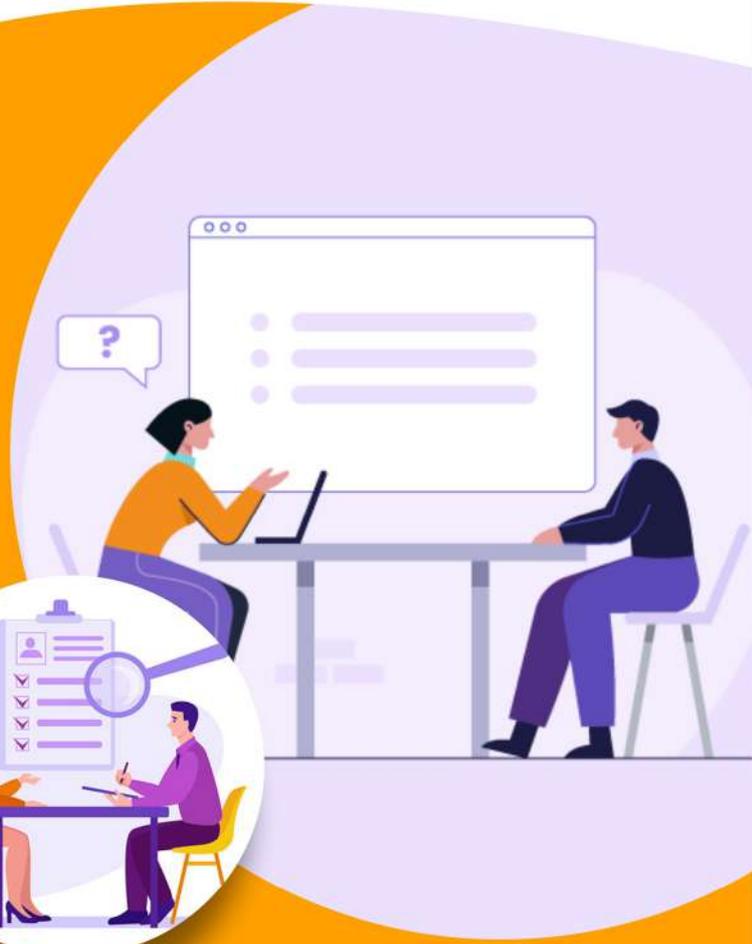




**S.S.T. College of Arts & Commerce**

(Affiliated to University of Mumbai, Mumbai)

**5.2.1**



**AVERAGE PERCENTAGE OF  
PLACEMENT OF OUTGOING  
STUDENTS DURING THE  
LAST FIVE YEARS**



P.E. Societies (Regd.)

# Blooming Buds School

## PRIMARY SECTION

P.E.S. Govt. Recognised V.L.S. - 1092 / (6484) / PES-3 Dated 24/11/1992  
Shastri Nagar, Near Vithalwadi Railway Station (W), Ulhasnagar - 421 003, Dist. Thane.

6<sup>th</sup> October, 2020

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

OFFER LETTER

Ref. No.

To,

Ms. Anita Madan Kheto,  
Flat No.1, Suchitra Apt.  
Shankar Pawshe Road,  
Katemanewali, Vithalwadi,  
Kalyan (East)

Dear Ms. Anita,

This is with reference to your application and subsequent interview you had with us.  
We are pleased to offer you the position of Asst. Teacher in our Institution. The date of joining will be 7<sup>th</sup> October 2020.

Your monthly salary will be Rs.8000/- (Rupees Eight Thousand only).

Please sign the duplicate copy of this letter in token of your acceptance along with terms and conditions.

Thanking you,

For BLOOMING BUDS HIGH SCHOOL,

**Principal**  
Blooming Buds High School  
Ulhasnagar-3



16-Jul-2020

**Ms Bharti Suresh Chalwadi**  
Room No 97, Dighe Chawl ,Hanuman Galli,  
Near Hanuman Temple, Khuntavli, Ambernath (W)  
Maharashtra- 421501  
Mobile No.: 9011523294

**Dear Bharti,**

Congratulations!!!

This refers to your application for employment and the subsequent interviews & discussions you have had with us.

We are pleased to extend an offer of employment as; **Executive - Customer Care** with CMA CGM Shared Service Centre (India) Pvt. Ltd.

1. **Cost to Company (CTC):** Your total CTC will be **Rs. 219996/- P.A.** detailed in the enclosed Annexure - I. This will be the cost to company (CTC) including all the components of the salary and subject to Income Tax as applicable.
2. **Joining:** You will be joining us on or before **20-Jul-2020 at 9:30 AM.**
3. **Location:** Your place of posting will be **Mumbai-Airoli.** However based on the organisational requirements, at any time, during your service with the company, you are liable to be transferred to another location anywhere in India or abroad. In the event of such transfer, you shall be governed by and shall be subject to the rules and regulations of the business unit & location you are posted at.
4. **Appointment letter:** You will be given a detailed appointment letter with specific terms and conditions of employment at the time of joining.
5. This offer of employment is conditional and subject to you clearing the **Reference Check.** If we have reasons to believe that you have not discontinued your previous employment contract (if any) and CCSSC finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Further the duration or period of your work in CCSSC shall be treated null and void ab initio.

CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.  
Subsidiary of CMA CGM S A France  
Chennai Regd. / Corporate Office: 8th Floor, Ambit IT Park, 32 A&B, Ambattur Industrial Estate, Chennai-600 058, Tamilnadu, India. Tel: +91-44-49531555  
Mumbai-Theme : 3rd Floor, D-2, Kalpataru Plaza, Road No. 16, Wagle Industrial Estate, Panchpokhari Wagle, Thane West-400 604, Maharashtra, India. Tel: +91-22-49155600  
Mumbai-Airoli | SEZ : Unit No. 1201, 12th Floor, Building No. 4, Gigaplex Estate-SEZ, Airoli Knowledge Park, TTC Industrial Area, Airoli West, New Mumbai-400 708, Maharashtra India. Tel: +91-22-48285600  
CIN : U63090TN2005PTC02390 | www.cma-cgm.com



6. This offer of employment is contingent upon passing the **Medical Examination Procedure** scheduled by CCSSC and upon receipt of Report by CCSSC HR department on being medically fit for appointment.
7. The detailed Compensation Structure applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company. The company shall view any breach of confidentiality with utmost seriousness.
8. We have a corporate tie-up with HDFC Bank for salary accounts. Please acknowledge that the said bank has not identified you as a defaulter and if you have been identified as one, please specify any such previous instance to the HR department. In the event that you have provided us incomplete / inaccurate details, this offer will be treated as null & void with retrospective effect.
9. As a part of our procedure, you are requested to furnish the following testimonials in original along with one set of photocopy. The original documents will be returned after verifying the photocopies, on your date of joining.
  - a. Academic qualification certificates. (SSLC to the highest qualification)
  - b. Relieving letter of your previous employer.
  - c. Age Proof / Date of Birth Certificate.
  - d. Seven passport sized colour photographs with white background.
  - e. Form 16/ Provisional Tax certificate.
  - f. Last 3 months salary slips from the last employer.  
Experience & salary certificates of your previous employers, including the immediate past employer.
  - g. Copy of Passport and an Address proof
  - h. PAN Card (In case the PAN Card is not available, please carry the acknowledgement of the application for PAN card submitted to the Income tax Authorities – MANDATORY)

Please return the duplicate copy of this offer letter duly signed as an acknowledgement and acceptance of the offer on or before failing which this offer shall stand withdrawn. We look forward to having you on board.

**For CMA CGM Shared Service Centre (India) Pvt. Ltd.**

  
**Mihir Keval**  
**Deputy General Manager - Human Resources**

  
**Bharti Suresh Chawadi**

CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.  
Subsidiary of CMA CGM S.A France  
Chennai: Regd. / Corporate Office 8th Floor, Ambik IT Park, 32 ABB, Ambattu Industrial Estate, Chennai-600 058, Tamilnadu, India. Tel : +91-44-49521333  
Mumbai-Thane : 3rd Floor, D-3, Kalpataru Prime, Road No. 14, Wagle Industrial Estate, Panchpada Village, Thane West- 400 604, Maharashtra, India. Tel : +91-22-49355600  
Mumbai-Airoli (SEZ) : Unit No. 1201, 12th Floor, Building No. 4, Digiplex Estate-SEZ, Airoli Knowledge Park, TTC Industrial Area, Airoli West, Navi Mumbai-400 706, Maharashtra India. Tel : +91-22-68385600  
CN : UE30907N2005PTC092390 | www.cma-cgm.com



**Annexure-1  
Compensation Sheet**

Name: **Bharti Suresh Chalwadi**

16-Jul-2020

COMPONENTS		P.M (₹)	P.A. (₹)
Salary Components	Basic	9,500	114000
	HRA	4,750	57000
	Special Allowance	1361	16332
	Bonus/ Ex-Gratia	791	9492
<b>Sub-Total (A)</b>		<b>16,402</b>	<b>196824</b>
Employer Statutory Contribution	Provident Fund	1398	16776
	ESIC	533	6396
<b>Sub-Total (B)</b>		<b>1931</b>	<b>23172</b>
Summary	Total Cost to Company (A+B)	18333	219996
	Gross (Pre-Tax)	16402	196824
	Indicative Net Take-home (Pre-tax)	14881	178572

Description and Broad Guidelines Applicable for all Compensation Related Items	
Salary Components	<ul style="list-style-type: none"> <li>All components will be paid as part of monthly salary subject to appropriate deductions including income tax, Profession Tax, employee contribution of PF /ESI.</li> <li>Employees can claim appropriate tax exemptions by submitting valid investment proof</li> <li>Annual Bonus / Ex-gratia (as per Payment of Bonus Act) determined at the rate of 8.33% on basic, is paid on a monthly basis.</li> </ul>
Other benefits	<ul style="list-style-type: none"> <li>Gratuity is payable based on eligibility as per statutory norms</li> <li>In addition to your compensation as detailed above, you are entitled to avail company provided benefits on Transportation, Medical insurance and Accident Insurance as per the company policy</li> <li>Entitlement of Meal coupons is as per company policy</li> </ul>

For CMA CGM Shared Service Centre (India) Pvt. Ltd.

**Mihir Kevale**  
Deputy General Manager - Human Resources

**Bharti Suresh Chalwadi**

CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.  
Subsidiary of CMA CGM S.A France  
Chennai: Regd. / Corporate Office: 8th Floor, Ambli IT Park, 32 A/88, Ambetur Industrial Estate, Chennai-600 058, Tamilnadu, India. Tel: +91-44-49531555  
Mumbai-Thane : 3rd Floor, D-3, Kalpataru Prime, Road No. 16, Wagle Industrial Estate, Panchpada Village, Thane West-400 604, Maharashtra, India. Tel: +91-22-45955620  
Mumbai-Airli (SEZ): Unit No. 1201, 12th Floor, Building No. 4, Gopalex Estate SEZ, Airli Knowledge Park, TTC Industrial Area, Airli West, New Mumbai-400 708, Maharashtra India. Tel: +91-22-68385600  
CN : 0630R07N2005PTC092390 | www.cma-cgm.com

Electronic Certificate Number: 20210112



**SAVITRIBAI PHULE PUNE UNIVERSITY**  
**NODAL AGENCY**



**STATE ELIGIBILITY TEST FOR ASSISTANT PROFESSOR**

(Accredited by University Grants Commission, New Delhi)  
(Valid in the States of Maharashtra & Goa only)

SET Ref. No.: 0112/(SET-DEC 2020) Seat No.: 303668  
Certified that **NAIK DHANASHREE SHIVAJI**  
Son/Daughter of **NAIK SHIVAJI BHOJU** and  
**NAIK SANJIVANEE SHIVAJI**, has qualified the SET for eligibility for  
Assistant Professor held on 27th December 2020 in the subject **Political  
Science**.



As per the information provided by the candidate, he/she had completed his/her Master's degree or equivalent examination at the time of applying for SET.

The date of eligibility for Assistant Professor is the date of declaration of SET result, i.e., 07/04/2021, OR the date of completion of Master's degree or equivalent examination with required percentage of marks within two years from the date of declaration of SET result, i.e., by 06/04/2023, whichever is later.

This is an electronic certificate only, its authenticity and category in which the candidate had appeared should be verified from the Nodal Agency by the Institution/Appointing Authority. This electronic certificate can also be verified by scanning Bar code printed on the electronic certificate.

Validity of this electronic certificate is forever.

**MEMBER SECRETARY**  
STEERING COMMITTEE, SET

**CHAIRMAN**  
STEERING COMMITTEE, SET

Date of Issue : 19/04/2021

**Note :** The Nodal Agency has issued the electronic certificate on the basis of information provided by the candidate in his/her Application Form. The appointing authority should verify the original records/certificates of the candidate while considering him/her for appointment, as the Nodal Agency is not responsible for the same. The candidate must fulfil the minimum eligibility conditions for SET as laid down in the notification for SET.



Address :  
Genesis Business Consultancy India Pvt. Ltd.  
304, Sunrise Business Park, Plot No. B-68,  
Wagle Estate, Road No. 16, Thane (W), 400604.  
CIN : U74900MH2014PTC256008  
www.genesisbci.com

Date : 01.06.2020

**OFFER LETTER**

Dear Ms. Manjiri Ranpise.....

We are happy to announce that you have been selected for the position of Customer Service Executive in Genesis Business Consultancy India Pvt.Ltd..

You shall be paid a CTC of INR 13200/- per month for the responsibilities fulfilled under this contractual Arrangement and the CTC shall be subject to statutory tax deductions, as may be applicable.

We look forward for a long -lasting performance and growth oriented association with you. You are requested to submit the documents listed below for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required document, verification and certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

- 1) ID & Date of birth Proof - (Passport/ Secondary School Certificate/ Birth Certificate)
- 2) PAN CARD & 3 recent Passport size photographs
- 3) Proof of address – (Passport/ Driver's license/ Voter's ID/ Aadhar card)
- 4) Relieving letter from previous employer & Proof of salary earned in the previous organization
- 5) Bank Details (Passbook Copy & cancelled Cheque)

You are required to undergo training program for a specified period of time in accordance with the prescribed training syllabus for the particular role and pass such evaluation during this period as the company/client may decide from time to time. Failure to successfully pass the Training Program will result into termination of the services with immediate effect without any notice or payment in lieu of.

You will be deputed to work with "Genesis Business Consultancy India Pvt Ltd.", and you shall follow rules, procedure & decorum, regularly & punctually during your tenure of employment with us.

If you absent yourself without approved leave or remain absent beyond the period of leave originally granted Or subsequently extended, you shall be considered as having voluntarily terminated your appointment without giving any notice unless you :-

- a) Return to work within 3 days of the commencement of such absence, and
- b) Give an explanation to the satisfaction of the Management regarding such absence.

**Naina Nalvade ( HR Manager )**

Process Assigned : SBI General Insurance .....



G4S/KR/AL/SJR/006/21

26.01.2021

LETTER OF APPRECIATION

This letter of Appreciation is awarded to **Parshuram .B.Barela** Clock No. **802244 SECURITY OFFICER** deployed at **Reliance .LTD.** for displaying exemplary performance during the year.

The client has greatly appreciated the Sincerity, hard work and dedication shown by you in your performance and has recommended your name for the reward on Republic Day.

We also appreciate the valuable contribution of your act, in assisting G4S to provide a high quality of service to its clients.

The Management is proud of you and hope that you will continue the good work in future.

With all best wishes and kind regards,

for G4S SECURE SOLUTIONS (INDIA) PVT. LTD.,

Sachindra Pandi  
Hub HR Head - Mumbai

Securing Your World

Shot on OnePlus  
By parshu barela



## LONG SERVICE AWARD

presented to

PARSHURAM BHAYA BARELA - 802244

in appreciation of a commendable tenure of 05 years with G4S

We recognise the valuable contribution made by you at our organization  
and hope that you will continue your excellent and dedicated performance in future.

A handwritten signature in black ink, appearing to read 'Rajesh'.

Rajesh Sharma  
Hub HR Head

A handwritten signature in black ink, appearing to read 'Amitabh'.

Amitabh Kundan  
Hub Head - Mumbai

2019



Date of Issuance: 02.05.2014  
System Identification Number: 0219273774368  
Signature: [Handwritten Signature]  
Development Council: (COO, Security Sector Skill)

STAR



This is to certify that  
Mr. Parthuram Bhaya Barde S/O Bhaya (UID No. - 514224160262)  
has successfully cleared the assessment for the role of  
Learned Security Guard (QP No. - SKS/00101)  
conforming to National Skill Qualifications Framework Level-4

Certificate

N.S.D.C.  
National Skill Development Corporation  
Strengthening the skill landscape  
www.skillsindia.org



Shot on OnePlus  
By parshu barde

**GAS**



**PARSHURAM BHAYA BARELA**

**SECURE SOLUTIONS**

**SECURITY OFFICER**

## PERSONAL INFORMATION

Employee's Name : **PARSHURAM BHAYA BARELA**

Employee's Code : **802244**

Aadhaar Card No. : **#N/A 514224160262**

Control Room Contact No. **022-62233971**

Main ESIC Hospital Name & Contact No.:

## EMERGENCY INFORMATION

Emergency Contact No : **9867837875**

Relation : **Brother**

Blood Group : **A+**

# G4S Secure Solutions

Eureka Tower, Building no. 7,  
301, A - Wing, Mind Space, Link  
Road, Malad West, Mumbai -  
400064, Tel: +91-22-28882292/93

Our ref: S1362 - LOA - 02 / 20

Date: 01-07-20

**EMPLOYMENT LETTER**

NAME	:	PRATIK RAMESH JADHAV
Position offered	:	Safety Watch
Effective Date	:	01-07-20
Gross Salary (Day Rate)	:	QR 70.00 per day. The Gross Salary (Day Rate) is all inclusive and it shall be fully inclusive of all end of service benefits, except for those items specifically mentioned in this Employment Letter as provided by the Company. The Gross Salary (Day Rate) shall be paid against the signed and approved timesheet from the Client. Gross Salary (Day Rate) will not be paid for the days not worked and not approved on the timesheet.
Overtime	:	QR 8.50 per hour shall be paid as Overtime for working above normal working hours (i.e. 12hrs) based on signed and approved timesheet from the Client.
Mob. & Demob. Day Rate	:	QR 40.00 per day (only 1 day each for Mobilization and Demobilization). Mobilization day shall be the day the Employee report to Applus Velosi office and not the arrival date to Qatar.
Idle Day Rate	:	QR 40.00 per day (maximum 1 day shall be paid) in case there is a delay in medical report / gate pass.
Project Incentive	:	QR 10.00 per working day shall be paid as Project Incentive on completion of ORYX GTL Shutdown project based on the Client approved timesheet.
Accommodation	:	Company provided shared accommodation.
Food	:	Provided by the Company.
Status	:	Single
Transportation	:	Company will take care of the transportation to and from site.



Handwritten signature in blue ink.



TCS Confidential  
Ref: TCS/2021-22/CC-C1/1231440

May 26, 2021

**Mr. Amar Gujети**  
Mumbai

Dear Amar Gujети,

The COVID-19 pandemic has brought difficult personal situations for many of us. The health and safety of each one of you across the globe continues to be our key focus. Do maintain all the safety protocols advised, keep yourself updated on all the benefits and support offered by TCS and most importantly, vaccinate yourself and eligible family members. Please maintain COVID appropriate behaviour to protect your self and your family.

I take this opportunity to thank you for your commitment and resilience during these challenging times to keep our customer's business running and growing. As we step into the next era, 'Building on Belief' will enable us to transform all our futures with greater purpose, through innovation and collective knowledge. I urge you to keep your profile data accurate & up-to-date and actively participate in strategic talent development programs like Elevate to accelerate your self-transformation, career and rewards.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2021. Your India Annual Compensation is **Rs. 4,61,107/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued commitment in the journey ahead.

I wish you and your family good health. Stay safe and Stay vigilant.

Warm Regards,

Milind Lakkad  
Chief Human Resources Officer

#### **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India  
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



TCS Confidential  
Ref: TCS/2021-22/CC-C1/1231440

## ANNEXURE

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
<b>BASIC SALARY</b>	1,94,400
<b>BOUQUET OF BENEFITS*</b>	1,40,928
<b>CITY ALLOWANCE#</b>	26,400
<b>RETIRALS</b>	
Provident Fund	23,328
Gratuity	9,351
<b>PERFORMANCE PAY**</b>	
Monthly Performance Pay	34,800
Performance Bonus***	24,000
<b>TOTAL SALARY</b>	<b>4,53,207</b>
<b>INSURANCE</b>	
Health Insurance@	7,900
<b>CTC</b>	<b>4,61,107</b>
Afterlife Benefit <sup>5</sup>	1,771

\* Includes Personal Allowance which is not grade linked and does not accrue automatically. Personal Allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

# Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

\*\* In lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

\*\*\* Performance Bonus will be paid quarterly and is subject to being active on the company rolls on the date of announcement.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

<sup>5</sup> Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021



TCS Confidential  
Ref: TCS/2021-22/CC-C1/1231440

**ANNEXURE**

**Table 2: TCS defined structure for Bouquet of Benefits**

<b>COMPONENT CATEGORY</b>	<b>ANNUAL</b>
House Rent Allowance	97,200
Leave Travel Allowance	16,200
Food Card	6,000
Personal Allowance	21,528
<b>BOUQUET OF BENEFITS</b>	<b>1,40,928</b>

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India  
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207513341/Pune**  
**Date: 13/07/2021**

Mr. Aniket Rajendra Bhandare  
Ruby Building 27 Flat 101 Kailash Nagar Vadavli Section,  
Kailash Nagar,  
Ambarnath-421501,  
Maharashtra.  
Tel# 91-9833607063

Dear Aniket Rajendra Bhandare,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,928/-** per annum, as per the terms and conditions set out herein.

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

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

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

**COMPENSATION AND BENEFITS**

**BASIC SALARY**

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

**TCS Confidential**  
**TCSL/DT20207513341**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Ajayab Tower, Ground Floor, S.No. 10 & A/1/1/29, CTS 1995, Nagar Road, Yerwade, Pune-411 006 (India)  
Tel: 91 20 6628 7777 Fax: 91 20 6628 7107 Website: www.tcs.com  
Registered Office: Mumbai, Maharashtra, India. CIN: 751002ZNP0001



# Alshday Consultancy Services

Livelihood initiative through information technology

Date 21/09/2021

## APPOINTMENT LETTER

Dear **Ashwini Namdev Wagdare**

With reference to your application, we are pleased to confirm your employment with Alshday Consultancy Services as **"Program Manager"**.

1. Date of Joining : 16<sup>th</sup> September 2021
2. Period of Contract: **One Year from Date of joining**. It is renewable on the basis of your performance in the organization.
3. **Consultancy Fees:** In Alshday Consultancy Services Program Manager Role is essential right from recruitment of the staff to help the staff to achieve the goal of the organization.
4. **With** regards to Salary, It will be paid Rs.25000/- per month.
5. There will be a **statutory deduction Professional Tax and other applicable taxes Per Annum**.
6. **Reporting:** You will be reporting to the **Project Heading**
7. **Operational Responsibilities:** Management reserves the right to change, amend, and modify any set of operational responsibilities assigned to you. Simultaneously in case of poor performance employee contract will be terminated.
8. **Primary Responsibilities and Duties:**
  - Ensure smooth functioning of the team members
  - Program Manager will be responsible to make two team of 10 members each.
  - Each employee has to fill data collection minimum 10 forms every day.
  - Providing support to the field staff to achieve the project goal
  - Ensuring optimum registration of uncategorized sector worker through Alshday Consultancy services
  - Keeping all the records of all the team members, their performance and appraisal and Leave and Appointments and salaries
  - Every three months performance appraisal will be done of the data collection officers. Based on the performance promotion will be done.

**Primary Skills to execute the job:**

- Strategic vision to integrate how the big picture of the initiative comes together from definition through implementation across.
- Ability to support large-scale company-wide projects that incorporate a proactive and innovative solution to addressing challenges and achieving organizational goals and objectives.
- Ability to create organizational alignment to the design and execution of initiative efforts.

**Professional Traits:**

- Analytical, excellent decision maker and problem solver.
- Proactive, Self-motivated, target-driven, intuitive, creative & diligent.
- Excellent inter-personal and relationship building skills.

9. **Transfers:** You are also liable to be transferred to any of the Centre's as per management's decision. A transfer may involve a promotion, reassignment or a horizontal move. Your leave credits and all the other benefits go with you.
10. **Travel:** You will be required to travel outstation, within Maharashtra State or in your area of operation as and when required for any official work.
11. **Notice period:** You will be required to compulsorily serve a Notice period of 30 days at the time of your exit from the organization. Your services during the period of probation shall be liable to be terminated giving 30 days' notice or one month's basic salary in lieu thereof without assigning any reason thereof. Likewise a probationer will be competent to terminate their contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof. After Confirmation, both employee as well as employer may terminate the contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof.
12. **Working Hours:** You will be required to work a total of 200 hours a month. Specific working hours will be determined by your Respective Local Management/ Reporting Head. It would be appreciated, if you put in extra efforts to work outside the official hours as and when required.
13. **Confidentially:** You will maintain strict confidentially related to technical and commercial knowledge, secrets, proprietary information and all company information during your association with us and thereafter.
14. **Policies & Practices:** You will abide by the policies and practices of the organization in force from time to time as made applicable to your cadre.
15. **Others Clauses:** During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the organization in writing. Any contravention of this condition will entail discontinuation of your services from the organization.
16. **Leave:** As per the Government calendar the leaves will be approved

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

For,

**Alshday Consultancy Services**

**Read, Understood & Accepted**

**Ravindra Suryawanshi**

**Executive Director**

**Ashwini Namdev Wagdare**

**Program Manager**

---

Contact us

7797783028/88840874

Email id [alshdayconsultancyservices@gmail.com](mailto:alshdayconsultancyservices@gmail.com)

Office Address: Flat no 02, Samarth Palace, Adivali-Dhokali, Opposite Suman Hospital, Shree Malang Road, Kalyan East 421306



Kotak Mahindra Bank

Date: 24-JUN-2021  
Ref No: 77837

**Bharat Galkwad**  
Residence behind A Block no. 267, Near Nalanda school Dush Chowk, Sakinaka Taluk Ulhasnagar  
ULHASNAGAR-421004, Maharashtra, INDIA

### LETTER OF APPOINTMENT

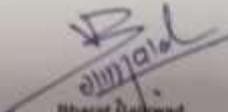
Dear Bharat Galkwad,

This letter marks an important event in the life of our Bank and indeed for you. We value this letter as a symbol of a new relationship, one that is based on simplicity, prudence and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of the Kotak family. You promise to value our values be one of us

- Down to Earth & Approachable : We are simple, straight forward, realistic, unpretentious and always accessible to our stakeholders
- Mutual Respect, Trust and Transparency : We nurture an environment which is transparent in dealings, value the contribution of individual and respect basic human dignity in all interactions.
- Passion to Achieve : We are committed to focus on results with unyielding enthusiasm and energy
- Entrepreneurial Approach: We generate and encourage creative ideas, applying sound commercial acumen. We have an innovative approach to problem solving and do not shy away from going beyond the conventional
- Ethical with Governance Mindset: We are committed to conducting ethical business maximizing shareholder values on a sustainable basis, while ensuring fairness to all stakeholders including customers, team members, investors, business partners, Government society at large.

When you sign this letter, you would have embarked on our quest to make modern history!

  
Bharat Galkwad  
Candidate Name

Manoj Phadnis  
Signature Not Verified  
Manoj Phadnis - Human Resources  
Digitally signed by MANOJ  
ASHAKAR PHADNIS  
Date: 2021.06.24 18:15:02

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

Kotak Infini, Building No. 21,  
Zone 4, 2nd Floor, Infini Park,  
Off Western Express Highway,  
General AK Vaidya Marg,  
Malad (E), Mumbai 400097,  
Maharashtra, India.

T +91 22 66056825  
F +91 22 67259071  
www.kotak.com

Registered Office:  
27 BKC, C-27, G Block  
Bandra Kurla Complex,  
Bandra (E), Mumbai 40  
Maharashtra, India.

CENTRAL RAILWAY



Personnel Branch  
Welfare Section  
DRM's Office  
Central Railway  
Mumbai - 400 001

L.No. Vel/PZ/Verification/Gladson S Gulap

DL 02/06/2021

To,  
The Principal/Headmaster  
Sri. Sidh Thakurnath College of Arts & Comm.  
Marya Nagri,  
Udhmagar - 421004

Sir,

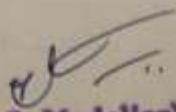
Sub: Verification of Educational Certificate (Biom. Pass) in favour of  
Mr. Gladson Samson Gulap

Mr/Ms. Gladson Samson Gulap had applied for appointment on compassionate ground in Railways, against death of his/her father/mother/Husband Late Samson James Gulap who was an ex-employee of Central Railway and Expired on 30/04/2021.

As a documentary proof of his/her Educational Qualification, he/she has submitted Biom passed Marksheet issued by your School/College/Institution.

You are, therefore, requested to kindly verify and certify the genuineness of the above certificates, submitted by the applicant Mr. Gladson Samson Gulap, so as to enable this office to consider his application. The true copies of the above certificates are enclosed herewith.

DA : As above

  
(V. S. Mudalliar)  
Chief Staff & Welfare Inspector  
Central Railway  
Mumbai CBMT

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**SIDDHIVINAYAKA MOTORS**

(Hyundai Authorized Service Centre)

W-215, M. I. D. C. Phase II, Sonarpada, 5th Road, Dombivli (E) 421 201.

Mobile : 98196 75075 / 93215 75075 / 93219 75075

E-mail : siddhivinayaka\_hyundai@yahoo.in

05-01-2022

To,

S.S.T College

Dear Sir/Madam,

This letter is to inform you. That Mr. Himanshu Raju Khedwan .has joined our organization. Siddhivinayaka Motors on 18-8-2021 and has been working till date as a Trainee.

THANKYOU.



Please note : This is not a joining letter and should be only used for educational purpose.



# Alshday Consultancy Services

Livelihood Initiative through information technology

Date 21/09/2021

## APPOINTMENT LETTER

Dear Kailash Laduram Choudhury

With reference to your application, we are pleased to confirm your employment with Alshday Consultancy Services as "Program Manager".

1. Date of Joining : 10<sup>th</sup> September 2021
2. Period of Contract: **One Year from Date of joining.** It is renewable on the basis of your performance in the organization.
3. **Consultancy Fees:** In Alshday Consultancy Services Program Manager Role is essential right from recruitment of the staff to help the staff to achieve the goal of the organization.
4. **With** regards to Salary, It will be paid Rs.25000/- per month.
5. There will be a **statutory deduction Professional Tax and other applicable taxes Per Annum.**
6. **Reporting:** You will be reporting to the **Project Heading**
7. **Operational Responsibilities:** Management reserves the right to change, amend, and modify any set of operational responsibilities assigned to you. Simultaneously in case of poor performance employee contract will be terminated.
8. **Primary Responsibilities and Duties:**
  - Ensure smooth functioning of the team members
  - Program Manager will be responsible to make two team of 10 members each.
  - Each employee has to fill data collection minimum 10 forms every day.
  - Providing support to the field staff to achieve the project goal
  - Ensuring optimum registration of uncategorized sector worker through Alshday Consultancy services
  - Keeping all the records of all the team members, their performance and appraisal and Leave and Appointments and salaries
  - Every three months performance appraisal will be done of the data collection officers. Based on the performance promotion will be done.

**Primary Skills to execute the job:**

- Strategic vision to integrate how the big picture of the initiative comes together from definition through implementation across.
- Ability to support large-scale company-wide projects that incorporate a proactive and innovative solution to addressing challenges and achieving organizational goals and objectives.
- Ability to create organizational alignment to the design and execution of initiative efforts

**Professional Traits:**

- Analytical, excellent decision maker and problem solver.
- Proactive, Self-motivated, target-driven, intuitive, creative & diligent.
- Excellent inter-personal and relationship building skills.

9. **Transfers:** You are also liable to be transferred to any of the Centre's as per management's decision. A transfer may involve a promotion, reassignment or a horizontal move. Your leave credits and all the other benefits go with you.
10. **Travel:** You will be required to travel outstation, within Maharashtra State or in your area of operation as and when required for any official work.
11. **Notice period:** You will be required to compulsorily serve a Notice period of 30 days at the time of your exit from the organization. Your services during the period of probation shall be liable to be terminated giving 30 days' notice or one month's basic salary in lieu thereof without assigning any reason thereof. Likewise a probationer will be competent to terminate their contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof. After Confirmation, both employee as well as employer may terminate the contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof.
12. **Working Hours:** You will be required to work a total of 200 hours a month. Specific working hours will be determined by your Respective Local Management/ Reporting Head. It would be appreciated, if you put in extra efforts to work outside the official hours as and when required.
13. **Confidentially:** You will maintain strict confidentially related to technical and commercial knowledge, secrets, proprietary information and all company information during your association with us and thereafter.
14. **Policies & Practices:** You will abide by the policies and practices of the organization in force from time to time as made applicable to your cadre.
15. **Others Clauses:** During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the organization in writing. Any contravention of this condition will entail discontinuation of your services from the organization.
16. **Leave:** As per the Government calendar the leaves will be approved

Please sign and return duplicate copy of this appointment letter as token of your acceptance.  
For,

**Alshday Consultancy Services**

**Read, Understood & Accepted**

**Ravindra Suryawanshi**  
Executive Director

**Kailash Laduram Choudhury**  
Program Manager

---

Contact us

7797783028/88840874

Email id [alshdayconsultancyservices@gmail.com](mailto:alshdayconsultancyservices@gmail.com)

Office Address: Flat no 02, Samarth Palace, Adivali-Dhokali, Opposite Suman Hospital, Shree Malang  
Road, Kalyan East 421306



# Alshday Consultancy Services

Livelihood initiative through information technology

Date 21/09/2021

## APPOINTMENT LETTER

Dear Komal Shivaji Naik

With reference to your application, we are pleased to confirm your employment with Alshday Consultancy Services as "Program Manager".

1. Date of Joining : 10<sup>th</sup> September 2021
2. Period of Contract: **One Year from Date of joining**. It is renewable on the basis of your performance in the organization.
3. **Consultancy Fees:** In Alshday Consultancy Services Program Manager Role is essential right from recruitment of the staff to help the staff to achieve the goal of the organization.
4. **With** regards to Salary, It will be paid Rs.25000/- per month.
5. There will be a **statutory deduction Professional Tax and other applicable taxes Per Annum.**
6. **Reporting:** You will be reporting to the Project Heading
7. **Operational Responsibilities:** Management reserves the right to change, amend, and modify any set of operational responsibilities assigned to you. Simultaneously in case of poor performance employee contract will be terminated.
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  - Ensure smooth functioning of the team members
  - Program Manager will be responsible to make two team of 10 members each.
  - Each employee has to fill data collection minimum 10 forms every day.
  - Providing support to the field staff to achieve the project goal
  - Ensuring optimum registration of uncategorized sector worker through Alshday Consultancy services
  - Keeping all the records of all the team members, their performance and appraisal and Leave and Appointments and salaries
  - Every three months performance appraisal will be done of the data collection officers. Based on the performance promotion will be done.

**Primary Skills to execute the job:**

- Strategic vision to integrate how the big picture of the initiative comes together from definition through implementation across.
- Ability to support large-scale company-wide projects that incorporate a proactive and innovative solution to addressing challenges and achieving organizational goals and objectives.
- Ability to create organizational alignment to the design and execution of initiative efforts.

**Professional Traits:**

- Analytical, excellent decision maker and problem solver.
- Proactive, Self-motivated, target-driven, intuitive, creative & diligent.
- Excellent inter-personal and relationship building skills.

9. **Transfers:** You are also liable to be transferred to any of the Centre's as per management's decision. A transfer may involve a promotion, reassignment or a horizontal move. Your leave credits and all the other benefits go with you.
10. **Travel:** You will be required to travel outstation, within Maharashtra State or in your area of operation as and when required for any official work.
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12. **Working Hours:** You will be required to work a total of 200 hours a month. Specific working hours will be determined by your Respective Local Management/ Reporting Head. It would be appreciated, if you put in extra efforts to work outside the official hours as and when required.
13. **Confidentially:** You will maintain strict confidentially related to technical and commercial knowledge, secrets, proprietary information and all company information during your association with us and thereafter.
14. **Policies & Practices:** You will abide by the policies and practices of the organization in force from time to time as made applicable to your cadre.
15. **Others Clauses:** During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the organization in writing. Any contravention of this condition will entail discontinuation of your services from the organization.
16. **Leave:** As per the Government calendar the leaves will be approved

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

For,

**Alshday Consultancy Services**

**Read, Understood & Accepted**

**Ravindra Suryawanshi**

**Executive Director**

**Komal Shivaji Nalk**

**Program Manager**

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Contact us

7797783028/88840874

Email id [alshdayconsultancyservices@gmail.com](mailto:alshdayconsultancyservices@gmail.com)

Office Address: Flat no 02, Samarth Palace, Adivali-Dhokali, Opposite Suman Hospital, Shree Malang Road, Kalyan East 421306



# BDS SERVICES PVT LTD

Date: 20<sup>th</sup> December 2021

Name: Kunal Kamble

Address: Parasmani Apart, A/202, Yadav Nagar, Near Auto Stand, Kulgaon, Thane,  
Maharashtra, 421503

## OFFER LETTER

We are pleased to offer you position of a **Desk Research Executive** BDS services Pvt. Ltd. at the monthly in hand salary of **Rs. 9,792**, with the monthly cost to company of **Rs. 11,000** and annual cost to company of **Rs. 1,32,000**. Your joining will be subject to following terms and conditions:

1. You are expected to complete our training duration of 7 to 10 working days for which payment of Rs.1000/- will be applicable. This payment will be provided after completion of 45 days at work.
2. Your CTC will be implemented after completion of your training period.
3. A detailed appointment order, outlining the break-up of your salary and terms and conditions shall be issued within a week of your joining.
4. Your appointment with the company is subject to probationary period of 151 working days, during which no paid leave will be applicable.
5. This offer is subject to acceptance from your end, clearances of your reference check.
6. Please confirm your acceptance of this offer by signing and returning this letter by **20<sup>th</sup> December 2021**.

We look forward to your joining our organization.



Ashwini Kadam,

HR Manager

BDS Services Pvt. Ltd.

I accept the offer and shall report for duty on or before.

Name:

Kunal Dinkar Kamble

Signature:

CIN No: U72900MH2015PTC268887

No.1-B (12), Ground Floor, Saroagi Estate, L.B.S Marg, Kanjurmarg (West), Mumbai-400078

www.bdsserv.com | info@bdsserv.com | Office No: +91 22 5067 7200

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TCS Confidential  
Ref: TCS/2021-22/CC-C1/1258410

May 26, 2021

**Mr. Prem Gujeti**  
Mumbai

Dear Prem Gujeti,

The COVID-19 pandemic has brought difficult personal situations for many of us. The health and safety of each one of you across the globe continues to be our key focus. Do maintain all the safety protocols advised, keep yourself updated on all the benefits and support offered by TCS and most importantly, vaccinate yourself and eligible family members. Please maintain COVID appropriate behaviour to protect your self and your family.

I take this opportunity to thank you for your commitment and resilience during these challenging times to keep our customer's business running and growing. As we step into the next era, 'Building on Belief' will enable us to transform all our futures with greater purpose, through innovation and collective knowledge. I urge you to keep your profile data accurate & up-to-date and actively participate in strategic talent development programs like Elevate to accelerate your self-transformation, career and rewards.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2021. Your India Annual Compensation is **Rs. 4,89,199/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued commitment in the journey ahead.

I wish you and your family good health. Stay safe and Stay vigilant.

Warm Regards,

Milind Lakkad  
Chief Human Resources Officer

#### **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India  
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



TCS Confidential  
Ref: TCS/2021-22/CC-C1/1258410

## ANNEXURE

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
<b>BASIC SALARY</b>	1,94,400
<b>BOUQUET OF BENEFITS*</b>	1,65,420
<b>CITY ALLOWANCE#</b>	26,400
<b>RETIRALS</b>	
Provident Fund	23,328
Gratuity	9,351
<b>PERFORMANCE PAY**</b>	
Monthly Performance Pay	37,200
Performance Bonus***	25,200
<b>TOTAL SALARY</b>	<b>4,81,299</b>
<b>INSURANCE</b>	
Health Insurance@	7,900
<b>CTC</b>	<b>4,89,199</b>
Afterlife Benefit <sup>5</sup>	1,879

\* Includes Personal Allowance which is not grade linked and does not accrue automatically. Personal Allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

# Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

\*\* In lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

\*\*\* Performance Bonus will be paid quarterly and is subject to being active on the company rolls on the date of announcement.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

<sup>5</sup> Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India  
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021



TCS Confidential  
Ref: TCS/2021-22/CC-C1/1258410

**ANNEXURE**

**Table 2: TCS defined structure for Bouquet of Benefits**

<b>COMPONENT CATEGORY</b>	<b>ANNUAL</b>
House Rent Allowance	97,200
Leave Travel Allowance	16,200
Food Card	6,000
Personal Allowance	46,020
<b>BOUQUET OF BENEFITS</b>	<b>1,65,420</b>

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India  
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

11<sup>th</sup> October, 2021

Rajesh Tukaram Kachare  
A/204, Anandeev Apartment,  
Siddhant Ambarnath Road,  
Thane- 421503

**Subject: Appointment Letter**

Dear Rajesh,

We are pleased to offer you the position of "Data Entry Operator" in Finishing Department with effect from 11<sup>th</sup> October, 2021.

This appointment is subject to the following terms and conditions:

- **Salary:**  
You will be entitled to gross emoluments as mentioned in Annexure 1.
- **Probation:**  
You are required to serve a probation period of 6 months after which your service will be confirmed subject to satisfactory performance. The probationary period may be extended or shortened at the absolute discretion of the Company.
- **Placement & Transfer:**  
Your initial posting is at the "Factory" of Almats. You are subject to transfer or reassignment to any place where the Company has an office, or when required in the course of performing your duties. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.
- **Working Hours:**  
Monday to Saturday: Day 10 to 19, inclusive of 30 min lunch break. The Company reserves the right to change your working days and hours.
- **Annual Leave/ Holidays:**  
You are entitled to 15 Paid Leave, 6 Casual Leave & 6 Sick Leave annually. During the probation period, employees can earn Paid Leaves on a pro-rata basis, these can be utilized only on confirmation of your services. In addition, you are entitled to 14 Bank holidays observed by the Company with effect from your date of Appointment.
- **Other Business Interest:**  
Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business interests of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management.
- **Non - Disclosure / Confidentiality:**  
You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reasons for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential

Almats HR 12082



Shriah Korde : 9821139990

# Galaxy Health Care

MFG. OF HEATING PAD & MAGNETIC HEALTH CARE PRODUCTS

Add : 001, Sita Kunj, Building No.3, Azade Gann, Dombivli (E.), Thane, Maharashtra - 421 203.

Ref. No. :

Date :

## Salary Certificate

Date :- 24/08/2021

This is to certificate that Miss. Rajeshree Ramesh Kedar working with our company as team manager. She had been working Since 01/04/2014 and proved to be a very dedicate resources who has very loyal to the company she is getting Salary by cash Rs. 30,000/-.

Last 3 Months Salary bifurcation.

Month	Salary by Cash
May	30,000/-
June	30,000/-
July	30,000/-

We are issuing this letter on the request of our employee and do not any liability on behalf of this letter or party of this letter on our company.

Note : Total 13 Employee Working In Our Galaxy Health Care.

For Galaxy Health Care

*[Signature]*



*[Signature]*

g/Flat No: ..... C-306 .....

Accenture Solutions Private Limited

**Letter of Authorization**

(For use of Personal Information and Sensitive Personal Data or Information)

To whom it may concern

I understand that my employment with Accenture Solutions Private Limited, having its registered office at Plant 3, Godrej & Boyce Complex, LBS Marg, Vikhroli (West), Mumbai Maharashtra 400079 (hereinafter referred to as 'Accenture', which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees assigns and administrators), is governed by Accenture Employment Policies as applicable, and that this employment is subject to satisfactory background checks [including educational qualifications, past employment records, work experience, work authorization (if applicable) identity check, police clearance check, criminal records check, court record checks etc.] and professional reference checks.

I hereby certify all of the statements made on the Accenture's Employee Application Form are true and complete, and I understand that any omission or misrepresentation of any fact may result in revocation of the offer of employment or refusal of employment or immediate dismissal.

I hereby declare and affirm that:

- > I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- > No criminal charges have ever been framed against me by any court of law.
- > I have not been convicted by any court for any offence involving moral turpitude.
- > I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- > I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, Accenture shall, without prejudice to its other rights, shall have the right to forthwith revoke the offer of employment or terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such revocation or termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to collect, store, process, transfer and share my personal information and sensitive personal information like bank accounts, PAN, biometric information, medical record, e-mail addresses etc.) provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion.

**I authorize Accenture and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment.** Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture and its representative to initiate reference checks with the references provided by me with immediate effect.

Further, I also acknowledge and provide my consent to Accenture to transfer and share (within India or outside of India) such information with:

- a. Affiliates of Accenture for administrative purposes and/or audit;
- b. Clients/prospects in relation to any staff augmentation assignments.



## INFORMATION RELEASE FORM

I hereby authorize JM Baxi Group, and /or any of its subsidiaries or affiliates and any person or organization appointed by JM Baxi Group., to contact any former employers, educational institutes and all such sources as may be required to verify information provided in my resume and /or application of employment and to carry out all Background Checks as may be deemed appropriate per JM Baxi Group selection procedure.

I hereby authorize former employers, agencies, educational institutes and all persons who may have information relevant to this enquiry to release the information to JM Baxi Group or their appointed agents. I release all persons from liability on account of such disclosure. I am willing that a photocopy of this authorization be accepted with the same authority as the original.

Signature: Ms. Rutuja Kotian

Name: Ms. Rutuja Kotian

Dated: 18<sup>th</sup> October, 2021



Date: Nov 05 2021

To,  
Sachin Suresh Bhosale  
Z p m r t h s s c h o o l b e h i n d A m e t a p a l i s o c i e t y j a v s a g a o n A i r b e n e t h w e s t

Employee code: HIRD-1221

We are pleased to appoint you as "Associate" at Airoli, Location with our Client Wipro limited on contractual Basis for 6 Month with effective from Nov 08 2021 to May 07 2022

In addition to this following is the terms & conditions

- Your starting Date will be Nov 08 2021 and Date of Contract End May 07 2022
- The position we are offering is that of Associate at CTC of INR 15848 per month (as per Annexure- I)
- Your Joining Location will be Airoli, and need to report daily on the office, In Case you unable to join the work location your Salary and FNF Settlement will be not cleared.
- It is a condition of your employment with the company that the management in its absolute discretion may transfer you to any other Project site / Establishment / Department / Division located anywhere in the country or outside the country under the same Management or any other Sister Concerns, Associate Companies or any Holdings or Subsidiaries. Such transfers will not create for you any right to ask for revision in your emoluments or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as application to your category of employees in the new place.
- It is understood that our decision to appoint you is based on the information given by you in the bio-data/Application Form during the interview you had with us. If at a later stage, it is found that information you had provided is false / incorrect, your services are liable to be terminated without any settlements of dues or salary.
- You shall not divulge any information you may come across during your services, in connection with the technology / Business / Business organization etc. In case of violation of this clause, the Management is within its right to terminate your services immediately and can claim damage to this effect.
- You shall not leave the company without a clear notice of 30 working days after the formal acceptance of the resignation or in the lieu of notice by paying a sum equivalent to one months' gross remuneration and salary as the case may be.

*asale*

Co Off: 3<sup>rd</sup> FLOOR, G-04 MIG COLONY, Near SBI BANK,  
Indore, Madhya Pradesh - 452003  
Contact No: 9109279418 | Email: hr@hird.in | www.hird.in



# Alshday Consultancy Services

Livelihood initiative through information technology

Date 21/09/2021

## APPOINTMENT LETTER

Dear **Shubhangi Babu Khare**

With reference to your application, we are pleased to confirm your employment with Alshday Consultancy Services as **"Program Manager"**.

1. Date of Joining : 15<sup>th</sup> September 2021
2. Period of Contract: **One Year from Date of joining**. It is renewable on the basis of your performance in the organization.
3. **Consultancy Fees:** In Alshday Consultancy Services Program Manager Role is essential right from recruitment of the staff to help the staff to achieve the goal of the organization.
4. **With** regards to Salary, It will be paid Rs.25000/- per month.
5. There will be a **statutory deduction Professional Tax and other applicable taxes Per Annum**.
6. **Reporting:** You will be reporting to the **Project Heading**
7. **Operational Responsibilities:** Management reserves the right to change, amend, and modify any set of operational responsibilities assigned to you. Simultaneously in case of poor performance employee contract will be terminated.
8. **Primary Responsibilities and Duties:**
  - Ensure smooth functioning of the team members
  - Program Manager will be responsible to make two team of 10 members each.
  - Each employee has to fill data collection minimum 10 forms every day.
  - Providing support to the field staff to achieve the project goal
  - Ensuring optimum registration of uncategorized sector worker through Alshday Consultancy services
  - Keeping all the records of all the team members, their performance and appraisal and Leave and Appointments and salaries
  - Every three months performance appraisal will be done of the data collection officers. Based on the performance promotion will be done.

**Primary Skills to execute the job:**

- Strategic vision to integrate how the big picture of the initiative comes together from definition through implementation across.
- Ability to support large-scale company-wide projects that incorporate a proactive and innovative solution to addressing challenges and achieving organizational goals and objectives.
- Ability to create organizational alignment to the design and execution of initiative efforts.

**Professional Traits:**

- Analytical, excellent decision maker and problem solver.
- Proactive, Self-motivated, target-driven, intuitive, creative & diligent.
- Excellent inter-personal and relationship building skills.

9. **Transfers:** You are also liable to be transferred to any of the Centre's as per management's decision. A transfer may involve a promotion, reassignment or a horizontal move. Your leave credits and all the other benefits go with you.
10. **Travel:** You will be required to travel outstation, within Maharashtra State or in your area of operation as and when required for any official work.
11. **Notice period:** You will be required to compulsorily serve a Notice period of 30 days at the time of your exit from the organization. Your services during the period of probation shall be liable to be terminated giving 30 days' notice or one month's basic salary in lieu thereof without assigning any reason thereof. Likewise a probationer will be competent to terminate their contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof. After Confirmation, both employee as well as employer may terminate the contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof.
12. **Working Hours:** You will be required to work a total of 200 hours a month. Specific working hours will be determined by your Respective Local Management/ Reporting Head. It would be appreciated, if you put in extra efforts to work outside the official hours as and when required.
13. **Confidentially:** You will maintain strict confidentially related to technical and commercial knowledge, secrets, proprietary information and all company information during your association with us and thereafter.
14. **Policies & Practices:** You will abide by the policies and practices of the organization in force from time to time as made applicable to your cadre.
15. **Others Clauses:** During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the organization in writing. Any contravention of this condition will entail discontinuation of your services from the organization.
16. **Leave:** As per the Government calendar the leaves will be approved

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

For,

**Alshday Consultancy Services**

**Read, Understood & Accepted**

**Ravindra Suryawanshi**

**Executive Director**

**Shubhangi Babu Khare**

**Program Manager**

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Contact us

7797783028/88840874

Email id [alshdayconsultancyservices@gmail.com](mailto:alshdayconsultancyservices@gmail.com)

Office Address: Flat no 02, Samarth Palace, Adivali-Dhokali, Opposite Suman Hospital, Shree Malang Road, Kalyan East 421306



# Alshday Consultancy Services

Livelihood initiative through information technology

Date 21/09/2021

## APPOINTMENT LETTER

Dear **Sunil Lalji Sharma**

With reference to your application, we are pleased to confirm your employment with Alshday Consultancy Services as **"Program Manager"**.

1. Date of Joining : 10<sup>th</sup> September 2021
2. Period of Contract: **One Year from Date of joining**. It is renewable on the basis of your performance in the organization.
3. **Consultancy Fees:** In Alshday Consultancy Services Program Manager Role is essential right from recruitment of the staff to help the staff to achieve the goal of the organization.
4. **With** regards to Salary, It will be paid Rs.25000/- per month.
5. There will be a **statutory deduction Professional Tax and other applicable taxes Per Annum**.
6. **Reporting:** You will be reporting to the **Project Heading**
7. **Operational Responsibilities:** Management reserves the right to change, amend, and modify any set of operational responsibilities assigned to you. Simultaneously in case of poor performance employee contract will be terminated.
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  - Ensure smooth functioning of the team members
  - Program Manager will be responsible to make two team of 10 members each.
  - Each employee has to fill data collection minimum 10 forms every day.
  - Providing support to the field staff to achieve the project goal
  - Ensuring optimum registration of uncategorized sector worker through Alshday Consultancy services
  - Keeping all the records of all the team members, their performance and appraisal and Leave and Appointments and salaries
  - Every three months performance appraisal will be done of the data collection officers. Based on the performance promotion will be done.

**Primary Skills to execute the job:**

- Strategic vision to integrate how the big picture of the initiative comes together from definition through implementation across.
- Ability to support large-scale company-wide projects that incorporate a proactive and innovative solution to addressing challenges and achieving organizational goals and objectives.
- Ability to create organizational alignment to the design and execution of initiative efforts.

**Professional Traits:**

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- Excellent inter-personal and relationship building skills.

9. **Transfers:** You are also liable to be transferred to any of the Centre's as per management's decision. A transfer may involve a promotion, reassignment or a horizontal move. Your leave credits and all the other benefits go with you.
10. **Travel:** You will be required to travel outstation, within Maharashtra State or in your area of operation as and when required for any official work.
11. **Notice period:** You will be required to compulsorily serve a Notice period of 30 days at the time of your exit from the organization. Your services during the period of probation shall be liable to be terminated giving 30 days' notice or one month's basic salary in lieu thereof without assigning any reason thereof. Likewise a probationer will be competent to terminate their contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof. After Confirmation, both employee as well as employer may terminate the contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof.
12. **Working Hours:** You will be required to work a total of 200 hours a month. Specific working hours will be determined by your Respective Local Management/ Reporting Head. It would be appreciated, if you put in extra efforts to work outside the official hours as and when required.
13. **Confidentially:** You will maintain strict confidentially related to technical and commercial knowledge, secrets, proprietary information and all company information during your association with us and thereafter.
14. **Policies & Practices:** You will abide by the policies and practices of the organization in force from time to time as made applicable to your cadre.
15. **Others Clauses:** During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the organization in writing. Any contravention of this condition will entail discontinuation of your services from the organization.
16. **Leave:** As per the Government calendar the leaves will be approved

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

For,

**Alshday Consultancy Services**

**Read, Understood & Accepted**

**Ravindra Suryawanshi**

**Executive Director**

**Sunil Lalji Sharma**

**Program Manager**

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Contact us

7797783028/88840874

Email id [alshdayconsultancyservices@gmail.com](mailto:alshdayconsultancyservices@gmail.com)

Office Address: Flat no 02, Samarth Palace, Adivali-Dhokali, Opposite Suman Hospital, Shree Malang Road, Kalyan East 421306



**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20206303290/Mumbai/BPS/BTN**  
**Date: 22/09/2021**

Mr. Suraj Hawaldar Singh  
Room No 401 A Wing Gokul Aawas  
Kulgaon  
Behind Gokul Villa  
Badlapur-421503  
Maharashtra  
Tel# 91-9702150837

Dear Mr. Suraj Hawaldar Singh,

**Sub: Letter of Offer and Terms of Traineeship**

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

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

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

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

**Private and Confidential**  
**TCSL/DT20206303290**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079  
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com  
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781

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## **OTHER BENEFITS**

### **1. Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

- a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.
- b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.
- c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

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

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

\*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

### **2. Professional Memberships:**

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

### **3. Social Security - Employees' State Insurance:**

The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

### **4. Compensation Benefits under ESI Act / Employees' Compensation Act:**

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

When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of Traineeship as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial. For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

### **5. Night Shift Stipend:**

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. 200/- per shift as per the company policy.



**6. Process Specific Stipend:**

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

**TERMS OF TRAINEESHIP**

**1. Traineeship Pre-requisites**

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

It is mandatory to declare the gaps / arrears / back log, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer of traineeship at any time at its sole discretion in case of any discrepancy or false information is found in the details submitted by you.

**2. Traineeship Period:**

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

**3. Hours of Training:**

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

**4. Leave:**

You will be entitled for leaves as per the company's policy.

**5. Transport:**

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

**6. Alternative Occupation / Traineeship:**

During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written



permission of the company.

**7. Confidentiality, Data and Intellectual Property Protection:**

As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of TCSL and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

**8. TATA Code of Conduct:**

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

**9. Notice Period:**

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

**10. Medical Test:**

You are required to undergo a pre-Traineeship medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for Traineeship. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute's photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of Traineeship. The company also reserves the right to get yourself examined by a doctor at any time during your Traineeship and further employment(if absorbed in Regular Employment) to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your Traineeship or Employment as the case may be without any notice or notice pay in lieu of notice.

Your Traineeship or further Employment (if absorbed in Regular Employment) is liable to be discontinued / terminated on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

**11. Background Check:**

Your traineeship will be subject to a background check in line with the Company's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

**12. Submission of Documents:**

At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
  - Degree certificate and mark sheets for all semesters
  - Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
  - Birth Certificate / Proof of Age
  - Passport
  - 6 photographs - passport size
  - An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.
- Your original documents will be returned to you after verification.



**13. Initial Learning Programme (ILP)**

On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

**14. Letter of Appointment**

You will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

**15. Personal Data Processing:**

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

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

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

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

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

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

**16. Terms and conditions:**

The above terms and conditions of traineeship are specific to your traineeship period in India.

**17. Rules and Regulations of the Company:**

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

**18. Compliance to all clauses:**

You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle TCSL in withdrawing this letter of traineeship at its sole discretion.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

Enc: Annexure 1: Acceptance

Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

**Private and Confidential**  
**TCSL/DT20206303290**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079

Ph.: +91 22 6778 3000 Fax: 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com

Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021

Corporate Identification No. (CIN): L22210MH1995PLC084781

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**ANNEXURE 1**

**For the candidate to complete:**

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20206303290/Mumbai/BPS/BTN** on \_\_\_\_\_ (MMM/DD/YYYY).  
I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:



## Annexure 2

### Confidentiality, Data and Intellectual Property Protection Terms

#### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS and its subsidiaries as applicable (Collectively termed as TCS) (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS)

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

#### 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with TCS. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

#### 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by



TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

**4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

**5. Use of third party material**

Associate expressly agrees that Associate shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS;

a) use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND

ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

c) knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity

**6. Security policies and Guidelines.**

6.1 Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained,



acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

- (a) process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;
- (b) abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;
- (c) promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");
- (d) promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS's prior written consent;
- (e) not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;
- (f) upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and
- (g) promptly bring to TCS notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS's obligations hereunder.

**7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

**8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

**9. Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of the Confidentiality, Data and IP Protection Terms by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat



thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

**10. General**

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality, Data and IP Protection Terms along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

(e) This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality, Data and IP Protection Terms shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

**Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.**

This is to confirm that I have received the Letter of Offer on \_\_\_\_\_.

I hereby accept this Offer and intend to join service on \_\_\_\_\_.

Name:

Address:

Signature:

Date:

Chairman  
**Vidyadhar Anaskar**  
M.Com., D.T.L., D.L.L. & L.W., LL.B.

Vice Chairman  
**Ramakant Khetan**  
B.Sc., LL.B.

Chief Executive & Secretary  
**Sayali Bhoir**  
B.Com., G.D.C. & A., LL.B., C.A.(R.),  
MSA (Banking & Finance)



**The Maharashtra Urban  
Co-op. Banks' Federation Ltd.**

(Regd. No. BOM-001, dt 09 March 1979)

Bharatiya Krida Mandir, 4th Floor,  
Wadala, Mumbai - 400 031, P. B. No. 7120,  
Tel. : 022 - 2413 5707, Fax : 022 - 2415 1185  
E-mail : admin@muctf.com • www.muctf.com

No. 261/Appointment/2021-22  
November 29, 2021

To,

Mr. Swapnil Marbhal  
906, D-10, Saptagiri,  
Lokdhara Phase 3,  
Kalyan (E.) - 421 306

**Sub: Appointment as 'Peon cum driver' on contractual basis**

Please refer to your application for the post of 'Peon cum driver' and subsequent interview held on August 09, 2021 at Federation's Office.

In this connection, as per the resolution passed unanimously in the Board Meeting held on November 24, 2021, we are pleased to appoint you as a 'Peon cum driver' w.e.f. December 01, 2021 on the following terms and conditions:

1. Your appointment will be purely on contract basis at least for one year. Initially your contract period will be for six months, which may be extended further depending upon your satisfactory performance of duties allotted to you by the Federation.
2. You will be paid a consolidated salary of ₹ 12,000/- (Rupee Twelve Thousand only) per month during the contract period. Such consolidated salary will be payable on the 10<sup>th</sup> day of subsequent month.
3. During your contract period, you are not entitled to any kind of benefits such as Provident Fund, Family Pension Fund, Gratuity Fund etc. as applicable to the permanent employee of the Federation.
4. You are required to perform effectively indoor and outdoor duties i.e. Training Programmes, Seminars, Workshops, Conferences organized by the Federation and any other work assigned to you by the Chief Executive & Secretary and other seniors in the office from time to time.
5. You are also required to perform following functions:
  - a) To maintain good work rapport with the staff of the Federation.
  - b) To act as an effective link between the Board of Directors and between Board, officers and member banks.

## **JPMORGAN CHASE & Co.**

Message from Jamie Dimon, Chairman and CEO

Congratulations on your new opportunity as you grow your career with JPMorgan Chase. We're building the best and most respected financial services company in the world, and we would not be the exceptional company we are today without talented people like you.

We constantly remind ourselves that one of the most important things we can do for our employees is to build a healthy, vibrant company that creates opportunities. In your new role, you will have plenty of opportunities to grow, so take advantage of them.

Here are a few suggestions: Learn new skills and build your expertise. Help us find new ways we can continually innovate faster, better and more efficiently. Take the time to partner, collaborate and communicate effectively. And continue to do your best work for our clients, customers and communities. All the while, you'll be supported by colleagues who care about your development and welcome your feedback as we drive our business forward.

Remember, your success is fundamental to our success. You are part of a diverse, inclusive culture that differentiates us from our peers and sets a positive example for industries to follow. It's how we do business at JPMorgan Chase – and you are a critical part of it.

I wish you all the best in your exciting new role.

A handwritten signature in black ink, appearing to read "Jamie", with a stylized flourish above it.

# JPMORGAN CHASE & CO.

27-Sep-2021

Vishal Chaudhari

Dear Vishal,

## Your Employment by J.P. Morgan

We are pleased to confirm your new opportunity with **J.P. Morgan Services India Private Limited** (the "**Company**"). As part of the J.P. Morgan family, you may be required to provide services for other members of the J.P. Morgan group of companies which includes but is not limited to affiliates, subsidiaries and holding companies ("**J.P. Morgan**"). You also may be required to travel and work in different locations within and outside your hiring country during your employment. You expressly agree that at any time during your employment with the Company, you may be transferred or re-assigned to another service or function of the Company or J.P. Morgan, in accordance with the Company's need.

Please review the contents of this offer letter carefully to confirm our understanding of your employment with the Company. This offer letter supersedes all previous communications including verbal and/or in writing.

Please read this document to understand your employment package. In addition to the information on the following pages, you will also be required to abide by JPMorgan Chase internal policies that are in force and amended periodically. These include our HR Policies, the Code of Conduct, relevant personal trading policies, and other policies and regulations implemented by the Company or the J.P. Morgan listed on the Company's intranet, which will be accessible to you upon commencement of your employment with the Company. Please carefully review all applicable policies and guidelines.

Please treat your employment terms with the strictest confidence.

- If you have questions about them, please contact your HR representative.
- For questions on benefits or policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).
- To accept this offer of employment, please click on the "Accept" button at the bottom of this page on or before 04-Oct-2021. If you do not accept this employment offer by then, it will be automatically be withdrawn unless we extend it in writing.

\* This is a computer generated communication and does not have a signature.

## Employment

Your employment will begin on 06-Dec-2021 and you will carry out your role while physically present in the JPMC offices in Mumbai, India.

## Probationary Period

Your probation period will be 3 Months. We will duly notify you if you have not successfully completed your probationary period or extension thereof. Your probation period will serve, among other things, to evaluate and verify your performance and your abilities as they pertain to your position. If we don't notify you at the end of your probationary period, you will be deemed to have

successfully completed your probationary period.

Your retirement age is sixty (60) years, subject to satisfactory completion of your probation period and provided that your employment is not terminated.

**Title/Category**

Your Functional/Subsidiary Title will be Trading Services Analyst of Corporate & Investment Bank.

We may change your position and titles through promotion or our operational requirements.

**Working Hours/Place Of Work**

Your local management will determine your specific working hours. You may also be required to work different or additional hours to perform your duties, depending on your department's needs.

You will normally work at the Company's offices in Mumbai but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

**Remuneration**

Your total fixed pay will be INR 6,50,000 per annum and comprises the following components:

Rupees p.a.

1. Basic Salary	1,95,000
2. Leave Travel Assistance	30,000
3. House Rent Allowance	97,500
4. Provident Fund	23,400
5. Special Allowance	3,04,100
A. Total Fixed Pay	6,50,000

We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

If, during your employment with J.P. Morgan, you become indebted to the Company or are overpaid any amount for any reason, we are entitled to recover that amount from you. J.P. Morgan may, if it so elects, set off any such sum due to the Company from you against any remuneration and/or any incentive compensation due and payable to you, including any final salary payments due to you on the termination of your employment.

**Incentive Compensation**

You will be eligible for annual incentive awards under the JPMorgan Chase Performance-Based Incentive Compensation Plan ("**Incentive Plan**"). We award incentives based on a number of factors, including your individual achievement, the results of your business unit and the overall performance of J.P. Morgan. JPMorgan Chase & Co. has complete discretion over these awards, which will be subject to applicable taxes, deductions and the [JPMorgan Chase Bonus Recoupment](#).

Policy. If you receive an award, you will be paid either in cash or in a combination of cash and forfeitable equity, in line with our incentive plan practices. Any equity portion will be subject to the terms and conditions of the award agreement, which will include recovery provisions, non-solicitation and similar covenants. If your employment ends or you give us notice of your resignation before the payment date for Incentive Plan awards, you won't be eligible for any payments.

During your employment any commitment as to an amount or timing of an incentive award must be in writing signed by a Managing Director or equivalent of the Company and a human resources officer at the level of Vice-President or above.

#### **Notice Period for Termination**

During your probationary period, either party may terminate your employment by giving the other party fourteen (14) days' written notice or payment in lieu of all or part of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 30 Days written notice ("Notice Period"). However, J.P. Morgan may at its sole discretion release you earlier on certain conditions to be determined by the Company at the time of termination or by the Company making a payment in lieu of all or part of the Notice Period.

#### **Leave**

##### Annual Leave

Your annual leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

- You will be entitled to annual leave with full pay in every calendar year, to be applied and taken in accordance with applicable law and JPMorgan Chase internal policies that are in force and amended from time to time. The Company will be entitled to determine when this is taken although, as far as possible, arrangements will be made to suit your convenience. J.P. Morgan encourages you to use your annual leave entitlement for each calendar year in that calendar year.
- After a notice of termination has been given, you will not be entitled to take annual leave notwithstanding any approval given before the date of the notice of termination unless the Company in its discretion otherwise determines.
- You must comply with the Company's 'consecutive days leave' policies.
- For the calendar year during which your employment with the Company commences or terminates, you will be entitled to such proportion of your annual leave entitlement as the period of your employment in each such year bears to one calendar year. Upon termination of your employment for whatever reason you shall, if appropriate and permitted under the law, either be entitled to a payment in lieu of any outstanding annual leave entitlement or be required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

##### Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

##### Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such

right shall be exercised at the Company's sole discretion.

Please note that detailed policies and information on leave, medical and life insurance, provident and gratuity is available on J.P. Morgan's intranet, which will be accessible to you upon commencement of your employment with the Company.

**Medical and Life Insurance Coverage**

You may be covered under the Company's Group Mediclaim Insurance Policy and Group Accident Insurance Policy.

**Provident Fund & Gratuity**

Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and J.P. Morgan internal policies that are in force and amended from time to time.

**Employment**

Your employment is subject to:

- a. You being able to carry out your role in India while being able to be physically present in a JPMC office in Mumbai, India and your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;
- b. the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment; and
- c. your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:
  - i. you are not in breach of any prior employment contract;
  - ii. you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information; and
  - iii. you are not subject to any other employment or any contractual post-employment restraints
  - iv. you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph.

**Termination**

Your employment may be terminated as follows:

- By either party giving to the other prior written notice of at least the Notice Period or the Company making a payment in lieu of all or part of the Notice Period.
- By the Company at any time without notice or compensation if you:
  - o are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;
  - o seriously breach the Code of Conduct and any other Company policies;
  - o disobey the Company's lawful and reasonable instructions/requirements;

- o habitually neglect your duties; or
- o otherwise commit a material breach of your employment terms.

During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

- suspend you from the performance of any duties or assign you alternative duties;
- exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;
- require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;
- require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;
- remove your access to the Company premises and computer systems; or
- require that you return any property belonging to the Company per the Company's policy on "Return of Company Property" provided in this offer letter.

All your duties (whether express or implied) under your employment and this letter – including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information – shall continue throughout the Notice Period and any period that you are on garden leave.

During any Notice Period:

- you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and
- you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and advise on matters relating to work
- you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or the operations of the J.P. Morgan.

#### **Confidentiality**

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the J.P. Morgan policies and code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

#### **Return of Company Property**

You acknowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains the exclusive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of your employment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or in hard copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or hardware, staff identity cards card and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are vested in the Company and/or J.P. Morgan.

**Post-Employment Restrictions**

For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.

The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.

In this paragraph:

- "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.
- "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.
- "Restricted Client" means any person:
  - o who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and
  - o with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date
  - o but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.
- "Relevant Date" means the date your employment terminates.

You acknowledge and agree:

- that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;
- that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;
- that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.
- that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.
- that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.
- that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.
- that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.
- That you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.
- In addition, you agree and acknowledge that the potential harm to the Company of the non-

enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

#### **Miscellaneous**

- This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.
- If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted.
- This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.
- If, during your employment with J.P. Morgan, you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.
- The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of J.P. Morgan's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the J.P. Morgan group of companies).

#### **Appendix: Systems Monitoring Activities and Cross-Border Transfers:**

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities,

JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

#### **Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):**

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your Covered Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed Covered Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

If you are a seasonal or short term employee the following requirements will apply:

JPMorgan Chase requires that seasonal workers refrain from trading in Covered Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my Covered Accounts
2. I understand that the Firm has the right to request account information for any of my Covered Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my Covered Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade

\*The term Covered Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

**Global Personal Trading Policy:**

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing Covered Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

**Acceptance and Code Affirmation:**

Upon signing this letter I accept the terms and conditions described above.

I hereby affirm that I have read, understand, and am in compliance with the JPMorgan Chase ("JPMC") Code of Conduct and all internal JPMC policies that apply to me. I agree, as a condition of my employment, to remain in compliance with the Code of Conduct and all applicable JPMC policies.

I understand that I must conduct myself in a way that is consistent with the Code of Conduct, demonstrating compliance with the principles and intent of the Code of Conduct, and applicable laws and regulations.

I also affirm that I have reported any potential or actual violations of the Code of Conduct, JPMC policies, or laws or regulations applicable to JPMC's business, as required by the Code of Conduct. I understand that failure to do so can result in disciplinary action, up to and including termination of employment.

I understand that the Code of Conduct may be updated periodically, as necessary; and that the current version is posted on the JPMorgan Chase intranet as well as on its public website.

**Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:**

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

**Electronic Signature**

- You acknowledge and agree that this offer of employment letter (the "Offer Letter") is being executed electronically and is enforceable.
- You have read and understood the terms of the Offer Letter and have been provided with an opportunity to review and discuss the terms of the Offer Letter with advisors, if you so desire.
- You agree that should any further assurances be required or be desirable, you shall in good faith perform such further actions (including executing a physical copy of the Offer Letter).

**Governing Law and Jurisdiction**

Your employment shall be governed by and interpreted in accordance with the laws of India. You shall submit to the exclusive jurisdiction of Mumbai courts in relation to any dispute arising in connection with your employment and this letter.

J.P. Morgan Services India Private Limited  
Corporate Identity Number : U72900MH2000PTC124073  
Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West),  
Mumbai - 400 104, India  
Telephone: +91 22 6125 0000



एस.एस.कोड नं. १६०२०२३  
यु.-आयस क्र. २७२११५०४८०२

महिला मंडळ, कुळगांव संघालीत

फोन नं. (०२५१) २६९४ २४३.

## कै. द्धारकावाई गणेश नाईक विद्यालय, (कुळगांव)

माध्यमिक विभाग

दत्तवाडी, कुळगांव, ता. अंबरनाथ, जि. ठाणे - ४२१ ५०३.

रजि. नं. शिऊस / माध्य. / ८४ / १५७९६ / ७९७.

खेतन व भविष्य निर्वाह निधी पथक, ठाणे नं. THN/ULH/२९६.

जावक क्र. १०६/२०२०-२१

दिनांक : २४/११/२०२१

### सेवा दाखला

प्रमाणित करण्यात येते की, श्रीमती. पाटील योगिता प्रकाश ह्या आमच्या शाळेत सहा. शिक्षिका या पदावर दिनांक १२/११/२००९ पासून कार्यरत असून त्या सेवेत कायम स्वरूपी आहेत. सदर प्रमाणपत्र हे त्यांच्या विनंतीवरून पुढील उच्च शिक्षणाच्या कामासाठी दिलेले आहे.

 २४/११/२०२१  
मुख्याधिकारी

कै. द्धारकावाई विद्यालय (मा.वि.)  
कुळगांव - बदलापूर,  
ता. अंबरनाथ, जि. ठाणे



CIN: U85320MH2019PTC320566  
207 A, Kailash Industrial Complex, Park Site Road, Vikhroli West, Mumbai 400079  
Phone# +91 9168884886, Email: it@truemeds.in

## Appointment Letter

20<sup>th</sup> December, 2021

**Subject:** Letter of Appointment

**Dear Miss. Neha Idrisi,**

This has reference to your application and subsequent interviews you have had with **Intellihealth Solutions Private Limited**. We are pleased to appoint you as **Quality Analyst** in our operations function based at **Vikhroli West, Mumbai**. Your employment will be governed by the following terms and conditions:

**1. Monthly Gross Salary**

You will be paid a monthly gross salary of **Rs. 18,500/- (Rupees eighteen thousand five hundred only)** per month.

**2. Working Hours**

Your working hours will be 9:00 am to 6:00 pm with flexi hours as per the current company policy. The company observes a 6 day work week.

**3. Date of Appointment**

Your date of appointment as per company records is 20<sup>th</sup> December, 2021.

**4. Salary Increase**

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

**5. Probation Period**

You will be on probation for a period of **One months** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

**6. Leave**

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

**7. Travel**

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



CIN: U85320MH2019PTC320566  
207 A, Kailash Industrial Complex, Park Site Road, Vikhroli West, Mumbai 400079  
Phone# +91 9168884886, Email: it@truemeds.in

#### **8. Responsibilities**

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.

#### **9. Retirement Age**

The normal retirement age for all employees is **60 years**.

#### **10. Notice Period**

While on probation, this appointment may be terminated by either side by giving **Thirty days' notice**, or **thirty days salary in lieu of notice period**.

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

#### **11. Transfer**

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

#### **12. Other work**

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

#### **13. Conflict of Interest**

You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company.

#### **14. Confidential Information**

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

#### **15. Contract/Bond with Previous Employers.**

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

#### **16. On termination**



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Phone# +91 9168884886, Email: it@truemeds.in

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

**17. General**

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

We welcome you to **Intellihealth Solutions Pvt. Ltd.** family and trust we will have a long and mutually rewarding association.

Yours faithfully,

Dr Kunal Wani

<Candidate Signature & Date>

Co-founder & COO

Intellihealth Solutions Pvt. Ltd.





**Letter of Intent/Appointment Offer**

Dear **Parshuram Bhushan Dayal**,

Date: 05 Mar 2021

With reference to your application/interview and subsequent discussions you had with us, we are pleased to offer you a position of **SHOP DEMONSTRATOR** with Team Lease Services Limited on fixed-term assignment and your date of Joining would be **05 Mar 2021**. Your appointment is subject to confirmation from our client on the selection of your candidature by our client, in accordance with their selection criteria.

Your Monthly & Annual CTC will be INR **13968.00** and **167616.00** respectively. The Management reserves the right to bifurcate or merge the allowances in basic salary. Your work location will be **Thane**. The job is transferable anywhere within India.

The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid. Detailed job objectives and salary structure along with appointment letter will be provided upon joining. This Letter of Intent /Appointment Offer does not guarantee employment and shall be valid for two weeks or till the date of joining, whichever is earlier.

You are required to download the TeamLease Mobile App and upload the mandatory documents listed below. Appointment Letter is issued subject to filling all mandatory fields on the Mobile App and uploading the mandatory documents on the Mobile App.

- Copy of Aadhaar Card (both sides).
- Copy of the first sheet of Bank Passbook or canceled cheque (with your name, bank account number, and IFSC clearly printed).
- Copy of highest educational qualification certificate.
- Copy of PAN card.

Link for Android App: <https://play.google.com/store/apps/details?id=com.teamlease.associate&hl=en>

Link for iOS App: <https://itunes.apple.com/in/app/teamlease/id1033421268?mt=8>

Please note that any claims based on the alleged verbal promises by any authority, not a part of this letter, will not be entertained in the future.

Yours sincerely,

For **TEAMLEASE SERVICES LIMITED**

Accepted and Agreed

**Rituparna Chakraborty**  
(Authorized Signatory )

Signature and date:

Name:

**KANCHAN**



**BAJAJ**

Authorised Dealer for Bajaj Auto Limited

Kanchan Auto Private Limited  
Showroom : 3/4, Vinayak Apt.,  
Shanti Nagar, Kalyan -Ambarnath Rd.,  
Ulhasnagar - 3.  
☎ : 0251- 2565599, 2563168 / 69  
Fax : 0251- 2709714

**Date: 11.10.2018**

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Miss. Prachi Malviya** was working with our organization from March 07, 2016 till date; she is designated as "**RTO Assistant**". We found her sincere & hardworking.

We wish him all success in his future.

**For Kanchan Auto Pvt. Ltd.**

  
  
**Authorized Signatory**

07/04/2021

## Appointment for post of Content Review Practitioner

Dear Mansi Sangay Gade (ACC3398),

We are pleased to offer you, the position of Content Review Practitioner with Accenture on the following terms and conditions:

### Commencement of contract

Your contract period will be effective, as of **09/04/2021**

### Contract Period

You will be on contract for a period of 11 months which may be extended or confirmed in writing after a satisfactory assessment of your performance based on the Performance Measurement System (PMS) of evaluation.

### Compensation Details

Your salary and other benefits will be as set out in Annexure 1, hereto. Your monthly CTC will be **15,532.00**

### Place of posting

You will be posted at Mumbai\_1. You may however be required to work at any place of business which the Company has, or may later acquire. You may be redeployed to any other process of the client at any point of time within the duration of your employment.

### Company Assets

You will always maintain in good condition company assets such as ID cards, access cards, laptops, etc. which may be entrusted to you for official use during the course of your employment and shall return all such assets to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

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Corporate Office : 388 Block G, New Alipore, Kolkata - 700 053. Phone : 033.39897979

Kolkata

Pune

Bhubaneswar

Hyderabad



## **Borrowing/accepting gifts**

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

## **Leave Policy**

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

You are eligible for 1.75 leaves (SL+PL+CL) per month. Every Year from January onwards fresh leaves will start accumulating in the leave account.

## **Termination**

Your appointment can be terminated by the Company, without any reason, by giving you **15 days'** prior notice in writing or salary in lieu thereof.

You may terminate your employment with the Company, without any cause, by **45 days'** prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## **Confidential Information**

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and

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information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

### **Intellectual Property Right**

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

### **Applicability of Company Policy**

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### **Governing Law/Jurisdiction**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Kolkata & is therefore subjected to West Bengal Jurisdiction only.

### **Adherence to compliance rules for ESI and PF**

As per compliance rules, you are not permitted to have multiple ESI or PF numbers/accounts. In case you have any prior ESI or PF number/account, it is your responsibility to submit proof of the same at the time of submission of documents. In case the same is not submitted, we will assume you are not registered under ESI and PF and we would be initiating the registration processes if applicable. Also, as per ESI rules, you cannot add as beneficiaries family members drawing a salary of more than 5000

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per month. For registering any of your family members under ESI, we would be needing a declaration stating that the family member has a salary less than Rs. 5000 per month.

#### Appointment in Good Faith

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

#### Acceptance of our offer

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

Please confirm your acceptance of Employment Offer by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,



Authorized Signatory

2COMS Consulting Pvt. Ltd.

Date: 07/04/2021

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## ANNEXURE 1

	Monthly	Annual
<b>Basic</b>	8,548.00	102576
<b>HRA</b>	4,150.00	49800
<b>Other Allowances</b>	-	0
<b>Monthly Stat Bonus</b>	1,050.00	12600
<b>GROSS</b>	13,748.00	164976
<b>PF</b>	1,026.00	12312
<b>PF Admin</b>	86.00	1032
<b>ESI</b>	447.00	5364
<b>WCA</b>	-	0
<b>Insurance</b>	225.00	2700
<b>Total</b>	1,784.00	21408
<b>CTC</b>	<b>15,532.00</b>	186384
<b>PF</b>	1,026.00	12312
<b>ESI</b>	104.00	1248
<b>Ptax</b>	200	2400
<b>Total</b>	1330	15960
<b>Net In Hand</b>	12418	149016

N.B.: Salary payout date is 3<sup>rd</sup> working day of the month.



Date: 07/04/2021

Name: Mansi Sanjay Gade

Signature :

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एस.एस.कोड नं. १६०२०२३  
सु.-डायस क्र. २७२११५०४८०२

महिला मंडळ, कुळगांव संचालित

फोन नं. (०२५१) २६९४ २४३.

## कै. द्वारकाबाई गणेश नाईक विद्यालय, (कुळगांव)

माध्यमिक विभाग

दत्तवाढी, कुळगांव, ता. अंबरनाथ, जि. ठाणे - ४२१ ५०३.

रजि. नं. शिऊस / माध्य. / ८४ / १५७९६ / ७९७.

वेतन व भविष्य निर्वाह निधी पथक, ठाणे नं. THN/ULH/२९६.

जावक क्र. १०६/२०२०-२१

दिनांक : २४/११/२०२१

### सेवा दाखला

प्रमाणित करण्यात येते की, श्रीमती. पाटील योगिता प्रकाश ह्या आमच्या शाळेत सहा. शिक्षिका या पदावर दिनांक १२/११/२००९ पासून कार्यरत असून त्या सेवेत कायम स्वरूपी आहेत. सदर प्रमाणपत्र हे त्यांच्या विनंतीवरून पुढील उच्च शिक्षणाच्या कामासाठी दिलेले आहे.

 २४/११/२१  
मुख्याधिकारी

कै. द्वा. ग. नाईक विद्यालय (मा.वि.)

कुळगांव - बदलापूर,

ता. अंबरनाथ, जि. ठाणे



Reliance SMSL Limited      Valid till 05th Jul 2021  
EC No: 60602176      DOB: 12/06/1999  
DOJ: 16/03/2021      Height: 164 cm  
ID Mark: MOLE ON LEFT HAND      Blood Group: O +

  
Signature of the Card Holder

The back of the ID card contains personal and identification details. It includes the company name, validity date, employee ID, date of birth, date of joining, height, and blood group. It also features a signature of the cardholder.

## INFORMATION RELEASE FORM

I hereby authorize JM Baxi Group. and /or any of its subsidiaries or affiliates and any person or organization appointed by JM Baxi Group., to contact any former employers, educational institutes and all such sources as may be required to verify information provided in my resume and /or application of employment and to carry out all Background Checks as may be deemed appropriate per JM Baxi Group selection procedure.

I hereby authorize former employers, agencies, educational institutes and all persons who may have information relevant to this enquiry to release the information to JM Baxi Group or their appointed agents. I release all persons from liability on account of such disclosure. I am willing that a photocopy of this authorization be accepted with the same authority as the original.

Signature: Ms. Rutuja Kotian

Name: Ms. Rutuja Kotian

Dated: 18<sup>th</sup> October, 2021



# Alshday Consultancy Services

Livelihood initiative through information technology

Date 21/09/2021

## APPOINTMENT LETTER

Dear **Shubhangi Babu Khare**

With reference to your application, we are pleased to confirm your employment with Alshday Consultancy Services as **"Program Manager"**.

1. Date of Joining : 15<sup>st</sup> September 2021
2. Period of Contract: **One Year from Date of joining**. It is renewable on the basis of your performance in the organization.
3. **Consultancy Fees:** In Alshday Consultancy Services Program Manager Role is essential right from recruitment of the staff to help the staff to achieve the goal of the organization.
4. **With** regards to Salary, It will be paid Rs.25000/- per month.
5. There will be a **statutory deduction Professional Tax and other applicable taxes Per Annum**.
6. **Reporting:** You will be reporting to the **Project Heading**
7. **Operational Responsibilities:** Management reserves the right to change, amend, and modify any set of operational responsibilities assigned to you. Simultaneously in case of poor performance employee contract will be terminated.
8. **Primary Responsibilities and Duties:**
  - Ensure smooth functioning of the team members
  - Program Manager will be responsible to make two team of 10 members each.
  - Each employee has to fill data collection minimum 10 forms every day.
  - Providing support to the field staff to achieve the project goal
  - Ensuring optimum registration of uncategorized sector worker through Alshday Consultancy services
  - Keeping all the records of all the team members, their performance and appraisal and Leave and Appointments and salaries
  - Every three months performance appraisal will be done of the data collection officers. Based on the performance promotion will be done.

**Primary Skills to execute the job:**

- Strategic vision to integrate how the big picture of the initiative comes together from definition through implementation across.
- Ability to support large-scale company-wide projects that incorporate a proactive and innovative solution to addressing challenges and achieving organizational goals and objectives.
- Ability to create organizational alignment to the design and execution of initiative efforts

**Professional Traits:**

- Analytical, excellent decision maker and problem solver.
- Proactive, Self-motivated, target-driven, intuitive, creative & diligent.
- Excellent inter-personal and relationship building skills.

9. **Transfers:** You are also liable to be transferred to any of the Centre's as per management's decision. A transfer may involve a promotion, reassignment or a horizontal move. Your leave credits and all the other benefits go with you.
10. **Travel:** You will be required to travel outstation, within Maharashtra State or in your area of operation as and when required for any official work.
11. **Notice period:** You will be required to compulsorily serve a Notice period of 30 days at the time of your exit from the organization. Your services during the period of probation shall be liable to be terminated giving 30 days' notice or one month's basic salary in lieu thereof without assigning any reason thereof. Likewise a probationer will be competent to terminate their contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof. After Confirmation, both employee as well as employer may terminate the contract of employment by giving a 30 days' notice or by surrendering or reimbursing their one month's basic salary lieu thereof.
12. **Working Hours:** You will be required to work a total of 200 hours a month. Specific working hours will be determined by your Respective Local Management/ Reporting Head. It would be appreciated, if you put in extra efforts to work outside the official hours as and when required.
13. **Confidentially:** You will maintain strict confidentially related to technical and commercial knowledge, secrets, proprietary information and all company information during your association with us and thereafter.
14. **Policies & Practices:** You will abide by the policies and practices of the organization in force from time to time as made applicable to your cadre.
15. **Others Clauses:** During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the organization in writing. Any contravention of this condition will entail discontinuation of your services from the organization.
16. **Leave:** As per the Government calendar the leaves will be approved

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

For,

**Alshday Consultancy Services**

**Read, Understood & Accepted**

**Ravindra Suryawanshi**

**Executive Director**

**Shubhangi Babu Khare**

**Program Manager**

---

Contact us

7797783028/88840874

Email id [alshdayconsultancyservices@gmail.com](mailto:alshdayconsultancyservices@gmail.com)

Office Address: Flat no 02, Samarth Palace, Adivali-Dhokali, Opposite Suman Hospital, Shree Malang Road, Kalyan East 421306



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

June 18, 2021

Ref:HDBFS/21-22/HRIC43775/Appt/137287

Mr.Vivek Santosh Shukla,  
Rn 1 Varsha Ngr Vikhroli,  
Shamsham Bhumi Shanti ,  
Soc Vikhroli,  
Mumbai-400079

Dear Mr.Vivek Santosh Shukla,

LETTER OF APPOINTMENT

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

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

Terms and Conditions:

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

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



# AARAN HEALTHCARE



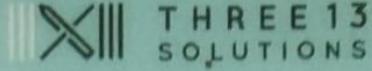
**MANALI KALLURI**  
**Co-Assistant**

**Contact No : 9175514623**

**Employee Code : 85**

**Reg Office : 305 WOODLEN COMPLEX**  
**ULHASNAGAR - 2**  
**ULHASNAGAR - 421003**

**THE NEW DIVISION OF OMNIPOTENT**



## RAKESH ROBIN ADAK

Designation : Web Designer Intern  
Employee Code : T13-080  
Gender : Male  
Phone Number : 70-66-299-276  
Email Address : rakesh@313s.com

### EMPLOYEE IDENTITY CARD

Date of Issue : 03/05/2021  
Date of Expiry : 31/03/2022

*Dhrati Shah*

AUTHORISED SIGNATORY

This identity card is a property of **Three 13 Solutions Private Limited**,  
if found, please return to: 404, 4th Floor, Crescent Business Park,  
Samitha International Complex, Off Andheri Kurla Road, Sakinaka,  
Andheri East, Mumbai 400072, Maharashtra, India - Tele: 022-2859313



कोव्हीड - १९ अत्यावश्यक सेवा

दि. ५.०४.२०२१ पासून  
कर्मचार्याचे नाव : कु. भावेश मोंरे  
हुद्दा : सी.एफ.सी. कर्मचारी  
माथेरान गिरीस्थान नगरपरिषद, माथेरान

Shadon  
कंत्राटदाराची स्वाक्षरी



प्रवेशपत्र

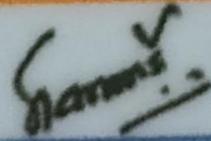
मुंबई  पोलीस  
मुख्य नियंत्रण कक्ष



किरण प्रकाश अहिरे  
ट्रिनिटी प्रोजेक्ट ऑफिसर

२७.०१.२०२०

जारी दिनांक



स.पो.आ., मु.नि.क., मुंबई



Type here to search



**RBL BANK**  
apno ka bank



**OMKAR SHINARE**  
EMP NO : 25226

VALID UPTO:  
**DEC 2021**

Feedback  
in.ced@hp  
Extend Warrant  
1800 425 4999  
was on  
@HP India HP

RBL BANK



**Gaurav Sharma**

**Employee No. : 437299**

A handwritten signature in black ink, appearing to read 'H S Sharma', written over a horizontal line.



**Issuing Authority**



## गोदावरी अर्बन

मल्टिस्टेट क्रेडिट को-ऑप. सोसायटी लि; नांदेड

मुख्यालय : सुर्यवंशी कॉम्प्लेक्स, तरोडा नाका, नांदेड - 431 605

Ph: (02462) 267277 Email : headoffice@godavariurbanmultistate.org

## Godavari Urban

MULTISTATE CREDIT CO-OP. SOCIETY LTD; NANDED

Head Office : Suryawanshi Complex, Taroda Naka,

Nanded-431 605. Web : www.godavariurbanmultistate.com



Ref. No. ADM/2019/05/757

Date 30/05/2019

To,  
**Mr. Pratik Naresh Mohite**  
**Room No. 3, Durga Darshan Chawl,**  
**Chawl No.3 , Navin Devichapada,**  
**Gopinath Chowk, Mahatma Phule Road,**  
**Dombivli (W).**

Subject : Appointment as a "Peon"

This is with reference to your application for the post of "Peon" as per subsequent personal interview on 14<sup>th</sup> November 2017. We are pleased to inform you that you have been selected for the post of a "Peon" and we offer appointment on following terms and conditions:

- 1) Your appointment is based on the information provided with reference to your application and interview on 14<sup>th</sup> November 2017.
- 2) You will be paid a salary of Rs.8,000/- (Rs. Eight Thousand only per month).
- 3) We are pleased to inform you that you have been appointed for the Post of "Peon", for a probationary period of 6 Months. Your appointment shall be subject to successful completion of your probationary period and achievements of targets prescribed by us. In the event, if your probationary period is not satisfactory, in terms of your conduct and performance, your appointment shall stand revoked on expiry of your probationary period mentioned herein. Notice to that effect shall be immediately served upon you within 7 days of expiry of Probation Period.
- 4) You will be governed by the rules and regulations of the society as applicable to your category of staff and as in force and or amended from time to time (The copy of service rule is enclosed herewith).
- 5) In Pursuance of this appointment order you have to report our Bhandup Branch.

31/5/19  
 Mohite

- 6) You shall devote your whole Time Attention, Best Skills, Ability and Knowledge towards the Development and care of Business of the Society. You shall diligently and faithfully perform such duties as may be assigned to you from time to time, by the Society. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the society.
- 7) During your employment, you shall keep yourself sober, work faithfully, honestly for the society and you shall not be guilty of any act within or outside the Society's premises which would affect your responsibility or capacity to work.
- 8) You will not divulge any details of the Administration or Organization; matter of confidential and secret nature, which may be your personal privilege to know by virtue of being in our employment.
- 9) You have to execute a service bond for the period of Five years. Thereafter, if you want to resign from the job you will have to give one month advance notice or go to for one month salary in lieu of.
- 10) Post is transferable, as per need you must be ready to go anywhere and anytime.
- 11) The relieving /resignation acceptance letter from your previous organization has to be submitted on your joining the Society.
- 12) You will have to produce a Medical Fitness Certificate duly sign by any Registered Medical Practioner on the date of joining.
- 13) You will have to follow all the rules and regulations of the Society in existence, amended/added time to time as and when required by the Society.
- 14) If at any time in our opinion you are found Non-performer or Guilty of Fraud, Dishonest, Disobedient, Disorderly behaving, Negligent, Indisciplined, absent from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your service may be terminated without notice and on account of reason of any of the acts or omission the Society rules we shall be entitled to recover the damages from you.
- 15) This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Society (Management) may take such action as it deems fit in its sole discretion, including Termination of you employment.
- 16) You will be responsible for Safe-keeping and return in good condition the order of all the Society property, which may be in your use Custody or Charge.

31/5/19  
Mohite

- 17) You are required to join on duty within the period of one month from date of this Appointment order.
- 18) You are required to keep a Security Deposit of Rs.5,000/- (Rs.Five Thousand only) from your first month salary at the Society.
- 19) You will have to give an Acceptance letter at your joining on duty at the Head Office.

This Appointment Order is conditional and further processed upon submission of all the documents required as per our HR policy and on our satisfactory completion of your reference checks.

**Documents to be submitted :**

1. Business Projection
2. Id Proof - Pan Card
3. Address Proof - Aadhar Card
4. Previous Employment Offer Letter
5. Last 3 Months Salary Pay Slips
6. Reliving Letter from Previous Employer
7. Medical Fitness Certificate from a Government Doctor
8. Academic Certificates (\*SSC, Inter & \*Graduation)
9. Passport Size Photos – 6 No's

The Entire team at Godavari is looking forward to work with you and we are confident that you will be able to make significant contribution to the success of our organisation.

We welcome you in our Organization.



*[Handwritten Signature]*  
**CHAIRPERSON**

**ACCEPTANCE OF EMPLOYEE**

I, Mr. Pratik Naresh Mohite accept the above referred employment offered to me and declare that the Terms and Conditions of my employment as applicable to me, have been read and fully understood by me. I am returning herewith one copy of the service rules duly signed by me as advised by you. Please note that I will join on date :-

Date : 31/5/19  
Place : Bhandarp.

*[Handwritten Signature: Amohite]*  
**Signature of employee**

ARCOS SKILL MANAGEMENT  
SERVICES PVT LTD



Name of Principal Employer : Instakart Service Pvt. Ltd.

Name of Principal Employee : Ankiti Jadhav

Vendor ID : \_\_\_\_\_

Sex (M/F) : Female

Designation : Pickup

DOB : 12 April 1998

Department : \_\_\_\_\_

DOJ : 16/4/2021



Seal & Signature of Issuing Authority

Date: 24-JUN-2021  
Ref No: 77837

**Bharat Gaikwad**  
Beekar sadan behind A Block no. 297, Near nalanda school Dush chawl, Subhash Tekdi ulhasnagar  
ULHASNAGAR-421004, Maharashtra, INDIA

### LETTER OF APPOINTMENT

Dear Bharat Gaikwad,

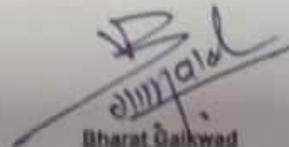
This letter marks an important event in the life of our Bank and indeed for you. We value this letter as a symbol of a new relationship, one that is based on simplicity, prudence and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of the Kotak family. You promise to value our values as one of us

- Down to Earth & Approachable : We are simple, straight forward, realistic, unpretentious and always accessible to our stakeholders
- Mutual Respect, Trust and Transparency : We nurture an environment which is transparent in dealings, value the contribution of individual and respect basic human dignity in all interactions.
- Passion to Achieve : We are committed to focus on results with undying enthusiasm and energy
- Entrepreneurial Approach: We generate and encourage creative ideas, applying sound commercial acumen. We have an innovative approach to problem solving and do not shy away from going beyond the conventional
- Ethical with Governance Mindset: We are committed to conducting ethical business maximizing shareholder values on a sustainable basis, while ensuring fairness to all stakeholders including customers, team members, investors, business partners, Government and society at large.

When you sign this letter, you would have embarked on our quest to make modern history!

Manoj Phadnis  
nature Not Verified  
Candidate Name - Human Resources  
Digitally signed by MANOJ  
BHAKAR PHADNIS  
Date: 2021.06.24 18:15:02



**Bharat Gaikwad**  
Candidate Name

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

Kotak Infinii, Building No. 21,  
Zone-4, 2nd Floor, Infiniti Park,  
Off Western Express Highway,  
General AK Vaidya Marg,  
Malad (E), Mumbai-400097,  
Maharashtra, India.

T +91 22 66056825  
F +91 22 67259071  
www.kotak.com

Registered Office:  
27 BKC, C-27, G Block  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400  
Maharashtra, India



**Adityakumar Dubey**

**Contract ID : 40070340**

**Parent Org. : SPS**

**Validity : 25/09/2021**



**SAFFRON**  
India Security Force



Name : **SHUBHAM B. GOSAVI**  
Desg. : Office boy  
D/O Birth : 03rd December 1997  
ID No. : SISF00306  
Joining Date : 14th December 2020

*Shubham B. Gosavi*



# DELHIVERY

Plot 5, Sector 44, Gurugram, Haryana 122002



Name: INDAR GUPTA

Age : 23

Blood Group : .....

Add MUMBAI BADLAPUR DC

DOJ : 10-02-2021



Partner Signature

Delhivery Business Partner

# SAINI

SAINI ELECTRICAL AND  
ENGINEERING WORKS



**Samad Shaikh**

BHOGPUR ELECTRICAL WORKS  
CONTRACT LABOUR ID : 1021  
VALIDITY : 01.04.2021 TO 31.07.21

Authorized Signatory



Date :- 04-Jul-2021

**NEEM TRAINEE CONTRACT LETTER**

To,  
**Mr. Vishal Gupta,  
At-Turbhe Stores,  
Thane, Maharashtra,  
India - 400703.**

**Dear Mr. Vishal,**

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Exotech Plastics Pvt Ltd, Ranjangaon, Pune" subject to the following terms and conditions :

1. The Period of training shall be 12 months with start date **04-Jul-2021** and end date **03-Jul-2022**.
2. You will be paid consolidated monthly stipend of **Rs. 11,500 /-**
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
  - i. If you secure gainful employment (on production of copy of the appointment letter) and
  - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
  - iii. Absent from on the job training for more than 3 days without permission.
  - iv. Any kind of disciplinary issue
  - v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

---

**YASHASWI ACADEMY FOR SKILLS**

CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA.

T : +91 20 6749 2727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN

CIN : U80903PN2014NPL151080



9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay in lieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

For Yashaswi Academy for Skills,

A circular stamp with the text "YASHASWI ACADEMY FOR SKILLS PUNE" around the perimeter. A handwritten signature is written over the stamp.

Authorized Signatory

Date :- 12-Jul-2021

#### **ENDORSEMENT**

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

**Accepted & Agreed**

**(Signature of Trainee)**

**Date :- 12-Jul-2021**



**RIDDHI INFRA**  
BUILDERS & DEVELOPERS



**RUPA SURESH GIRI**  
Incharge of Agreement &  
Registration Department

D.O.B. : 22/08/1997

Contact No. : 9890718021

Residence Add. : Room No. 102, B-13, Orchid  
Square, Survodaya Nagar,  
Ambarnath West.

📍 Gokuldham, Behind Neral Vidya Mandir School,  
Neral, Mamdapur (C) 7507568966



**Apprenticeship Offer cum Appointment Letter**

**Date: November 17, 2020**

**Ms. Kunika Santosh Suvarna**

**Sec - A1, Hetkarali, Jakatnaka,  
Near Matheran Road Neral,  
410101**

**Dear Kunika,**

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as "**ARROW**"). Your designation under the Program would be an **Analyst**. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "**Contract**"). Please return a duly signed duplicate copy of this letter for our records.

Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you.

Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you

**Regards,**

**Sagar Shetty  
– Human Resources**

**Kunika Suvarna**

**19/11/2020**

Registered Office:  
**eClerx Services Ltd.,**  
[CIN: L72200MH2000PLC125319]  
Sonawala Building, 1<sup>st</sup> Floor, 29 Bank Street, Fort,  
Mumbai – 400 023, Maharashtra, India.  
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8655  
E-mail ID: [contact@eclerx.com](mailto:contact@eclerx.com) | [www.eClerx.com](http://www.eClerx.com)

Office Address:  
**eClerx Services Ltd.,**  
Building # 14, 4<sup>th</sup> Floor, K Raheja Mindspace, Plot # 3, TTC Industrial Area,  
Thane Belapur Road, Airoli, Navi Mumbai – 400 708, Maharashtra, India.  
Ph: +91 22 6114 1555  
[www.eClerx.com](http://www.eClerx.com)



**Reference No. - 1383780256**

**Abhijit Tayde**

**Date: 29 Aug 2018**

**Name: Abhijit Tayde**

**Reference ID: 1383780256**

Dear Abhijit,

**Sub: Participation in certificate course in Sales Management at ICICI Bank Sales Academy**

**Congratulations!**

With reference to your application and subsequent interview for the position of Sales Officer at ICICI Bank, we are pleased to confirm your selection to join the ICICI Bank Sales Academy as part of Sales Management Certificate Course (hereinafter referred to as "Certificate Course"). On completion of the Certificate Course, which includes classroom training and on the job internship, you shall be awarded a certificate in Sales Management.

On successful completion of classroom training, you will undergo 15 days of on the job internship at ICICI Bank. On commencement of on the job internship at ICICI Bank, you will be absorbed in the grade of Sales Officer Trainee posted at **THANE - PRESTIGE GARDEN\_BR**. The date of joining ICICI Bank post successful completion of classroom training will be informed to you at the Sales Academy during your classroom training.

On successful completion of the 15 days on the job internship, you shall be fitted at the grade of Officer and shall be on probation for a period of 11 months from date of completion of on the job internship or such extended period as may be decided by ICICI Bank depending on your performance during the probation period. On successful completion of probation period including that of extended period, if any, you shall be confirmed in the services of ICICI Bank by way of a written communication. Your role as a sales officer would entail new customer acquisition, generation of prospective customer base, outdoor field sourcing and other activities relevant to the role.

The following detailed terms and conditions shall govern classroom training, on the job internship period and your employment with ICICI Bank which includes probation period:

**Certificate Course Details & Benefits**

**ASHISH GUPTA**  
**9850261124**

**PRASAD PANICKER**  
**9860366411**

**MAHA RERA No.**  
**REA51700081607**

---

**redcarpet.5413@gmail.com**

◇ **HDFC SALES**

27 August, 2018

**Mr. Aashish Ramsanehi Yadav**  
106, A-Wing, Vishwajeet Green  
Morivali Pada, Near Green City  
Ambarnath E  
Thane City  
Maharashtra - 421501

Dear Mr. Yadav,

Sub: Your appointment as "Financial Services Associate".

Pursuant to your application and subsequent interview, we are pleased to appoint you in HDFC Sales Private Limited as "Financial Services Associate" in Grade "G1" with effect from 28 August, 2018 (Refer Annexure II for terms and conditions).

In lieu of the services rendered by you in terms of this Agreement, your salary will be as discussed i.e. Rs. 187,504.00 per annum. (Refer Annexure I for Salary Break - up).

As a token of your acceptance of this offer you are requested to return the duly accepted and signed copies of the Appointment Letter along with Annexures.

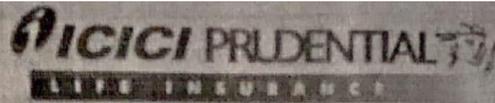
Yours truly,

For HDFC Sales

  
Authorized Signatory

**HDFC Sales Pvt. Ltd.**  
A group company of HDFC LTD.

Wing A/4th Floor, HDFC HOUSE, H T Parekh Marg, 165, 166, Back Bay Reclamation,  
Churchgate, Mumbai - 400020 Tel: +91 22 61552400. Fax: +91 22 61552440  
Email : [response@hdfcsales.com](mailto:response@hdfcsales.com). Website : [www.hdfcsales.com](http://www.hdfcsales.com)  
CIN : U65920MH2004PTC144182



02/06/2017  
55975 / 19XF / GHATKOPAR PC  
Ref: 01321059 / 50084168 / 9XF / Mumbai GHATKOPAR PC  
MS. BHAKTI ATHRE  
BLOCK NO A 323 KRISHNA NIWAS  
KURLA CAMP ULHASNAGAR 4  
ULHASNAGAR  
THANE  
MAHARASHTRA 421004  
Contact no.: 8920159748

**Welcome to the ICICI Prudential Life Insurance Family**

Dear MS. BHAKTI ATHRE

We are pleased to inform you that as per your application no. 50084168 has been accepted 31/05/2017 and you have been appointed as an Insurance Advisor with ICICI Prudential Life Insurance

As per the empanelment procedure, please ensure you attend the Advisor Induction Program(AIP). This program will orient you with our Company rules and regulations, product categories and the regulatory requirements for the insurance industry. Attendance for the AIP is compulsory. Please note that you will not be allowed to initiate business without attending the program.

**Important details**

Advisor Code	ICID1321059
Your account Login page	www.icicirupartner.com
User Id	BHAKTI1321059@ICICIPRUPARTNER.COM
Password	Your Date of Birth in DDMMYYYY format.

**Your Advisor Kit**

The advisor kit enclosed with this letter contains the following.

- 1. Appointment letter** - This letter is issued by ICICI Prudential Life Insurance. Please carry it while soliciting business and present it to the prospect on demand.
- 2. Appointment Terms & Conditions and Code of Conduct as prescribed in the revised regulations** - We are in the process of updating the terms and conditions and would shortly send you the same. In the interim please read the document carefully and follow the same.
- 3. Advisor Declaration** - Please read the document carefully and share a signed copy of the Declaration within 15 days of receiving this letter. Non-compliance of this requirement can lead to strict consequences.
- 4. Advisor Identity card** - This card is issued by ICICI Prudential Life Insurance. Please carry it while soliciting business.

229

ICICI Prudential Life Insurance Company Limited, IRDAI Regn No. 105, CIN: L66010MH2000PLC127837.  
Communication Address: Unit No.1A & 2A, Raheja Tipco Plaza, Rani Sati Marg, Malad (East), Mumbai - 400097  
Tel.: +91 22 4205 8000 • Fax : +91 22 4205 8222  
Registered Office: ICICI Prulife Towers, 1089 Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 026, India.  
Tel.: +91 22 4039 1600 / 6143 1100 • Fax : +91 22 2437 6638  
Visit us at : www.icicirulife.com



AM

**SUMIT SAFE**  
SECURITY PVT. LTD.  
ISO - 9001 : 2015

**SUMIT SAFE SECURITY PVT. LTD**  
**IDENTITY CARD**

Name: **DHIRAJ R. SONAWANE**

Age: **24 YEARS**

Rank: **TRAFFIC WARDEN**

Date of issue: **01.04.2021**

Valid upto: **30.09.2021**

I/C No. **M-1099**

Signature of Card Holder

Signature & Seal Of Issuing Authority



 **WRITER**  
Business Services  
Private Limited



**Haresh H. Ujjainkar**

**Data Link Consultancy**  
Associate



**INFINX SERVICES PVT. LTD.**

(Earlier known as Tandon Information Solutions Pvt. Ltd.)

CIN NO.: U30000MH1996PTC099112

Unit 1, SDF-1, SEEPZ-SEZ, Andheri (E), Mumbai-400096

Tel: +91-22-4036 3000. Fax: +91-22-2829 0313.

Date: 01/05/2018

Ref- 90/05/2018

To,  
Govind Mudaliyar,  
Ulhasnagar.

Dear Govind,

We refer to your application and subsequent interview you had with us. The management is pleased to offer you a position of "Trainee" in our organization, on the following terms and conditions:

1. You will join as early as possible as but not later than 7th May 2018.
2. Your annual cost to the company (CTC) will be Rs. **148168/-**
3. You will be on probation for a period of Six months from the date of joining.
4. Your compensation package has been mutually agreed upon.
5. Your appointments is subject to finding you medically fit and on receipt of copies of all your certificates, testimonials and salary details from your existing / previous employer and references from the referees, photo id proof and experience letter from previous employer.
6. Kindly bring along with you six passport size photographs.

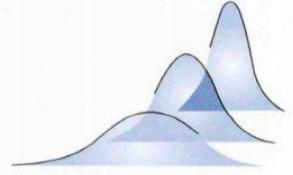
With best wishes and looking forward to a long, happy and mutually beneficial association.

Kindly acknowledge duplicate of this 'OFFER LETTER' as a token of your acceptance of our offer.



# VISHAL CABLES PVT. LTD.

MFR. L.T. XLPE, FRLS & PVC POWER & CONTROL CABLES,  
WIRES, FLEXIBLE CABLES & AERIAL BUNCHED CABLES  
(AN ISO 9001 - 2015 CERTIFIED COMPANY)  
CIN:U31300MH2004PTC148182



Regd. Off.: 56, Ground Floor, Ashoka Shopping Centre, Near G.T. Hospital Complex, L.T. Road, Mumbai - 400 001.  
☎: 022-2269 5486, 2264 1337 • Fax: 022-2269 5490 • Website: www.vishalcables.com • E-mail: sales@vishalcables.com

Date: 18<sup>th</sup> April, 2016

To,

Dear Ms. Gulshan Selvaraj Vaniya

## Sub : Appointment Letter

With reference to your application for employment in our company and the subsequent interview you had with us, we are pleased to inform you of your selection and offer you the post of **Office Assistant** in the company.

**The Principal terms and conditions of your employment subject to the rules and regulation of the company will be as under:**

01. You will be paid Rs.7,500/- (Rs Seven Thousand Five Hundred Only) Per month
02. Your timing will be from 9.30 AM to 6.30 PM and one weekly off ( Friday)
03. You will be paid Bonus every year as 8.33% on your basic salary subject to Maximum limit of Rs.5000/-
04. Every year increment will be Rs.500/- (Rs. Five Hundred Only) which is totally depending on your performance.
05. It is fully understood and confirmed by you that your emoluments will be based on your performances
06. You will collect, manage and use all the material/tools provided by the company responsibly.
07. You will take all the training necessary to succeed in your works with the company.
08. Your services can be terminated at time by giving you one month advance notice. And you have liberty to leave company at anytime by giving one month advance notice.
09. The position offered to you is in the company's management cadre and the management can to utilize your services in connection with the company's work, considering your educational qualification, past experience and ability in line with the company's requirement on other assignments, including outside door jobs.
10. You are liable to be transferred to any of the sister units/branches/subsidiaries of the company existing or which may be set up in future at the sole discretion of the management

Cont...2

IS : 1554



PART - I

Vishal®

IS : 7098



PART - I



# TECHNOPLUS ENGINEERS

G-4A, D Wing, Udyog Bhavan No. 2, Plot No. K-2,  
Anand Nagar MIDC, Addl. Ambarnath (E) - 421 506.  
Tel:- (0251) 2621111



**Hira R. Thakur**  
Accountant

Date of joining : 22/03/2021  
Mob No. : 9373867016

Authorised Signatory



**kotak**  
Kotak Mahindra Bank



**Kajal  
Singh**

165579 | O+

# USHA AGENCIES

M.: 7045362061

A Division of: Usha Electrotrade Agencies (INDIA) Pvt. Ltd.

Joy Hub Complex, Shop No. 1 & 2, Opp. Nagarpalika, Station Road, Ambarnath (W) - 421 501.  
Email : usha.agencies@rediffmail.com

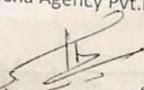
June 17, 2017

## To Whomsoever It May Concern

This is to certify that Mr. Karan Ramprasad Dipake, who has been deployed in this Retail Industry for in internship relating to marketing as well as sales person. We further certified that Mr. Karan Ramprasad Dipake, has successfully completed 2 month training programme between 05/04/2017 To 31/05/2017.

We found that he was sincere & capable to accept any challenges.

For Usha Agency Pvt.Ltd.

  
Proprietor STORE MANAGER

**USHA AGENCIES**

A Division of Usha Electrotrade Agencies (INDIA) Pvt. Ltd.  
Shop No. 1/4, 5/1 Vihar, New Station Road,  
Shivaji Peth, Kolhapur (W), Dist. Thane.  
Tel. : 2316020 / 9167995136

**PRITESH GADA & CO.**

CHARTERED ACCOUNTANTS

Swarna Premises, Office No. 2, 1<sup>st</sup> Flr., Plot No. 13/14, Sector-07, Kharghar, Navi Mumbai, 410210.

**EXPERIENCE LETTER**

Date:-June 26,2017.

TO WHOMEVER IT MAY CONCERN

This is to certify that KUMARI.KIRTI NILKANTH PETHKAR, was working in our company as a Trainee Accountant for Accounting related work, From 25 April, 2017 to 26 June, 2017 on our office -- CA Pritesh Gada & Co., located at Kharghar.

Project Topic : Income Tax Planning in India

During working in our company she found to be sincere, hardworking, honesty, Punctual and taking responsibility and moral character, and we will giving her best wishes for her bright future.

Thanking you !

Sincerely,



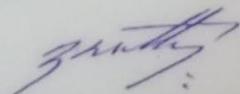
PRITESH GADA & CO.  
CHARTERED ACCOUNTANTS  
SWARNA PREMISES, OFFICE NO. 2, 1<sup>ST</sup> FLOOR,  
SECTOR - 7, PLOT NO. 13/14,  
KHARGHAR, NAVI MUMBAI - 410 210



WRITER



Name : Mahesh A Nasane  
E.Code : 040518  
D.O.J. : 06 October 2020  
SBU : WIMS  
Dept : Operations  
Location : Bhiwandi - Renaissance Park  
State : Maharashtra

  
Issuing Authority

**TeamLease Services Limited**



Name : **OMKAR MESTRY**

Emp No : **10600630**

Blood Group : **B+ve**

**equinox LABS**



**KUNAL KADAM**

**Head Office**

Equinox Centre, R65, MIDC, Rabale,  
Navi Mumbai 400701

Email  
[info@equinoxlab.com](mailto:info@equinoxlab.com)

Contact Us  
+91 22 6860 9300



**Ravi Brahmane**  
07208462214  
**Sujata Brahmane**  
09022220838

# PAWAN ELEVATOR Co. Pvt. Ltd.

Government Approved Contractor  
Specialist in All Types of Services Lift Installation & Maintenance

Head Office :- 101, Ground Floor, Guru Darshan Apt., Punjabi Colony, Ulhasnagar - 3  
Ph. No. : 0251-2703433

Website : [www.pawanelevator.com](http://www.pawanelevator.com) Email :- [pawanelevatorco@gmail.com](mailto:pawanelevatorco@gmail.com)

**BE YOURSELF,  
MAKE A DIFFERENCE.**

accenture

29-Aug-2018

Poonam Parmatma Pandey  
C3301997  
602/C AMEYA PARK GAONDEVI MANDIR ROAD NEAR GAONDEVI MANDIR TISGAON,  
Kalyan, Maharashtra, 421306, India 421306421306

Dear Poonam,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Limited (hereinafter referred to as 'the Company' or 'Accenture') in our Accenture Operations Delivery Centers in India, **Mumbai**. This letter will officially confirm your annual total earning potential and terms of your employment.

**Role- Transaction Processing New Associate**

Career Level- 13

Sublevel-3

Talent Segment- **Business Process Delivery**

Business Deal- **Non Contact Center**

Your annual total cash compensation will be **INR 190988** and will be structured as per the attached Annexure 1 Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

- Annual fixed compensation of **INR 165000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus :You will be eligible to participate in the FY18 (September 2017 to August 2018) Individual Performance Bonus (IPB) Programme. The IPB is linked to your performance achievement and Company's performance. The IPB payouts can range from 0% to 15.75% of the eligible earning in FY18. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year. More details on the IPB programme will be communicated to you after joining. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the IPB programme guidelines.

On joining you may undergo a training program in our Accenture Operations Delivery Centers in India to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with Accenture are contingent upon you successfully completing the training program as per the satisfaction of Accenture. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.



*Ritesh*  
**Electronics & Service**

Shop No. 09, 'A' Type 'B' Wing, Malhar Sankul CHS.,  
Near Mohindersingh Kabulsingh English School,  
Agra Road, Kalyan (W) - 421301.  
Tel.: 0251 - 2315596

Ref. No. \_\_\_\_\_

Date: 05/06/2017

TO WHOMSOEVER IT MAY CONCERN

This is to certify that PORNIMA WAKCHAURE is working with Us as Computer operator from 01.04.2017 To 03.06.2017

She is sincere, honest, hardworking, dedicated employee with a professional attitude and experience.

Her's job responsibilities are as below:

Prepare financial statements and reports for clients or company management.

Record the amount of money spent and received daily by clients or company management, using computer cash-flow software.

Develop and check budgets.

Recommend an appropriate tax structure for a client to use the most efficient way of holding tax assets.

Ensure compliance with relevant legislation

Give advice on a range of financial aspects of a business such as budgets, tax and cash flows.

Analyze how well a business is performing financially.

Review business's accounting procedures.

Assist management with strategic planning and human resources (HR).

She is an enthusiastic and resourceful professional, and an asset to any organization. We wish her all success in her future endeavours.

DATE: 05.06.2017

PLACE: KALYAN



# AB

INSURANCE BROKERS PRIVATE LIMITED.

**TO WHOM IT MY CONCERN**

This is to certify that **Ms Prajakta Prakash Pawar** has worked with **AB INSURANCE BROKERS PVT LTD** as a tele caller from 01<sup>st</sup> January 2017 to 30<sup>th</sup> May 2017 she is very loyal and understand she was completed her work properly.

I've wish her future is bright and success.

**Branch Manager ABIBPL**

**Authorized Signatory**



Office no : - 301 3<sup>rd</sup> Level, Above Hotel Utsav, Opp Dombiwali Bank, Panwelkar Plaza, Railway Station Road, Ambarnath East – 421501.

Contact No :- 9595234706 / 9595278255. Email :- ambarnath.admin@abibpl.com

# AARTI Group Tuition

*Pupils Satisfaction Is Our Motto...*

Best for 5<sup>th</sup> to 10<sup>th</sup>  
(Hindi & English Medium)  
11<sup>th</sup> -12<sup>th</sup> (Commerce)

~~Shop No. 9/10 Basement, Rahulnagar, Near Tadwadi-  
Shivsena Shaka, 'B' Cabin Road, Ambarnath (E)~~

Sachin Sir  
7798011624  
7775927707



## B2B LABYRINTH SOLUTIONS



Name : ROHIT RAMESH MORE  
Valid upto : 15/11/2021  
Dept : Production  
ESIS : 9022388898  
Emergency No. : 9022388898



1524004438



**Ref: TCSL/DT20184273360/1104857/Mumbai**

**Date: 19-07-2018**

MS. PRIYANKA MUKESH PATIL  
Ganpat Nagar, Near Bhushan Niwas, Morya Nagari Road,,  
Near Nagarni Temple, Ulhasnagar,  
Maharashtra-421004.  
Tel# 918446556300

**Sub: Joining Letter**

Dear Ms. Priyanka Mukesh Patil,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **06th August 2018 at Trivandrum**. You are requested to report at the address detailed below on **06th August 2018 at 08:30 AM**.

Tata Consultancy Services Ltd.  
Peepul Park, Technopark Campus,  
Kariyavattom P.O.,  
Trivandrum, Kerala-695581.

(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez  
Phone: 914716629400  
Email Id: paul.f@tcs.com  
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

**Initial Learning Program (ILP)**

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

The concept of outsourcing has encompassed several domains over the past four decades. Amongst them, IT Infrastructure Services (IT IS) has shown phenomenal progress and growth. IT Infrastructure Services is the key to any organisation to keep computers up and running 24 hours a day and 365 days a year which enables the delivery of good business results all over the world. The services cover Data Centers which house Servers, Storage, Data Bases, Security, Networks, and so on.

Private and Confidential

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Akruti Business Port Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India  
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com  
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

Page | 1



# AUSTRO LABS LIMITED

Registered Office : Austro House, A-4, Pushpanjali Enclave, Pitampura, New Delhi-110034

Date: - 14<sup>th</sup> July 2021

Ref. No. HRD/OL/48/2020-21

Mr. RAHUL SUBHASH CHAND DUBEY,  
Room No-2, Ganraj Chwal, Sabe Gaw,  
Dive East, Mumbai-400612  
Mob:-+91- 9082988554  
Email Id -duberahul60305@gmail.com

## Offer Letter

Dear Mr. Rahul Subhash Chand Dubey,

With Reference to your application & subsequent interview you had with us, we are pleased to offer you the post of "Sales Executive" based at H.Q "Diva".

**Salary:** - You will be entitled to a consolidated salary of Rs.17,000/-Per Month (Rupees Seventeen Thousand Per Month only).

**Field Work Allowances:** - Your field working allowances will be as under:-

D.A.	Out Station *	Mobile + Internet	Travelling Allowance
Rs. 200.00	Rs. 500.00 *	500.00	Rs. 2.00/ Km Up to 150Km

For Travelling above 150 Km one way, you will be paid Actual Fare (Bus/Rail Tickets to be attached).

\*Claim of outstation will be cleared on presentation of hotel bill.

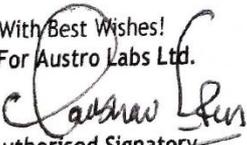
You are expected to join our organization on or before 19<sup>th</sup> July 2021. In case you do not report for duty on or before 19<sup>th</sup> July 2021. Your offer stands cancelled.

**Kindly provide the following documents at the time of Joining:-**

- 2 Passport size photograph.
- Photocopies of Educational Qualification Certificates/ Professional experience Details.
- Copy of Appointment Letter of Previous Employer with last drawn Salary Slip.
- Relieving Letter/ Copy of Resignation Letter of Previous Employer.
- Address Proof, Age Proof and Attested copy of PAN Card.

We wish you a long and fruitful career with us.

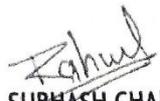
With Best Wishes!  
For Austro Labs Ltd.

  
Authorised Signatory

  
Recommended By

**Acceptance:-**

I have read all the information above and accept this offer for joining my services. I assure you to abide by all the working terms and conditions of the company.

  
RAHUL SUBHASH CHAND DUBEY

Plot No. C-508, Phase I, Sector 38, Rai Industrial Estate, HSIIDC, Sonapat, Haryana-131029  
Website : www.austrolabs.com | E-Mail : marketing@ustrolabs.com  
Tel. : +90 11 45500100 | CIN No. : U51101DL2013PLC261210

# FYNOL IMPEX

ADD:Gala no:L-02,pawar sec,chikloli,ambarnath (E)

**WHOLESALE PHARMACEUTICAL(MEDICAL) DISTRIBUTORS**

DRUG LICENSE NO:20B/MH-TZ6-92172 /21B/MH-TZ6-92173

GST NO:27AARPR3625H1ZA

OWNER:ANIL G ROHRA(9922550707)

**EMPLOYEE NAME: RUNALI G SAMJISKAR (9029121012)**



**DESIGNATION:**

**ACCOUNTANT**

**ADD(RESIDENT):**

ROOM NO 16, PANCHRATNA SOC, G WING,  
MANJARLI RD., BADLAPUR, KULGAON - 421503

*Anil Rohra,*  
Proprietor

ੴ Dhan Guru Nanik ੴ

7718099366  
7715099366

*Sachin Jaisinghani*

SAMSUNG

iPhone

ONEPLUS

vivo oppo



## K. J. SALES

MOBILES | LAPTOPS | OTHER ELECTRONICS  
Get Daily updates on whats app

MI

MOTOROLA

honor

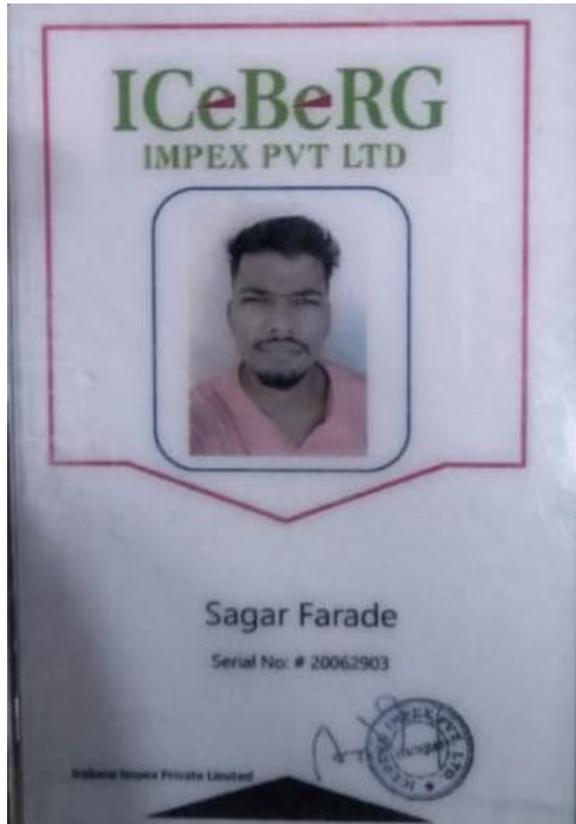
LAVA

crimax



Shop No. 1, Near Asha Hospital, Hiraghat Road, Ulhasnagar - 421003.

E-mail : kjsales2011@gmail.com



**SHREE**  
ARCADE  
*A Lifestyle of tranquility*

**EXPERIENCE LETTER**

Ref.:

Date: June 4, 2017.

TO WHOMEVER IT MAY CONCERN

This is to certify that **KUMARI. SANIKA SHARAD SARMALKAR**,  
Was working in our company as a trainee Accountant for construction  
Site Accounting work, From 1 April -2017 to 31 May – 2017 on our,

Project located at - SHIRGAON (E)

Given below are few details regarding project for which he worked with  
Us.

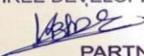
Project name-SHREE ARCADE

Project add –SHOP NO 03,AMIT COMPLEX,YADAV NAGAR,SHIRGAON,BADLAPUR EAST

During working in our company she found to be sincere, hard  
Working honesty and taking responsibility and moral character, and we  
Will giving him best wishes for her bright future.

Thanking you!

For SHREE DEVELOPERS

  
PARTNER

  
**SHREE**  
DEVELOPERS  
*Dreams Made Real*

Office : Shop No. 3, Amit Complex, Near Auto Stand, Opp. Yadav Nagar, Shirgaon, Badlapur (E) 421 503  
Contact : 98819 17080 / 98811 87143 email : shreedevlopers07@gmail.com

02/06/2017  
56975 / 18XF / GHATKOPAR PC  
Ref.: 01321059 / 50084168 / 9XF / Mumbai GHATKOPAR PC  
MS. BHAKTI ATHRE  
BLOCK NO A 323 KRISHNA NIWAS  
KURLA CAMP ULHASNAGAR 4  
ULHASNAGAR  
THANE  
MAHARASHTRA 421004  
Contact no.: 9920159748

Welcome to the ICICI Prudential Life Insurance Family

Dear MS. BHAKTI ATHRE

We are pleased to inform you that as per your application no. 50084168 has been accepted 31/05/2017 and you have been appointed as an Insurance Advisor with ICICI Prudential Life Insurance

As per the empanelment procedure, please ensure you attend the Advisor Induction Program(AIP). This program will orient you with our Company rules and regulations, product categories and the regulatory requirements for the insurance industry. Attendance for the AIP is compulsory. Please note that you will not be allowed to initiate business without attending the program.

**Important details**

Advisor Code	ICR1321059
Your account Login page	www.icicirupartner.com
User Id	BHAKTI1321059@ICICIRUPARTNER.COM
Password	Your Date of Birth in DDMMYYYY format.

**Your Advisor Kit**

The advisor kit enclosed with this letter contains the following.

1. **Appointment letter** - This letter is issued by ICICI Prudential Life Insurance. Please carry it while soliciting business and present it to the prospect on demand.
2. **Appointment Terms & Conditions and Code of Conduct as prescribed in the revised regulations** - We are in the process of updating the terms and conditions and would shortly send you the same. In the interim please read the document carefully and follow the same.
3. **Advisor Declaration** - Please read the document carefully and share a signed copy of the Declaration within 15 days of receiving this letter. Non-compliance of this requirement can lead to strict consequences.
4. **Advisor Identity card** - This card is issued by ICICI Prudential Life Insurance. Please carry it while soliciting business.

229

ICICI Prudential Life Insurance Company Limited, IRDAI Regn No. 105, CIN: L66010MH2000PLC127837.  
**Communication Address:** Unit No.1A & 2A, Raheja Tipco Plaza, Rani Sati Marg, Malad (East), Mumbai - 400097  
Tel.: +91 22 4205 8000 • Fax : +91 22 4205 8222  
**Registered Office:** ICICI Prulife Towers, 1089 Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 026, India.  
Tel.: +91 22 4039 1600 / 6143 1100 • Fax : +91 22 2437 6638  
Visit us at : www.icicirulife.com



SUNILKUMAR CHOUDHARY

S44707

DEBT MANAGEMENT

B+



BRAND CONCEPTS PRIVATE LIMITED

140/2, Ring Road Square, Musakhedi, Indore - 452001 (M.P.) India

BCPL/HR/EX-43/ 13-14

Date: 04.05.2017

To whom So ever it may concern

This is to certify that Ms. Sunaina Mane has worked with Brand Concepts (P) Ltd as a customer care associate from Feb 2017 to Apr 2017. She resigned from her services on her own accord and has been relieved from the duties at the close of business hour on her request on 29.04.2017.

During the tenure with Brand Concepts (p) Ltd. She was found Sincere, Loyal, and Hardworking. We wish her all the best in her future endeavors.

For Brand Concepts (p) Ltd

Anshu Sharma

(Asst. Manager HR)

Registered Office : 410, Palmspring Centre, Raheja Complex, New Link Road, Malad (W) Mumbai - 64

(022 67102871-72, 61130800-10 Fax: 022-67112970)



**BFL**  
BINNY'S FITNESS LAB



**Name : Tushar More**

---

**Designation : Trainer**

---

**Aadhar Card No.: 8292 9540 8248**

---

**Mobile No.: 8446813443**

---

**Blood Group : AB+**

---

**Parent Company : Peak Performanz, 126 Singh Est.,  
Block B, Room No. 10, D.S.P. Road, Dadar, Mumbai - 400014,  
Binny's Fitness Lab : Shop No. 1, Plot No. 72, Hindu Colony,  
Lane No. 2, Dadar (E), Mumbai - 400 014.**

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**Offer: Computer Consultancy**  
**Ref: TCSSL/DT20174080240/Mumbai**  
**Date: 30/04/2018**

Mr. Umesh Kavhale  
Jyoti Niwas ,Sec-29Buguygug,  
Behind R.G.S. High School,  
Ulhasnagar-421004,  
Maharashtra.  
Tel# 91-9763478825

Dear Umesh Kavhale,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

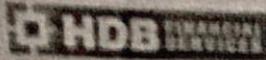
TCS Confidential  
TCSSL/DT20174080240

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India  
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2100 Website: www.tcs.com



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

June 5, 2018

Ref:HDBFS/18-19/HRIC151444/Appt/137129

Ms. Yamini Vijay Mayekar,  
Mumbai

Dear Yamini,

#### LETTER OF APPOINTMENT

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

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

#### Terms and Conditions:

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

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



demolition\_crew\_india  
L.V.Prasad Film & TV Academy



Prop. Ganesh Shinde  
Mb.: 9322857073

## Ganesh Engineering Works

All Kinds of ● Job Works ● Production Job  
● Pouch Packing (on Automatic Machine)

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Factory : Near Venus Talkies, Station Rd., Ulhasnagar - 4.  
Tel. : 0251-3240180 E-mail : ganeshenggworks@gmail.com



# AUSTRO LABS LIMITED

Registered Office : Austro House, A-4, Pushpanjali Enclave, Pitampura, New Delhi-110034

Ref. No. HRD/OL/48/2020-21

Date: - 14<sup>th</sup> July 2021

Mr. RAHUL SUBHASH CHAND DUBEY,  
Room No-2, Ganraj Chwal, Sabe Gaw,  
Dive East, Mumbai-400612  
Mob:-+91- 9082988554  
Email Id -duberahul60305@gmail.com

## Offer Letter

Dear Mr. Rahul Subhash Chand Dubey,

With Reference to your application & subsequent interview you had with us, we are pleased to offer you the post of "Sales Executive" based at H.Q "Diva".

Salary: - You will be entitled to a consolidated salary of Rs.17,000/-Per Month (Rupees Seventeen Thousand Per Month only).

Field Work Allowances: - Your field working allowances will be as under:-

D.A.	Out Station*	Mobile + Internet	Travelling Allowance
Rs. 200.00	Rs. 500.00*	500.00	Rs. 2.00/ Km Up to 150Km

For Travelling above 150 Km one way, you will be paid Actual Fare (Bus/Rail Tickets to be attached).

\*Claim of outstation will be cleared on presentation of hotel bill.

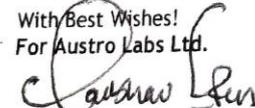
You are expected to join our organization on or before 19<sup>th</sup> July 2021. In case you do not report for duty on or before 19<sup>th</sup> July 2021. Your offer stands cancelled.

Kindly provide the following documents at the time of Joining:-

1. 2 Passport size photograph.
2. Photocopies of Educational Qualification Certificates/ Professional experience Details.
3. Copy of Appointment Letter of Previous Employer with last drawn Salary Slip.
4. Relieving Letter/ Copy of Resignation Letter of Previous Employer.
5. Address Proof, Age Proof and Attested copy of PAN Card.

We wish you a long and fruitful career with us.

With Best Wishes!  
For Austro Labs Ltd.

  
Authorised Signatory

  
Recommended By

### Acceptance:-

I have read all the information above and accept this offer for joining my services. I assure you to abide by all the working terms and conditions of the company.

  
RAHUL SUBHASH CHAND DUBEY

Plot No. C-508, Phase I, Sector 38, Rai Industrial Estate, HSIIDC, Sonapat, Haryana-131029  
Website : www.austrolabs.com | E-Mail : marketing@austrolabs.com  
Tel. : +90 11 45500100 | CIN No. : U51101DL2013PLC261210

December 04, 2020

**Shubham Sanjay Chavan**  
1/3, Tamboli Nivas, New Post Office Road, Behind Nitinraj Hotel Laxmibag, Kalyan,  
Thane, Maharashtra-421306

**Dear Shubham Sanjay Chavan,**  
**Congratulations!**

With reference to your application and subsequent interview, we are pleased to confirm that you have been selected. The details are:

**Designation:** Technical Service Desk L2  
**Date of Joining:** December 28, 2020  
**Location:** Mumbai  
**CTC:** 26,500 /- per month

Please submit the soft copies of the following documents to complete your documentation to issue your Appointment Letter.

1. Identification Documents
2. Educational Documents
3. Employment Document
4. IMSI Documents
5. Client documents

All the above documents are attached in the email through which you have received this document. Please make sure to sign each page (as required) and attach the complete documents.

Your Appointment Letter and first salary will be issued on receipt of complete documentation and a clear/green BGV report.

**Please note that, you will be required to serve 60 days' notice period with the company before separation and all disputes shall be subject to Dehradun jurisdiction.**

Please confirm your acceptance by return mail within 2 days, failing which the offer stands null & void. For any queries regarding the documents, please contact the undersigned.

**Thanks & Regards,**

**Himanshi Joshi**  
**Human Resource**  
**IMSI Staffing Pvt. Ltd.**  
**(A TeamLease Company)**

HIMANSHI  
JOSHI



Digital signed by HIMANSHI JOSHI  
Date: 2020.12.04 16:22:41 (+05:30)

**IMSI Staffing Pvt. Ltd.**  
**(A TeamLease Company)**

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<b>Dehra Dun Office:</b> Suite#2410 Michigan Avenue Doon Express Business Park Saharanpur Road (Majra) Dehradun, Uttarakhand 248002 91 135 6677418/16 91 135 2644058 (Fax) Email: payroll.imsi@teamlease.com	<b>Gurgaon Office:</b> 207 Vipul Square B Block Sushant Lok Gurgaon, Haryana 122001 91 124 4049011 91 124 4049013 (Fax)
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ठाणे महानगरपालिका, ठाणे  
Thane Municipal Corporation, Thane

### ID CARD FOR COVID-19



IDENTITY CARD NO	
Name of person	Akshay. V. Pawar
PAN card/ AADHAR card/ Driving license card no.	3230 99546611
Contractor Name	S. M & Co
Valid till	

Authority issuing id card along with designation and address. Preferably rubber stamp

Addendum

Date: 07/13/2017

Dear Ankit Laxminarayan Marothia,

This is an addendum to the offer letter 180978 dated 07/13/2017 deputed at **Accenture Services Pvt Ltd. Mumbai**, as **Transaction Processing Associate**.

1. The duration of the project is from **07/18/2017 to 01/17/2018**. However if the project gets finished or the employee exits on his/her wish, a notice period of **30 Days** has to be served.
2. Any and all of the terms and conditions of employment service may be modified or changed at the company's discretion.
3. All other terms and conditions of the offer letter remain unaltered.

We look forward to your continued progress with Magna.

  
For Magna InfoTech (A Division of Qess Corp Limited)

Preet Jhangiani  
General Manager – HR Employee Engagement and Client Interaction

I agree that the above mentioned terms and conditions set forth in this addendum to the offer are fair, just and reasonable and I shall strictly adhere to the terms specified.

Name: Ankit Laxminarayan Marothia

Signature: 

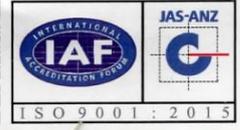
Location: Mumbai

Date: 07/13/2017



# TIRUMALLA TIRUPATI MULTISTATE CO. OP. CREDIT SOCIETY LIMITED

Registered under Government of India Multi State Co-Operative Society Act 2002,  
REGISTRATION NO. : MSCS/CR/784/2013  
HEAD OFFICE : 'AMORE', 201-202, 2nd Floor, Near Khar Railway Station, Khar (W), Mumbai - 400052, MH, INDIA  
Tel : 022-2605 5738, 2605 5739 • Email : info@tmscc.com • www.tmscredit.com



AN ISO 9001 : 2015 CERTIFIED "MULTISTATE CO-OPERATIVE CREDIT SOCIETY"

## Appointment Letter

Dear **Anuradha Ashok Kamble,**

We are pleased to offer you employment from **25<sup>th</sup> July, 2018** as **Cashier** on the following terms & conditions:

1. **Salary:**

- Your salary is strictly confidential.
- Your monthly salary will be Ten Thousand only (Rs. 10000/-), as per the following structure.

2. **Probation:**

- You will be on probation for 6 months from the date of commencement of your service. This period may be future extended at the discretion of the Society.
- At the end of the probation period, provided that your services have been found satisfactory, your appointment will be confirmed, in writing by the Society.

3. **Leaves:**

- You will be entitled to leave in accordance with the Society Rules. Please refer the employee manual for the leave policy applicable to you.

4. **Separation:**

- After confirmation your employment will be subject to termination on 30 days notice on either sides or basic salary in lieu thereof from the date of joining.

5. **Increments:**

- Increments are not automatic but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal system.

6. **Shifts:**

- You will be required to work in shifts.
- The allocation of shifts would be decided by the requirement on the operations floor and cannot be changed based on one's personal preference whether during training or on operations floor.
- You may be required to work on Indian holidays based on business requirements. You will be compensated for this based on the Society policies.

7. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

8. You shall regularly sign the attendance sheet or register maintained by the Society for the employees of your cadre.

9. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
10. Upon leaving the Society, you will not take with you any drawing, blue-print or other reproduction or other data tables, calculations, letter or other documents or copy of writing of any nature whatever pertaining to the business of its subsidiaries.
11. You will conform to the Service Rules of the Society.
12. The appointment and its continuance are subject to your being found and remaining medically (physically and mentally) fit. The Society reserves the right to ask you to undergo medical examination if and when considered necessary.
13. Your appointment is subject to your submitting mark sheets/certificates in respect of all your educational qualification and work experience its validity and authenticity.
14. You will immediately inform the Society in writing whenever any changes take place in your residential address or any other personal data you have given to the Society.
15. Society policies are subject to change without any prior notice or intimation. These would be applicable to all employees who are a part of the organization at the time of implementation of the policy unless otherwise specified in writing.

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

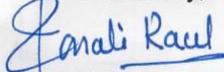
At the time of reporting for work, please ensure you bring two copies of the following:

- Photocopy of proof of date of birth and educational qualification together with the originals.
- Photocopy of Address Proof.
- (Any one of the following – Passport / Ration Card / Electricity Bill / Phone Bill / House Agreement Copy)
- Two (2) Passports sized photographs.
- Photo ID (Any one of the Following – Driving License / Pan Card / Voters ID / Passport).

*By signing this document, I understand all the above requirements are related to the nature of my work and voluntarily agree to comply with the same.*

**Welcome to TirumallaTirupati Multistate Co-Op. Credit Society Ltd., and we wish you a rewarding career.**

Your Faithfully,



Sonali Raul

Manager

Human Resource Dept



**Employee Code : 200478**

**Personal & Confidential**

**Date of Joining : Sep 10, 18**  
**Name : Arvind Kailash Sharma**  
**Location : Mumbai**

Dear Arvind Kailash Sharma ,

Further to the interview & discussion you had with us, we are pleased to offer you as Officer, in Retail Assets Risk Intelligence & Control(cost code: 123) at branch (4915), Mumbai on the following terms and conditions:

<b>BAND</b>	: O.
<b>Basic Salary</b>	: 10500.00 Rs. /-pm
<b>Conveyance</b>	: 2500.00 Rs. /-pm
<b>Total</b>	: <b>13000 Rs. /-pm</b>

(The above compensation will be payable to you every month in the salary. You may claim income tax exemption as applicable within the parameters of the applicable tax structure)

**Provident Fund:**

You will be covered under the Bank's Provident Fund Trust. The Bank shall contribute 12% of your base salary towards provident and pension funds in accordance with applicable laws.

*Arvind Kailash Sharma*  
14-9-2018

**Candidate Interview Status**



Employee ID	INT112021297955
Employee Name	ASMITA ANAND GAIKWARD
Date Of Interview	08-11-2021 18:38:48
Process	Zomato[Zomato Blended Blended Mumbai
Interviewed By	Rajinder Saluja
Offered Salary	18000
Date Of Joining	10-11-2021
Stipend	INR 2000 For 10 Days, w.e.f Date Of Joining.This will be payable only on Successfull completion of training and certification

**Checklist of the documents that needs to be submitted at the time of joining:**

- Identity Proof / Address Proof i.e. Adhar Card
- 10th Passing Certificate / Mark Sheet
- 12th Passing Certificate / Mark Sheet
- Graduation Proof
- Experience Proof (Appointment Letter / Offer Letter & Experience Letter / Reliving Letter & Salary Slip / Last 3 Month Bank Statement)
- Adhar Card is also mandatory for opening of Bank Account / PF Registration / ESIC Registration
- Blood Group Report

**NOTE:**

- It is important to bring the Original documents on the day of Joining
- All original documents need to be uploaded on the link received on your Mail ID / Phone Number
- For Updating Existing Bank Account (Cancel Cheque / Bank Statement / Passbook Copy) are required

(This document does not need any Signatures)

**CAUTION:**

- COGENT E-SERVICES DOES NOT CHARGE ANY RECRUITMENT FEES OR DEPOSIT IN RETURNS OF JOB OFFERS FROM APPLICANTS.
- NO THIRD PARTY IS AUTHORIZED ON BEHALF OF THE COMPANY TO MAKE EMPLOYMENT OFFERS, REFERENCES OR PLACEMENT OF CANDIDATES.
- PLEASE CONTACT ON 9891886100 IF ANY ONE ASK FOR FAVOUR AGAINST THE JOB PLACEMENT.

**FM** > LOGISTIC



Name : **Bhakti D. Waghirkar**  
Blood Group : **AB-ve**  
Employee Code : **SL12736**  
Emergency No. : **+91 7798398607**

A handwritten signature in black ink, appearing to read 'Bhakti D. Waghirkar', written over a horizontal line.

Authorised Signature



**PATANJALI**<sup>®</sup>  
**DIVYA PHARMACY**



Emp. Name : **Bharat S. Mehroliya**  
Emp. Code : **180074789**

A handwritten signature in blue ink, appearing to read 'Bharat S. Mehroliya', written over a horizontal line.

Authorised Signatory

**Dipesh  
Kharade**



**CONTRACTOR**

**FIS**



**Credence**  
*Excellence Beyond Belief*

Ref No: - CRM/HR/PUN/APT/0703

Date:-28-January-2021

To,

Emp Code:- 14266

Emp Name:- Faisal Firoz Khan

Designation:- Executive-Accounts Receivable

Department:- Operations

**Subject: - Appointment Letter**

Dear Faisal,

With reference to your application and subsequent interview we are pleased to appoint you as **Executive-Accounts Receivable** with effect from **27-January-2021**. The terms of your appointment are as follows:

1. Your total annual compensation is Rs. **369600** /-. The break of your compensation is as per the attached Annexure "Annexure 1 – Compensation". Your compensation is strictly confidential, and any disclosure will result in penal action against you.
2. In addition to the above compensation, you will be entitled for Group Medical Insurance, Group Personal Accident Insurance and Group Term Life Insurance as per the policies of the Company.
3. You will be on probation for a period of 6 (six) months from the date of commencement of your service, which may be further extended at the discretion of the Company. At the end of the probation period, provided that your services and performance has been found satisfactory, your appointment will be confirmed, in writing by the Company.
4. Your employment will be subject to termination on one month notice on either side. Notice period is mandatory.
  - a. New hires should not have any absence from work during the training period and the organization will follow the guidelines mentioned in Annexure 1 to address absenteeism. Post completing the training phase all employees will adhere to regular policies that are uploaded on company document management system.



Date: 03-Jan-19

Mr.Faizan Narvil  
House No 9, At Damat, Post Neral,  
Tal Karjat Dist Raigad  
Raigad - 410101

Emp. ID: 7122

### LETTER OF APPOINTMENT

Dear Faizan,

Further to your application and interview with the Company, we are pleased to appoint you with CMA CGM Shared Service Centre (India) Pvt. Ltd.

1. **Job Title: Executive - Customer Care**
2. **Date Of Joining: 03-Jan-19**
3. **Place of Work:**

You will be based in **Mumbai – 2 (Thane)**. However, your services may be transferred on part time / full time basis to any other Department / Division of the Company, anywhere in India or abroad. You may also be assigned such other duties, as may become necessary at the sole discretion of the Senior Management, in any branch or office of the Company and / or its subsidiaries or associate companies situated anywhere in India or abroad.

4. **Probation:**

You will serve a probation period of six months. The Company at its discretion may extend this probation period for a further period of upto six months. Upon successful completion of the probation period, your employment will be confirmed by the Company in writing. Once you have satisfactorily completed your probation period, you will be entitled to the benefits and facilities available to the regular employees of the Company.

5. **Salary: Please refer Annexure –1**
6. **Taxation:**

Income-tax, Profession Tax and other statutory deductions will be made as per rules / laws applicable. You will solely be responsible for payment of all such taxes, penalties thereon and other dues payable in connection with the remuneration paid by the Company to you.

CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.

Subsidiary of CMA CGM S.A France

Chennai: Regd. / Corporate Office : 8th Floor, Ambit IT Park, 32 A&B, Ambattur Industrial Estate, Chennai – 600 058, India. Tel. : +91 – 44 – 49531555

Mumbai 1: 2nd Floor, B - Wing, TRIL 4, Infinity IT Park, Dindoshi, Malad (East), Mumbai – 400 097, India. Tel. : +91 – 22 – 40955600

Mumbai 2: 3rd Floor, D-3, Kalpataru Prime, Road No 16, Wagle Industrial Estate, Panchpakhadi Village, Thane (West) – 400 604, India. Tel. : +91 – 22 – 49355600

CIN : U63090TN2005PTC092390 | www.cma-cgm.com



# PAVANA SAHAKARI BANK LTD., PUNE

Ref. No. :

Date :

मु.का./प्रशासन/१४५/२०२१-२२

१५/०६/२०२१

प्रति,  
श्री ओंकार नितीन जाधव  
शाश्वत पार्क, दिपाली पार्क जवळ,  
वालीवली, बदलापूर-४२१५०३

विषय :- बँकेमध्ये "असिस्टंट मॅनेजर" (हार्डवेअर अँड नेटवर्किंग)या पदावर तुमची  
प्रोबेशनवर नेमणूक केलेबाबत.

संदर्भ :- १.तुमचा दि.२७/०३/२०२१ रोजीचा अर्ज  
२. मा. संचालक मंडळ सभा दि.१४/०६/२०२१, ठराव क्र. ८

आपल्या उपरोक्त संदर्भाकित क्र.१ च्या अर्जाचा विचार करुन मा. संचालक मंडळाच्या  
उपरोक्त संदर्भाकित क्र.२ ठरावानुसार तुमची बँकेत खालील अटीवर "असिस्टंट मॅनेजर"  
(हार्डवेअर अँड नेटवर्किंग) या पदावर बँकेच्या सेवेत एक वर्ष कालावधीसाठी प्रोबेशनवर  
नेमणूक करण्यात येत आहे.

१. तुम्हाला प्रोबेशन कालावधीत या पदासाठी दरमहा एकत्रित वेतन रक्कम रु.२५,०००/- (रुपये  
२२,५००/- विद्यावेतन व रु. २५००/- घरभाडे भत्ता) देण्यात येईल.
२. तुमची ही नेमणूक तुम्ही मानसिक, शारीरिक आणि वैद्यकियदृष्ट्या पात्र असेपर्यंत त्याचप्रमाणे  
तुमच्यावर टाकलेली जबाबदारी तुम्ही कार्यक्षमतेने तुमच्या वरिष्ठांच्या समाधानकारकपणे पार  
पाडेपर्यंत अंमलात राहिल.
३. तुमच्या प्रोबेशन कालावधीत या बँकेचे प्रतिनिधी तुम्हाला सांगतील ते काम, सांगतील त्या  
ठिकाणी, सांगतील त्या पाळीत आणि सांगतील त्यावेळी तुमच्या वरिष्ठांच्या समाधानकारकपणे  
करावे लागेल. त्याचप्रमाणे या बँकेच्या प्रतिनिधींनी तुम्हाला कामासंबंधी, शिस्तीसंबंधी आणि  
वागणुकीसंबंधी दिलेल्या तोंडी अथवा लेखी सर्व सुचनांचे, परिपत्रकांचे, नियमांचे, ठरावांचे,  
आदेशांचे आणि स्थायी आदेशांचे तंतोतंत पालन तुम्हाला करावे लागेल. तुम्ही या बँकेच्या  
नोकरीत असताना कधीही मंदगतीने काम, बेकायदेशीर संप, चोरी, लबाडी, गैरहजेरी, गैरवर्तन,  
उद्धटपणा इ. करणार नाही किंवा त्यासाठी इतर कोणत्याही कामगारांना प्रवृत्त करणे इ.  
कोणत्याही प्रकारचे गैरकृत्य अथवा गैरवर्तन करणार नाही.
४. तुमच्या प्रोबेशन कालावधीत तुम्हाला नियमाप्रमाणे पगारी रजा तसेच बँकेने जाहीर केलेप्रमाणे  
राष्ट्रीय व इतर सणांच्या सुट्ट्या, भविष्य निर्वाह निधी योजना इ. लागू होतील तेव्हापासून  
संबंधित नियमांतील तरतुदीनुसार देण्यात येतील.
५. तुमच्या प्रोबेशन कालावधीत तुमच्या निष्काळजीपणामुळे किंवा हलगर्जीपणामुळे या बँकेला  
किंवा या बँकेच्या ग्राहकांना, खातेदारांना, ठेवीदारांना, कर्जदारांना, हितचिंतकांना पोहोचणा-या  
कोणत्याही आर्थिक व इतर हानीची रक्कम तुमच्या वेतनातुन वसूल करण्याचा अधिकार या  
बँकेला राहिल. मात्र ही शिक्षा समजली जाणार नाही. या शिवाय घडलेल्या हलगर्जीपणाबद्दल  
तुमचे विरुद्ध योग्य ती शिस्तगंगाची कार्यवाही करण्याचा बँकेला अधिकार राहिल.

६. तुमच्या प्रोबेशन कालावधीत तुम्हाला नेमून दिलेल्या जागी आणि नेमून दिलेल्या वेळेत दररोज कामावर प्रत्यक्ष रुजू होवून नियमित काम तुमच्या वरिष्ठांच्या समाधानकारकपणे केले पाहिजे.
७. तुमच्या प्रोबेशन कालावधीत तुम्ही या बँकेच्या लेखी पुर्वपरवानगीशिवाय आपल्या बँकेविषयी, बँकेच्या संचालकांविषयी, कामकाजाविषयी, ग्राहकांविषयी, व्यवस्थापनाविषयी, सेवकांविषयी कोणत्याही प्रकारची, कसलीही आणि काहीही माहिती कोणत्याही बाहेरच्या व्यक्तीस, वृत्तपत्रास, अधिका-यांस अथवा संस्थेस या बँकेच्या लेखी पुर्वपरवानगीशिवाय देणार नाही त्याचप्रमाणे या बँकेच्या कामकाजाविषयी संपुर्ण गुप्तता पाळली पाहिजे.
८. तुमच्या प्रोबेशन कालावधीत तुम्हाला या बँकेच्या लेखी पुर्वपरवानगीशिवाय या बँकेच्या समान किंवा स्पर्धात्मक, प्रत्यक्ष किंवा अप्रत्यक्ष, विनावेतन अथवा सेवेतून, व्यवसायिक अथवा शैक्षणिक, पुर्णवेळ अथवा अर्धवेळ नोकरी किंवा व्यवसाय करता येणार नाही.
९. तुमच्या प्रोबेशन कालावधीत कामाच्या निकडीनुसार तुमची बदली या बँकेच्या इतर शाखांमध्ये व मुख्य कचेरीमध्ये करण्याचा अधिकार या बँकेच्या व्यवस्थापनास राहिल. अशी बदली केल्यास ज्या ठिकाणी बदली झाली असेल त्या ठिकाणच्या लागू होणा-या कायद्याप्रमाणे तुमच्या सेवाशर्ती राहतील.
१०. तुमच्या प्रोबेशन कालावधीत तुम्हाला या बँकेने नोकरीतून काढून टाकण्यापूर्वी किंवा तुम्ही या बँकेची नोकरी सोडण्यापूर्वी तुम्हाला नोकरीच्या कालावधीत दिला गेलेला गणवेश व ओळखपत्र बँकेस परत करावी लागतील तसेच तुमच्या ताब्यात असलेली बँकेची उपकरणे, कागदपत्रे, मौल्यवान जिनसा इ.सर्व चिजवस्तुंची भरपाई किंमत तुमच्या वेतनातून अथवा कायदेशीर देय रक्कमेतून कापून घेण्याचा अधिकार या बँकेला राहिल.
११. तुम्हाला एक महिन्याची लेखी पूर्वसुचना देवून तुमची नोकरी लेखी राजीनामा देवून संपुष्टात आणता येईल.
१२. तुमच्या प्रोबेशन कालावधीत कोणत्याही प्रकारचे, कसलेही आणि काहीही गैरकृत्य तुम्ही केल्याचे निदर्शनास आल्यास तुमचेविरुद्ध नियमानुसार शिस्तभंगाची कारवाई करणेत येईल.
१४. सदर नेमणूक पत्र मिळालेपासून दहा दिवसांच्या आत तुम्ही कामावर रुजू न झाल्यास सदरचे नेमणूक पत्र रद्द समजण्यात यावे.

या पत्राच्या दोन प्रती तुमच्याकडे पाठवून तुम्हाला कळविण्यात येते की, तुमची या बँकेत "असिस्टंट मॅनेजर" (हार्डवेअर अँड नेटवर्किंग) या पदावर प्रोबेशनवर नेमणूक वरील अटीवर केल्याचे तुम्हाला मान्य असेल तर या पत्राची एक प्रत त्यावर तुम्हाला या पत्रातील अटी मान्य असल्याचे नमुद करून दहा दिवसांच्या आत बँकेकडे मान्यतेदाखल त्यावर सही करून परत करावी.

चीफ एक्झिक्युटिव्ह ऑफिसर

वरील प्रमाणे सर्व अटी मला मान्य आहेत.

नाव : श्री ओंकार नितीन जाधव  
दि. / / २०२१

सही :

प्रत माहितीसाठी :-

- १) मा.अध्यक्ष साहेब,
- २) प्रशासन विभाग, मुख्य कचेरी
- ३) वैयक्तिक धारीका - श्री ओंकार नितीन जाधव

# SNDT Women's University

1, Nathibai Thackersey Road,

Mumbai - 400 020

Phone: 22 2203 1879

Fax: 22 2201 8226



श्रीमती ना. दा. ठाकरसी महिला विद्यापीठ

१, नाथीबाई ठाकरसी मार्ग

मुंबई ४०० ०२०

Telegram: UNIWOMEN

Website: sndt.ac.in

आस्था/ता. नियुक्ती/२०२०-२१/१०२२

दिनांक :- २० मार्च, २०२१  
३०

प्रति,

श्री. जतिन जळगावकर,  
अस्थायी लिपिक-नि-टंकलेखक,  
उच्च व तंत्र शिक्षण विभाग,  
मंत्रालय विस्तार भवन,  
मुंबई - ४०० ०३२.

विषय:- अस्थायी स्वरुपात अस्थायी लिपिक-नि-टंकलेखक या पदावर नियुक्ती बाबत.  
संदर्भ:- मा. कुलगुरु यांचे दिनांक २२ मार्च, २०२१ चे आदेश.

आपणास कळविण्यात येते की, आपली नियुक्ती अस्थायी लिपिक-नि-टंकलेखक या पदावर रु. १३,१९०/- इतक्या एकमुठी वेतनावर उच्च व तंत्र शिक्षण विभाग, येथे अस्थायी स्वरुपात दिनांक ३०/०३/२०२१ ते दिनांक २९/०९/२०२१ या कालावधी करीता करण्यात येत आहे.

आपली अस्थायी नियुक्ती खालील अटींना अनुसरून करण्यात येत आहे:-

- १ विभाग प्रमुखांनी वेळोवेळी दिलेल्या कार्यालयीन कामाच्या जबाबदाऱ्यांचे पालन करणे.
- २ विद्यापीठाने नेमून दिलेल्या वेळेचे पालन करावे.
- ३ कार्यालयीन वेळेत कोणतीही तक्रार प्राप्त झाल्यास आपणांस अस्थायी सेवेतून कमी करण्यात येईल.
- ४ वेळोवेळी विद्यापीठाच्या व्यवस्थापन परिषदेने घेतलेले निर्णय आपणांस लागू राहतील.
- ५ आपली नियुक्ती पूर्णतः अस्थायी स्वरुपाची असून आपण सदर पदावर स्थायी करण्याबाबतचा दावा करू शकत नाही.

कृपया, अटी मान्यता आणि रुजू झाल्याचा अहवाल विभागप्रमुख यांच्यामार्फत पाठवावा.

*Mrs*  
30.3.21  
डॉ. मीना कुटे  
कुलसचिव (अति. भार)



**Jyoti Ramavtar Prajapati**

**Emp Code : J13494**  
**Branch : Mumbai**  
**Emergency@: 9373441312**

*Jyoti Ramavtar Prajapati*

**Authorised Signatory**

Date: 23-Nov-20

Mr. Kunal Koche  
BK No. 844, Room no. 5, Kalyan Ambernath road,  
Behind Shipa Building, Section 18, Ulhasnagar  
Thane - 421001

Emp. ID: 9093

**LETTER OF APPOINTMENT**

Dear Kunal,

Further to your application and interview with the Company, we are pleased to appoint you with CMA CGM Shared Service Centre (India) Pvt. Ltd.

- 1. **Job Title : Executive - Customer Care**
- 2. **Date Of Joining : 23-Nov-20**
- 3. **Place of Work :**

You will be based in **Thane**. However, your services may be transferred on part time / full time basis to any other Department / Division of the Company, anywhere in India or abroad. You may also be assigned such other duties, as may become necessary, in any branch or office of the Company and / or its subsidiaries or associate companies situated anywhere in India or abroad.

- 4. **Probation :**

You will serve a probation period of 90 days on completion of which you will be deemed confirmed. Within this 90 day period based on assessment of your performance, the management can at its discretion extend the probation by a further period as deemed appropriate

- 5. **Salary :** Please refer Annexure -1

- 6. **Taxation :**

Income-tax, Profession Tax and other statutory deductions will be made as per rules / laws applicable. You will solely be responsible for payment of all such taxes, penalties thereon and other dues payable in connection with the remuneration paid by the Company to you.

- 7. **Working Hours :**

You will be required to put in a minimum of 9 hours of work per day based on pre-defined shifts as per organisational needs.

- 8. **Outside Employment :**

You will not undertake employment outside, while you are employed with the Company, with or without remuneration, as it would amount to dual employment and is against the governing laws.



# livinguard



**Livinguard Technologies Pvt. Ltd.**

Name : **Noorahamad Choudhary**

Designation : **Office Assistant**

Department : **Office Assistant**



D.O.J : **10-11-2017** D.O.B : **03-02-1996**

Block C-96, 1<sup>st</sup> Floor, TTC Industrial Area,  
Turbhe MIDC, Navi Mumbai 400 705  
Email: info@livinguard.com  
Tel : 022 - 30212500



## CONTRACTOR IDENTITY CARD



LOA NO. : **BB.306.PO.Outsourcing.Annr.34**

Name : **Pournima Vasudev Nikam**

Emp. ID : **10011640**

D.O.J : **22-11-2018**

Designation : **Announcer & Indicator Operator**

Aadhar No. : **7686 3383 2898**

D.O.B. : **23-01-1997**

Gender : **Female**

Valid Upto : **2 Year**

  
OS (Passenger)  
CSMT Mumbai  
कर्मचारी अधिकाारी विभाग (मं.)  
मुंबई सेंट्रल रेलवे, (म.रेल.)  
Office Superintendent D.R.M. (C)  
Mumbai C.S.M.T. (C.Rly.)

Authorized Signatory  
Central Railways

Our ref: S1362 – LOA - 02 / 20

Date: 01-07-20

**EMPLOYMENT LETTER**

NAME : PRATIK RAMESH JADHAV

Position offered : Safety Watch

Effective Date : 01-07-20

Gross Salary (Day Rate) : QR 70.00 per day. The Gross Salary (Day Rate) is all inclusive and it shall be fully inclusive of all end of service benefits, except for those items specifically mentioned in this Employment Letter as provided by the Company. The Gross Salary (Day Rate) shall be paid against the signed and approved timesheet from the Client. Gross Salary (Day Rate) will not be paid for the days not worked and not approved on the timesheet.

Overtime : QR 8.50 per hour shall be paid as Overtime for working above normal working hours (i.e. 12hrs) based on signed and approved timesheet from the Client.

Mob. & Demob. Day Rate : QR 40.00 per day (only 1 day each for Mobilization and Demobilization). Mobilization day shall be the day the Employee report to Applus Velosi office and not the arrival date to Qatar.

Idle Day Rate : QR 40.00 per day (maximum 1 day shall be paid) in case there is a delay in medical report / gate pass.

Project Incentive : QR 10.00 per working day shall be paid as Project Incentive on completion of ORYX GTL Shutdown project based on the Client approved timesheet.

Accommodation : Company provided shared accommodation.

Food : Provided by the Company.

Status : Single

Transportation : Company will take care of the transportation to and from site.



*Handwritten signature*



12/19/2016

Rahul Hlwale  
VIKRAMSHILA COLONY NEAR MAHINDA BUDDHA VIHAR  
SUBHASH TEKDI ULHASNAGAR-4  
THANE - 421004

Dear Rahul

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

**1. Place of Employment and Timing.**

- 1.1 Your initial place of work will be at **Airoli**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

**2. Compensation and Benefits.**

- 2.1 Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of [REDACTED]. Other allowances / reimbursements as due to you are detailed in Annexure II.
  - 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
  - 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
  - 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.
- 3. Reimbursement of Expenses:** The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.
- 4. Leaves:** You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

**Wipro Limited**



Shrish Korde : 9821139996

# Galaxy Health Care

MFG. OF HEATING PAD &amp; MAGNETIC HEALTH CARE PRODUCTS

Add : 001, Sita Kunj, Building No.3, Azade Gaon, Dombivli (E.), Thane, Maharashtra - 421 203.

Ref. No. :

Date :

## Salary Certificate

Date :- 24/08/2021

This is to certificate that Miss. Rajeshree Ramesh Kedar working with our company as team manager. She had been working Since 01/04/2014 and proved to be a very dedicate resources who has very loyal to the company she is getting Salary by cash Rs. 30,000/-.

Last 3 Months Salary bifurcation.

Month	Salary by Cash
May	30,000/-
June	30,000/-
July	30,000/-

We are issuing this letter on the request of our employee and do not any liability on behalf of this letter or party of this letter on our company.

Note : Total 18 Employee Working In Our Galaxy Health Care.

For Galaxy Health Care



g/Flat No: ..... C-306 .....

# **DATAMARK**

**BPO SERVICE (P) LTD**



**RATAN RAYBOLE**  
**Employee ID: 000717**  
**Blood Group: O+**

Thane One, Tower 1 - 201, 2nd Floor, DIL  
Complex, Ghodbunder Road, Majiwada,  
Thane (W) India - 400601.



**ANDROMEDA**  
India's Largest Loan Distributor

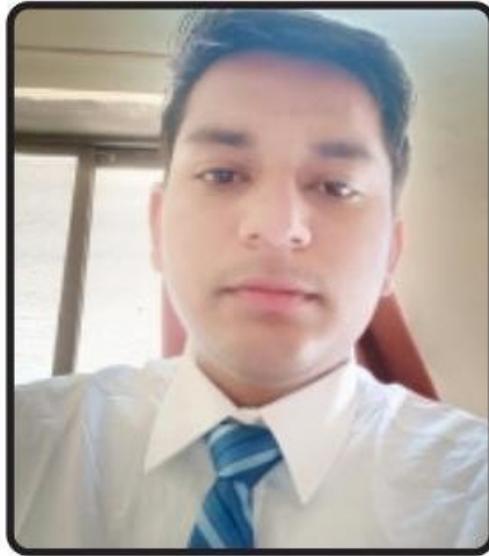


Name	: <b>REKHA SUNIL KADAM</b>
Designation	: <b>Telle Caller</b>
Date Of Birth	: <b>19/05/1996</b>
Date Of Joining	: <b>12/03/2021</b>
Contact No.	: <b>9518578460</b>

**Andromeda Sales & Distribution Pvt. Ltd.**  
**105, Moti Bazar Complex, Opp. Vitthal Ma**  
**Thane West - 400601.**



**MEDLEY PHARMACEUTICALS LTD.**



**ROHIT GUPTA**  
**TM**

Emp. Code : 13096

Location : BADLAPUR

Blood Group – O+ve

*Rohit Gupta*  
**AUTHORISED  
SIGNATORY**



Blood Gp.: O+

**Sagar Kashinath Sonawane**  
**1017898**

A handwritten signature in black ink, appearing to read 'Sagar Kashinath Sonawane', written over a faint background logo.

Issuing Authority

 **ICICI Lombard**  
— GENERAL INSURANCE —

**Date: 17-Jun-2019**

**Ms Shubhnagi Shelke,  
Gajanan Colony chal No.04 Room No.02  
Near Ganpati Mandir Ashele pada Ulhasnagar  
MUMBAI-421004.**

**Subject: Employment Letter**

**Dear Shubhnagi,**

We are pleased to inform that you have been selected for employment with **StateStreet Syntel Ser Pvt Ltd** as **Officer KPO ( E0)**. Your total emoluments are **Rs. 165000/-** per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of 1(one) year tenure with the organization. You shall not be eligible for this payout, in case of Your voluntary resignation or You ceasing to report for work with the Company within the said period of 12 months Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.

**Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.**

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on **19-Jun-2019**, at **8.30 am** at the following address: **2nd Floor, Building No 4, Raheja Mindspace Nr Airoli Railway Station, Airoli, Navi Mumbai 400708, failing which this employment offer shall be considered null and void.**

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you to Syntel family and look forward to a very fruitful association with you.

Yours sincerely,

**For StateStreet Syntel Ser Pvt Ltd,**



**Adarsh Krishna  
Head - Global Recruitment Cell**

Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment Annexure C - Acceptance Copy.

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**I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company**  
**on \_\_\_\_\_ Date & Signature \_\_\_\_\_.**

**Annexure A – Remuneration Details**

**Name: Ms Shubhnagi Shelke**

**Designation: Officer KPO**

**Grade: E0**

Compensation Components	Monthly (Rs.)	Annual (Rs.)
<b>Salary &amp; Allowances</b>		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	2133	25596
Conveyance Allowance	600	7200
<b>Total Salary &amp; Allowances (A)</b>	<b>12623</b>	<b>151476</b>
<b>Company's Contribution to Provident Fund (PF) (B)</b>	<b>1127</b>	<b>13524</b>
<b>Total Cost to Company (CTC) C = (A+B)</b>	<b>13750</b>	<b>165000</b>

**Notes:**

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.



**Adarsh Krishna**  
**Head - Global Recruitment Cell**

## Annexure B – Terms and Conditions

### **1.0 Work Related:**

1.1 The Employee will devote his/her full time to the work of State Street Syntel Services Pvt. Ltd. (hereinafter referred to as "SYNTEL" 1), and shall not undertake any other direct / indirect business/work/assignment etc. even on part-time basis whether honorary or remunerative, except with the prior written permission of SYNTEL.

1.2 The appointment is being made in good faith on the basis of the Employee's resume and other information provided by the Employee during the course of interview and mutual discussions. SYNTEL reserves the right to make suitable formal/ informal checks with educational institutions and previous employers of the Employee as may be applicable. The Employee is requested to produce all the documents as mentioned in the checklist attached on their date of joining. Any discrepancy in the information/ data provided by the Employee shall result in the termination of employment forthwith and the Employee shall indemnify SYNTEL in full, for any losses suffered by SYNTEL.

1.3 The Employee's designation is merely indicative of the responsibilities, which he/ she is required to carry out. SYNTEL shall be entitled to require the Employee, at any time, to perform any other administrative, managerial, supervisory, or other functions and the Employee will be bound to carry out such functions by using his/her best efforts and, act in good faith and in the best interests of SYNTEL.

1.4 The Employee will retire from SYNTEL's services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by the Employee in his/her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which the Employee was born.

1.5 The Employee shall not accept any presents, commissions or any kind of gratification in cash or kind from any person, party, firm or company having dealings with SYNTEL group of companies and if the Employee is offered the Employee shall report the same immediately to SYNTEL.

1.6 The Employee shall maintain and keep in his/her safe custody such books, registers, documents and other papers as may be issued to him/ her or may come in the Employee's possession and shall return the same when required by SYNTEL.

1.7 The Employee will comply with all rules, regulations and procedures including service rules, practices, policies, etc. established by SYNTEL as may be communicated from time to time, which are subject to modifications at the sole discretion of SYNTEL. The Employee shall be bound by the same.

### **2.0 Software Related:**

The Employee is strictly prohibited from bringing in the office premises, any unauthorized or infringed copies of software or downloading any infringed or non-patented software in the computer systems (from external sources or otherwise) or copying software from one computer system to another which may include any violation of the provisions of the Copyrights Act or any other intellectual property rights (IPR) laws. Employee shall not introduce or bring into the SYNTEL or its clients' systems, any virus, trojan horses, computer code designed to disrupt, disable, harm, or otherwise impede the operation of software or firmware or any computer or network or that would disable the software or firmware or any computer or network or impair in any way their operation. Violation of this clause will be regarded as a serious offence and the Employee will be subjected to appropriate disciplinary action as per the policies of SYNTEL.

For the purpose of maintaining confidentiality of data, information, assignment of IP rights, non-solicitation, non-compete, non-diversion the term 'SYNTEL' is deemed to include Syntel, Inc. and all its subsidiaries/affiliates.

### **3.0 Intellectual Property Rights:**

3.1 The Employee agrees to inform SYNTEL of full details of all the inventions, discoveries, concepts, ideas, etc. (collectively called "Developments"), whether patentable or not, including but not limited to, hardware and apparatus, products, processes and methods, formulae, computer programs and techniques, as well as any improvements and related knowledge, which the Employee conceives, improves, completes, or puts in to practice (whether alone or jointly with others) while being in the employment of SYNTEL, and which relate to the present or prospective business, work or investigations of SYNTEL; or which result from any work the Employee does,

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using any equipment, facilities, materials or personnel of SYNTEL; or which has or have been developed by the Employee or under the Employee's supervision, or which result's from or are suggested by any work, which the Employee does or may do for SYNTEL.

3.2 The ownership of all "developmental" work and documentation created by the Employee shall from the moment of its creation, vest in SYNTEL. Thus, the Employee agrees to assign and hereby assigns to SYNTEL/ SYNTEL's nominee, Employee's entire right, title and interest in —

- all Developments;
- all trademarks, copyrights and mask work rights in the developments; and
- all patent applications filed, patents granted on any development, including those in foreign countries, which the Employee conceives or makes (whether alone or with others) while being in the employment of SYNTEL or within two (2) years of the end of their employment (if conceived as a result of the Employment with SYNTEL).

3.3 The Employee acknowledges existence of SYNTEL's present and future products, know-how, processes, software products, programs, codes, documentation and flowcharts in any form and agree to abide by the procedures of the Copyright Law or any other applicable IPR laws in force, in India and foreign countries, which prohibits the reproduction of such protected works, in whole or in part, or in any form or by any other means, without the prior written permission of SYNTEL.

3.4 The Employee agrees to assign to SYNTEL his/her entire right, title and interest in any invention or improvement that the Employee might make solely or jointly with others, during the course of his/her employment with SYNTEL relating to any and all products, services, software, software tools marketed or manufactured or developed and that the Employee will perform any 'acts and execute such documents, without expenses to the Employee which, in the judgments of SYNTEL or its attorneys may be needful or desirable to secure to SYNTEL, patent protection and any or all rights relating to such invention or improvement.

#### **4.0 Non-solicitation / Non-compete:**

4.1 During the term of this Employment Agreement and for a period of two (2) years subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of SYNTEL, directly, indirectly, or through any other party, solicit business from or perform services for any SYNTEL client or any prospective SYNTEL client, with whom he/she had any contact with or exposure to pursuant to this Employment Agreement.

4.2 During the term of this Employment Agreement and for a period of two (2) years subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of SYNTEL, seek engagement or employment, either full-time or contractually with any organization that is likely to deploy the Employee on project or assignment in Offshore or Onsite client engagement where SYNTEL is already working for the same client and where the Employee had been engaged in a project with the client organization for a period exceeding one month.

#### **5.0 Non-diversion of Employees:**

During the term of this Employment Agreement and for a period of two (2) years subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of SYNTEL, directly, indirectly, or through any other party solicit and/or offer an employment to a persons, who are then, or were during the previous six (6) months, employees of SYNTEL or any SYNTEL subsidiary / associate / affiliate.

#### **6.0 Specialized Training & Knowledge Acquisition:**

6.1 If the Employee has to undergo any specialized training in SYNTEL or arranged by SYNTEL, the Employee will have to execute a training agreement and an indemnity bond to serve SYNTEL for a minimum period as mentioned in the said training agreement and an indemnity bond. Any violation of the terms will entitle SYNTEL to recover liquidated damages as mentioned in the said training agreement and an indemnity bond. During employment, Employee agrees to undergo any specialized training as required by the Company.

6.2 On deputation to a client site for knowledge acquisition and subsequent knowledge transfer on a client's application, either for development, enhancement, maintenance, support or otherwise, the Employee will be understood to have gathered intellectual property on behalf of SYNTEL. As a consequence, the Employee commits to serve SYNTEL for a minimum period as mentioned in the said

training agreement and an indemnity bond from the date of return to India from the onsite engagement. Any breach of this clause will entitle SYNTEL to recover liquidated damages as mentioned in the training agreement and an indemnity bond.

**7.0 Confidentiality:**

7.1 So long as the Employee is in the employment of SYNTEL, providing certain products and/or services to SYNTEL and/or on behalf of SYNTEL, he/ she will, at all times, observe secrecy and confidentiality in respect of technical, trade or business data or any other information that might come to his/her knowledge or possession (herein collectively referred to as the "Confidential Information"), which according to SYNTEL, are necessarily confidential and form valuable property of SYNTEL and not made available to the trade and furthermore. The Employee shall use the Confidential Information solely for the purpose of and on behalf of SYNTEL. The Employee will not disclose Confidential Information without authority of SYNTEL to anyone other than SYNTEL's authorized person and even after the Employee has ceased to be in the service of SYNTEL, the Employee shall not disclose Confidential Information to anyone. The Employee hereby acknowledges that SYNTEL and its clients are subject to certain privacy regulations and/or contractual obligations, pursuant to which SYNTEL shall be required to obtain certain undertakings from the Employee with regard to privacy, use and protection of non-public information of SYNTEL and/or its clients (of client's customers) or any prospective clients. Employee agrees that (a) he/she shall not disclose or use any client/customer data except to the extent necessary to carry out its obligations under this Agreement and in accordance with applicable privacy laws; (b) he/she shall not disclose client data to any third party without the prior consent of SYNTEL and/or client (c) he/she shall maintain, effective information security measures, in accordance with the policies of SYNTEL and /or client and as otherwise necessary to protect client data from unauthorized disclosure or use; and (d) he/she shall notify SYNTEL in writing immediately upon becoming aware of any such unauthorized disclosure or use of SYNTEL and/or client data in detail. The obligations set forth in this clause shall survive termination of the Agreement indefinitely.

7.2 The term "Confidential Information" does not include information which (i) is already in Employee's possession, or (ii) becomes generally available to the public other than as a result of a disclosure by the Employee or (iii) becomes available to the Employee on a non-confidential basis from a source other than SYNTEL and/or SYNTEL's clients. The confidential Information and the Employee further agrees that disclosure of the same shall be with prior permission of SYNTEL.

7.3 The Employee agrees to promptly re-deliver to SYNTEL, upon request/ in the event of his/ her ceasing the employment with SYNTEL, i) all drawing, blue print or other reproductions or other data, tables, calculations, letter or other documents or other writing or copy of writing of any nature whatever pertaining to the business of SYNTEL, ii) Confidential Information including all Intellectual property rights, whether registered or unregistered on any tangible media. The Employee will not retain any copies, extracts or other reproductions in whole or in part of such material. The Employee further agrees that breach of this confidentiality clause could cause irreparable damage to SYNTEL and that SYNTEL shall be entitled to any and all injunctive relief, as well as monetary damages, including reasonable attorney fees, for such breach.

7.4 From time to time, SYNTEL's customers/clients and other business requirements may require all employees to sign special Non-Disclosure Agreements ("NDA's"). These NDA's may be process/ client specific or could represent a regulatory requirement. The Employee agrees to sign and comply with the terms and conditions of the said NDA's, as and when required.

**8.0 Arbitration:**

Any dispute and/ or difference arising out of or relating to the Employment Agreement (including exhibits attached thereto) including interpretation of its terms will be resolved through joint discussion. However, if the disputes are not resolved by discussions then the matter will be referred to an Arbitrator, who shall be a person nominated by SYNTEL. The proceeding of the arbitration shall be conducted in Mumbai. The decision of the arbitrator shall be final and binding on the parties. The language of arbitration shall be English.

**9.0 Remedies:**

9.1 Notwithstanding clause 8 above (Arbitration clause), the Employee agrees that his/her failure or neglect to perform, keep, or observe any term, provision, condition, covenant, warranty, or representation contained in this Employment Agreement, the confidentiality agreement or any other agreement between the Employee and SYNTEL, will cause SYNTEL immediate and irreparable damage and that

# State Street Syntel Services

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SYNTEL is, in addition to all other remedies available to it, entitled to immediate injunctive and equitable relief from a court having jurisdiction to prevent any breach and to secure the enforcement of its rights hereunder.

9.2 Remedies for damages procuring prior to SYNTEL's knowledge of breach or until action in breach ends and related in any way to the effects of the breach shall include but not be limited to monetary damage, liquidated damage, attorney's fees and other cause related to the action.

### **10.0 Governing Law:**

The validity, construction, interpretation and performance of this Employment Agreement will be governed by Indian laws and adjudicated upon by a competent court in Mumbai.

### **11.0 Severability:**

If any clause in this employment agreement is held invalid, illegal or unenforceable for any reason, that provision shall be severed and the remainder of the provisions of this employment agreement will continue in full force and effect as if this employment agreement had been executed without such invalid provision.

### **12.0 Clarifications:**

For any further clarifications about the above clauses or any interpretation of the above clauses, the Employee may approach the HR team.

For State Street Syntel Services Pvt. Ltd

Confirmed and agreed to



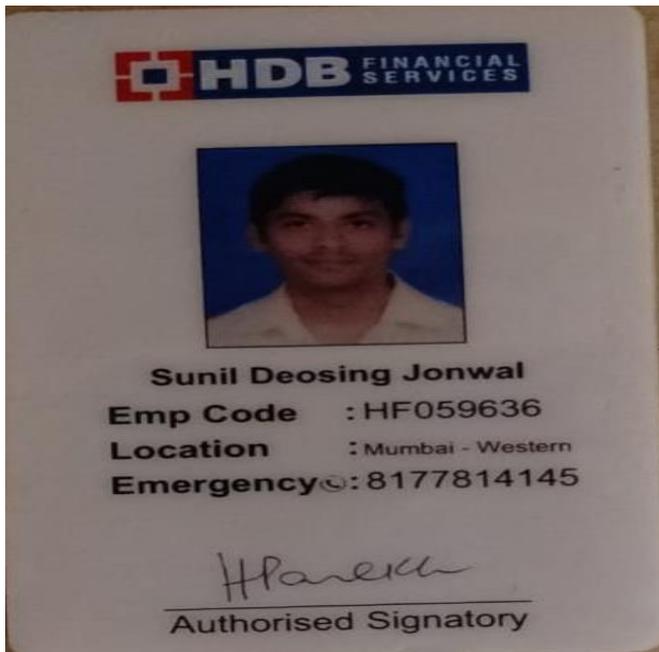
Adarsh Krishna

Signature.....

Employee Name.....

Date.....

Date.....





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*Swapnil Gawali  
Founder*

**Nitin Shinde**  
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**9594990400**



## **S.D. Gunjal & Co.**

**CHARTERED ACCOUNTANTS**

Shop No. 3, Shree Krishna Apt.,  
Opp. Hanuman Mandir, B-Cabin Road, Ambarnath(E).  
e-mail : nshinde90@gmail.com



**Thane Belapur Industries Association**

P-14, TTC Indl. Area, MIDC Rabale, Thane Belapur  
Road, Navi Mumbai-400701. Ph.: 02227691919



**Name** : Vishal Vansh Narayan Verma

**Course** : DFSE (FR)

**Duration** : 2 Year (2020-21)

R.M.Kedia  
Principal

Anil N. Chougule  
Course Co-ordinator