall, during the period of your employment with the company, not engage in any endeavor or activity, which conflicts with the interests and business of the Company.

You shall not divulge any Confidential Information (as defined below) to any third party nor shall you utilize any of the Confidential Information for any purpose other than the business of the Company and /or as may be required in the ordinary course of your employment with the company:

"Confidential Information" means any information, in relation to the company and / or the business of the Company disclosed to any employee in the course of his/her employment, which is identified as, or should be reasonably understood to be confidential by the employee, including, but not limited to, know-how, trade secrets, data, technical processes and formulas, source codes, product designs, sales, cost and other unpublished financial information, projections and marketing data."

6. Inventions:

All Intellectual Property Rights (as defined below) devised, developed or created by you in the course of your employment with the Company or any member of ThinkAPPS Solutions shall belong and be the absolute property of the Company.

Intellectual Property Rights shall include but are not limited to all business development, improvement or enhancement ideas that you may have for the Company, designs, animations, games, inventions, patent or other designation copyright work, know-how, trade mark, trade name, logo or get-up created by you whether acting alone or together with another individual whether or not an employee of the Company.

7. Non disclosure on Termination of Employment:

Upon termination of your employment with the company you shall be required to: Immediately return to company, as the case may be, or destroy (if so requested by the company, as the case may be) all documents, papers, files, compilations (bound or unbound), floppy discs or any other electronic media containing the Confidential

Information or any other material and medium containing the or reflecting or generated from any Confidential Information:

Corporate Office: Thinkapps Solutions Pvt. Ltd. Office # 1003 Ashok Heights, Off Parsi Panchayat Road, Nicholas 2

Wadi, Andheri East, Mumbai 400069

Tel: 022-32085026, 022-26833993



Not use or disclose to any person any Confidential Information; and Use your reasonable efforts to prevent the disclosure of any Confidential Information

The consequences of violating the requirements of clauses mentioned herein which may extend up to ThinkAPPS Solutions taking suitable disciplinary and/or legal action in accordance with the laws of India.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to HR, duly affixing your full signature on the last page and initials on the remaining pages.

8. Data Security and Password Protection:

While working you will be handling good amount of data & information pertaining to our clients and projects. We will be also handling the tools which are protected by passwords. You would guarantee the safety and protection of that data and password.

9. Asset protection efforts:

You would act like owner of the company assets as far as handling and care is concerned. All the assets of the ThinkAPPS Solutions command high attention from you. You would promote cost consciousness amongst peers and would guard against any threat to assets.

10. Work Timings

Your Work Timings shall be as per the Client working hours requirement.

11. Provident Fund

You are eligible for Provident Fund. The Employer PF contribution is included in your CTC.

For ThinkAPPS Solutions Pvt Ltd

Accepted

**Ms. Divya Nair
(Human resources)**



Mr Ashapak Mulla

ANNEXURE

Corporate Office: Thinkapps Solutions Pvt. Ltd. Office # 1003 Ashok Heights, Off Parsi Panchayat Road, Nicholas Wadi, Andheri East, Mumbai 400069

Tel: 022-32085026 / 9769660799, Fax : 022-26833993



Name : **Mr Ashapak Mulla**
 Designation : **Desktop Engineer**

Components	Monthly (Amount in INR)	Yearly (Amount in INR)
Basic	13426	161112
HRA	1419	17028
Bonus	1118	13416
Gross Salary (A)	15963	191556

Employer Contributions		
PF @ 12% on Basic (Rs. 15000 cap)	1611	19332
PF Admin Charges - To Government	134	1608
ESI @ 3.25% on Gross (If Applicable)	519	6228
Employer LWF	6	72
Sub Total (B)	2270	27240

CTC (A+B)	18233	218796
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Employee Contributions		
PF @ 12% on Basic (Rs. 15000 cap)	1611	19332
ESI @ 0.75% on Gross (If Applicable)	120	1440
Term Life Insurance	32	384
Professional Tax	200	2400
Employee LWF	0	0
Sub Total (C)	1963	23556

Net Salary (A-C)	14000	168000
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Note:

- Net Salary is subject to Income Tax deductions as per applicable Law(s)
- You will either be eligible for ESI benefits or Workmen Compensation benefits depending on your gross salary (Gross Salary < INR 21000 = ESI or otherwise)
- Salary structure is subject to change as per changes in Minimum Wages by government. Changes will be informed prior to salary disbursement.



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NEEM Trainee Reg. No: YAS109980

Date : 10-01-2022

Certificate

This is to certify that **Mr. Tushar Raghunath Dakare** has successfully undergone on the Job training under the NEEM Scheme of AICTE through us from **25-01-2021 to 10-01-2022** in **Serum Institute Of India Pvt Ltd, Pune**". He was working in **Rota Virus Department** as a **NEEM Trainee**.

His work & conduct during the on the job training was found to be satisfactory. We wish him best for future.

For Yashaswi Academy for Skills


Authorized Signatory



YASHASWI ACADEMY FOR SKILLS

20/10/2011 SITE 1, YASHASWI HOUSE, 1 ANTOO LE, PRASHANT ROAD, PUNE-411001, MAHARASHTRA, INDIA
E: info@yashaswi.edu.in | INFORMATION@YASHASWI.EDU.IN | WWW.YASHASWISKILLS.EDU.IN

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Green Valley

Food Processors Pvt. Ltd.
Registration Number 11-51375-1989

Date: 30.09.2022

CERTIFICATE

This is to certify that Mr,Prakash Sunil Gurav A/p: Supane, Taluka - Karad, District Satara. Is being employee in our organization for the period from 01.Aug 2022 To 30 Sep 2022. He Handle As Chemist and Microbial Laboratory for analyzing Quality, adulteration of Milk and bi-products. He is Faced LRQA audit which is related for ISO certify Audit. Thus he serve as a "Microbiologist" in this Laboratory Department. During his service in our organization it looked like he Progress very good frame of mind. But with his excellent performance and good abilities, he quickly got officially employed as a full time employee. He demonstrated as a diligent and truthful person. His leadership skills were outstanding and very helpful and highly appraised by our staff. And completed all reliving formalities.

Anyway, all of us wish him the best in his career path and would like to thank him for excellent contribution.

For Green Valley Food Processors Pvt Ltd

Authorized Signature



Registered Office

Silke Mansion, Palan, Tal. Palan, Dist. Satara, Pin-415 205 Maharashtra

Manufacturing Plant

Unit No. 1543, Palan - Mandam Food A/F Post - Mhavashi, Tal. Palan, Dist. Satara, Pin-415 205 Maharashtra

Loc - 9850963712, Email-sakasmilk@gmail.com, Subject To palan, Jurisdiction

www.sakasmilk.com

Total Per Annum	310440.00
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Final offer letter will be issued after your consent on the same and medical fitness clearance by medical department of Serum Institute of India Pvt Ltd.

Kindly note following:

1. Please find the list of medical tests to be done. Please send the scanned medical fitness reports.
2. Reimbursement up to Rs. 4500 will be given against the actual bills after your joining to Serum Institute of India Pvt Ltd.
3. Page no 1, 2 and 3 of Medical examination form is to be filled by examining doctor.
4. Page no 4 and 5 is to be filled by the person going into medical examination.
5. All medical tests except eye check up to be done and approved by MBBS or MD (pathology). Eye check-up to be done by Ophthalmologist only.

Medical department of Serum Institute of India Pvt Ltd holds all rights and authorities to fitness certification based on your reports.

Best Regards,

Laxmikant Khisti

Senior Manager – HR

Serum Institute of India Pvt. Ltd.

020 - 71946513

Maresh Patil <mareshpatil1816@gmail.com>
To: namrata patil <patil2019namrata@gmail.com>

Thu, 29 Jul, 2021 at 12:16

Maresh Patil <mareshpatil1816@gmail.com>
To: patilumesh9943@gmail.com

Thu, 29 Jul, 2021 at 12:21

On Thu, 29 Jul, 2021, 12:07 PM Laxmikant Khisti, <[redacted]@serumindia.com> wrote:

Maresh Patil <mareshpatil1816@gmail.com>
To: netcafe135@gmail.com

Thu, 29 Jul, 2021 at 12:39

On Thu, 29 Jul, 2021, 12:07 PM Laxmikant Khisti, <[redacted]@serumindia.com> wrote:

Maresh Patil <mareshpatil1816@gmail.com>
To: suraj11295@gmail.com

Thu, 29 Jul, 2021 at 13:22

On Thu, 29 Jul, 2021, 12:07 PM Laxmikant Khisti, <[redacted]@serumindia.com> wrote:





Date: 17-Nov-2022

To:

Mr/Ms Sourabh Mohan Bajbale,
Miraj - Malgaon road,
Subhashnagar, Maharashtra
Ph.No: 9168451608

Dear Mr/Ms Sourabh Mohan Bajbale,

Sub: - LETTER OF APPOINTMENT

With reference to your application and subsequent interview you had with us, we have pleasure in appointing you for the position of **Assistant in Quality Control**, in the grade of **S4**, in our company on the following terms and conditions:

1. The place of posting will be at our **Unit – V situated at Plot No7691 IDA – Chemical Zone Pashamylaram Patancheru Mandal Medak District Telangana.**
2. You will be paid Monthly Salary, annual and statutory benefits as per the attached Annexure – I and rules of the company applicable to your cadre periodically.
3. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
4. You shall be on probation for a period of Twelve months from the date of joining which may be extended at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully. During the probation period if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
5. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your services during probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
6. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof, after confirmation.
7. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.
8. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.

(015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

Corp Off: Galaxy, Floors: 22 - 24, Plot No. 1, Survey No. 6311, Hyderabad Knowledge City, Raidurg Panmakthi, Rangareddy Dist.

Hyderabad - 500 032, Telangana, India. Tel: +91 40 6672 5000 / 6672 1200 Fax: +91 40 6707 4044.

Regd Off: Plot No.2, Maithrivilhar, Ameerpet, Hyderabad - 500 038, T.S., INDIA. Tel: 040-23736370 / 23747340 Fax: 040-23741080 / 23746833.

Email: info@aurobindo.com | www.aurobindo.com



18. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
19. In case you avail any kind of loan / salary advance etc, from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
20. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aubindo.com or lg@aubindo.com.
21. At the time of leaving the services of the company upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time.
22. You are required to furnish details of the nominees for payment of statutory benefits (EPF, Gratuity etc.) AND update the said details as may be necessary. All statutory payments shall be made /disbursed to the employee/nominee by the Company as per the said details furnished,
23. You shall require to submit copies of Certificates in proof of your age / copy of Aadhar card / educational qualifications, experience, relieving certificate, Medical fitness certificate, copy of PAN Card and four passport size photographs, as confirmed by HR Department for our records, at the time of your joining.
24. The Courts at Hyderabad alone shall have exclusive jurisdiction to try any disputes arising out of this contract of employment / letter of appointment.

Please inform the exact date of joining to our HRD over phone on 040 - 66725130 / 66725127. If you fail to join within 90 days from the date of this appointment, your letter of appointment stands invalid.

You are required to return the copy of this letter of appointment duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

Yours faithfully,

For AUROBINDO PHARMA LIMITED



U N B Raju

Sr. Vice President – Corporate HR



Project Trainee Offer from Ross Lifescience Ltd. Inbox



Smruti Jumale 24/12/2022

to me, Kumbharbhagyashri... v



Dear Bhagyashree Kumbhar,

We are pleased to offer you the post of **“Project Trainee”** in Ross Lifescience Ltd. **“Ecotoxicology Department”** Post your successful assessment, on a consolidated Company Cost **per month Rs. 13,000/-** for the **period of One year** from the **date of your joining.**

Your joining to Ross LifeSceinces will be from **Monday, 26th December 22.**

Thanks ,





SERUM INSTITUTE OF INDIA PVT. LTD.

CYRUS POONAWALLA GROUP

Ref. No: SIIL/HR/A - 14469

19 December 2022

Mr. Nitesh Bhairu Patil
At-Gadhinglaj
Dist- Kolhapur,
Maharashtra, Pin: 416504

Dear Mr. Patil,

We have pleasure in appointing you in our Company as **Trainee Officer** based at Pune on the following terms and conditions

1. Date of Appointment

Your Training period is effective from **19 December 2022 to 18 December 2023**. On completion of this period, your training is liable to be terminated. No separate letter of termination would be issued and you would be relieved automatically.

2. Remuneration

Your emoluments / entitlements are as per Annexure 1

3. Employee State Insurance / Medical Insurance

You will be either covered under ESI if applicable, as per the prevailing act or Mediclaim Insurance Policy prescribed by the company.

4. Provident Fund

You will be covered under Provident Fund, which will be governed by the Provident Fund Act.

5. Educational Qualification

Your appointment is provisional & subject to your clearance of the Post-Graduation/ degree/diploma with minimum 50% marks (Second Class). Non-compliance to the same will result into termination of services with immediate effect.

6. Leave

You are entitled to get maximum of **30 days** earned leaves during the training period in a year.

14469 Mr. Nitesh Bhairu Patil *N.P.*



Page 1 of 7



LIFENITY WELLNESS INTERNATIONAL LIMITED

CIN: U72900PN2012PLC142840

GSTN: 27AARCS3317A1ZH

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Date 29/09/2022

Ms. Aruna Lokare,

Khade Galli, At Post-Sarawade, Tal-Radhanagiri, Dist-Kolhapur

Appointment Letter

We are pleased to appoint you in our organization QA Trainee at client site HINDLABS Diagnostic Centre at Kolhapur.

You have to strictly follow the rules and regulations prevailing in our Client sites.

1. Your contract will commence from **06.10.2022** and expire on **05.10.2023** during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on **06.10.2022** and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or Lifenity Wellness.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by Lifenity Wellness.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of Lifenity Wellness.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of Lifenity Wellness and the Lifenity Wellness Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by Lifenity Wellness for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with Lifenity Wellness will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with Lifenity Wellness nor do you become an employee of Lifenity Wellness. Upon expiry or termination of the Work Assignment, your employment with Lifenity Wellness shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days' notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and Lifenity Wellness shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold Lifenity Wellness or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.





SERUM INSTITUTE OF INDIA PVT. LTD.

CYRES POONAWALLA GROUP

Ref. No: SIIL/HR/A - 14302

14 November 2022

Mr Satish Pandurang Patil
At Post - Ghotavade,
Tal - Panhala, Dist - Kolhapur,
Maharashtra, Pin: 416230.

Dear Mr Patil,

We have pleasure in appointing you in our Company as **Trainee Officer** based at Pune on the following terms and conditions.

1. Date of Appointment

Your Training period is effective from **14 November 2022 to 13 November 2023**. On completion of this period, your training is liable to be terminated. No separate letter of termination would be issued and you would be relieved automatically.

2. Remuneration

Your emoluments / entitlements are as per Annexure 1.

3. Employee State Insurance / Medical Insurance

You will be either covered under ESI if applicable, as per the prevailing act or Mediclaim Insurance Policy prescribed by the company.

4. Provident Fund

You will be covered under Provident Fund, which will be governed by the Provident Fund Act.

5. Educational Qualification

Your appointment is provisional & subject to your clearance of the Post-Graduation/ degree/diploma with minimum 50% marks (Second Class). Non-compliance to the same will result into termination of services with immediate effect.

6. Leave

You are entitled to get maximum of **30 days** earned leaves during the training period in a year.

14302 Mr Satish Pandurang Patil



Page 1 of 7

Satish

REGD. OFFICE AND LABORATORIES: 212/2, HADAPSAR, PUNE - 411028, INDIA.

TEL: +91-20-26602505 / 2507 • WWW.SERUMINSTITUTE.COM • CIN: UB0903PN1984PTC032945

STRICTLY CONFIDENTIAL

FKIPL/PUNE/HR/2022

Nov 21, 2022

Mr. Santosh Vitthal Pawar

A/P Mangasul, Khatav Road,, Tal. Kagwad,
Dist. Belgavi, Pin. 591234.

SUBJECT: APPOINTMENT AS AN "APPRENTICE (TRAINEE)"

Dear Mr. Santosh Vitthal Pawar,

This has reference to your application for seeking opportunity of training as apprentice under "Apprenticeship Act 1961" in our organization and the subsequent interview you had with us.

We are pleased to engage you in our organization on the following terms and conditions:
as an **Apprentice (Trainee)-Quality Management (Quality Control)**.

1. The training will commence from: **Nov 21, 2022**
2. Your apprenticeship period shall be for the period of **One Year** from the date of your commencement for the training and the same will stand automatically terminated at the end thereof. The Company however reserves the right to terminate this arrangement earlier without any notice or compensation in lieu of notice or assigning any reason thereof.
3. During the training period you will be paid stipend as per ANNEXURE A. You will not be entitled to any other remuneration, allowances, benefits and / or perquisites, except those specified hereinabove or to which you are or may be statutorily entitled.
4. This training and its continuance are subject to your being found medically fit. You shall appear before the Medical Officer of the Company or any Medical Practitioner nominated by the Company for the purpose of medical examination and / or for health survey from time to time.



15. Your training can also be terminated, without any notice or stipend in lieu thereof, if the management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
16. After completion of the training period, you will have no claim, whatsoever, on service or for any extension of the training period.
17. In case you wish to terminate this arrangement earlier; you have to obtain prior written permission of the company.
18. The forgoing terms and conditions are subject to variation from time to time by the Company. If you are agreeable to the above terms and conditions as an "Apprentice (Trainee)" you should sign the duplicate copy of this letter as a token of having understood & accepted the same.

Best regards,

For Fresenius Kabi India Private Limited,

**Dattatray
Balajirao
Nyalamwar**
Prepared by

Digitally signed by Dattatray Balajirao Nyalamwar
DN: cn=Dattatray Balajirao Nyalamwar, o=Fresenius Kabi India Private Limited, email=dattatray.balajirao.nyalamwar@fresenius-kabi.com, c=IN

**Tarkesh
Gupta**
Reviewed by

Digitally signed by Tarkesh Gupta
DN: cn=Tarkesh Gupta, o=Fresenius Kabi India Private Limited, email=tarkesh.gupta@fresenius-kabi.com, c=IN

Approved by,
**PRAKASH
SAHEBRAO
PATIL**

Digitally signed by PRAKASH SAHEBRAO PATIL
DN: cn=PRAKASH SAHEBRAO PATIL, o=Fresenius Kabi India Private Limited, email=prakash.sahabrao.patil@fresenius-kabi.com, c=IN

Site Head-Human Resources

CHRO-South Asia

Head-Manufacturing Operations

Accepted by :

Santosh Vitthal Pawar

Date :

Attached: Annexure - Compensation Structure



USV Private Limited

B-1/8, MIDC, Lote-Paraturam Ind. Area,
Tal. Khed, Dist. Ratnagiri, Pin - 415 722
Maharashtra India.

Tel. : +91-2356-2722/2 • Fax : +91-2356-272405
CIN : U24739MH19ETPT001209E
Web : www.usvindia.com



Mr. Ranjit Vasant Kumbhar
At and Post Manikwadi
Tal. Walwa
Dist. Sangli-415407, Maharashtra
India

Subject: Engagement as Trainee Officer

Dear Ranjit,

This is with reference to your application for the post of **Trainee Officer** and the subsequent offer you have received from us.

CONGRATULATIONS AND WELCOME TO TEAM USV!!!

We are pleased to engage you in the level of **LO** in **Trainee Officer** cadre and designated as **Trainee Officer**.

The details of your training are as under:

- | | |
|----------------------|---|
| 1. SBL | : Operations |
| 2. Department | : Quality Control |
| 3. Employee Code No. | : 29532 |
| 4. Date of training | : Jan 06, 2022 |
| 5. Headquarter | : Chiplun |
| 6. Training Period | : 6 Months |
| 7. Reporting to | : Mr. Vijaykumar Maruti Chavan, General Manager - Quality Control |
| 8. Date of Birth | : Nov 10, 1998 |
| 9. Notice Period | : 1 Day |

Please find enclosed the terms and conditions as applicable, all applicable nomination forms and policies. You are requested to sign and return the copy of the attached terms and conditions as applicable and all applicable nomination forms as a mark of your acceptance.

Wishing you a highly successful traineeship with USV.

With warm regards,

Krishna Sadashiv Sawant
Authorised Signatory

cc: Personnel file/ Payroll Services

Received & Accepted
Ranjit Vasant Kumbhar
Date: _____



Date: 6th January 2022.
Date: _____

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To,
Mr. Santosh S. Desai,
At-Tripudi, Post-Chigundi,
Tal-Panan, Dist-Saachin,
Maharashtra-415205.

OFFER LETTER

Dear Mr. Santosh,

Pursuant to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Trainee Microbiologist - QC/QA" at "Mahad" Location at our client's site- Inco Industries Ltd., on the following terms and conditions:

- 1) Your Annual CTC details would be the same as informed to you during the course of your interview.
- 2) Your Salary will be as per company policy either through crossed Bank Cheque or Bank Transfer in your account directly.
- 3) You have to give one-months notice or one month's gross salary in case of non-completion of notice period. You shall not be relieved before handing over of charge or completion of relieving/exit formalities.
- 4) Your services are transferable to other sister concern company depending upon requirement.
- 5) Once the offer is accepted, Company will make you bound for joining on the fixed/ proposed date, failing which, you will be liable for penalty/ damages by way of payment of one month's Gross Salary as mentioned in your CTC.
- 6) Your appointment will be based on you being medically fit and present medical certificate on the date of joining.
- 7) If agreeable to the above Terms & Conditions, please acknowledge this letter by putting your signature on the copy of this letter as token of acceptance of the above terms and conditions.

Kindly acknowledge the receipt and your acceptance of the above Offer Letter specifying your Date of Joining 12/01/2022.

With best wishes,

For, R.S. Enterprises.

Positivus

Authorized Signatory

Desai

Received & Accepted



Desai Santosh shankar

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06th January 2022

Mr. Sunny Kadam
At Post Tasgaon,
Dist - Sangli

OFFER LETTER

Dear Mr. Sunny Kadam,

This is with reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of **Officer in Quality Control** based at **Ambernath** on the terms and conditions as mutually agreed upon at the time of interview.

As discussed, your Total CTC would be **Rs. 2,40,000/-** (Rupees Two Lakhs Forty Thousand Only). Please refer **Annexure A**.

You will be reporting to **Mr. Sachin Mali - Quality Control**.

You are requested to report for joining at our Airoli Office on or before **17th January 2022**.

You will be on probation for a period of six months at the end of which, provided your performance has been found satisfactory, you may be confirmed as a permanent employee in the company.

You are required to enter into a Confidentiality Agreement with the Company and provide the following list of documents for company records. Therefore, you are requested to bring these along with you on **17th January 2022**.

Kindly note that Appointment letter and Salary will be processed post receipt of following mandatory documents:

1. Color photographs - 8 passport size.
2. Copies of Education qualification.
3. Last employer's relieving letter.
4. Last salary slip.
5. Pan Card.
6. Copy of Passport.
7. Proof of birth date.
8. Proof of Address.
9. Provident Fund - UAN No. (If Available)
10. Aadhar Card Copy.

Please sign the duplicate copy of this letter as token of your acceptance of this offer.

We welcome you and look forward for your arrival in Bharat Serums and Vaccines Limited.

Thanking you,

For Bharat Serums and Vaccines Limited

I accept the terms and conditions.

Mr. Hatim Kapasi
Sr. General Manager - Human Resource

Mr. Sunny Kadam

BHARAT SERUMS AND VACCINES LIMITED
(formerly known as Akkijin Diagnostics P Limited)

Corporate Office
Plot No. 42/17, New Road, Airoli, Mumbai - 400034
Mumbai, India
Tel: +91 22 4084 3333
Fax: +91 22 4084 3333

Regional Office
118/119, Thakurpukur
New Road, Airoli, Mumbai - 400034
Mumbai, India
Off: +91 22 4084 3333



Regional Office
Plot No. 42/17, New Road, Airoli
Mumbai - 400034
Tel: +91 22 4084 3333
Fax: +91 22 4084 3333

Regional Office
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Mumbai - 400034
Tel: +91 22 4084 3333
Fax: +91 22 4084 3333