



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Regarding Campus drive results-Nikhil Medico

Nikhil Medico-Careers <careers@nikhilmedico.com>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>
Cc: Mahendra Bhadane <mahendrabhadane80@gmail.com>

Tue, Dec 19, 2017 at 3:43 PM

Dear Mr. Deshpande,

Thanks a lot for your support.

We hereby confirm that we would like to move ahead with Mr. Mahendra Bhadane.

The contract papers, NDA, orientation and next steps will be directly co-ordinated with the candidate.

Thanks!



Results for Campus Recruitment - 2018 Batch

Sonam Prajapati <sonam.prajapati@neebal.com>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Tue, Aug 22, 2017 at 3:38 PM

Hi Dhanraj,

Below is the final list of Students cleared all the rounds;

Candidate Name	College Name	Specialization	Email Address	Contact Number	Decision(Y/N)
Deshmukh priyanka anil	GES RH Sapat COE Nashik	Computer Science	Priyankadeshmukh3096@gmail.com	9421156317	Y
Dhanashree Nebulal Yadav	GES RH Sapat COE Nashik	Computer Science	dhanashriyadav98@gmail.com	8379886459	Accepted on Condition
Himanshu Subhash Bhongade	GES RH Sapat COE Nashik	Computer Science	himanshubhongade50@gmail.com	9423214474	Y
Wani Girija Ramesh	GES RH Sapat COE Nashik	Electronic & Telecommunication	girijawani31@gmail.com	7028699574	Y
Rohit Kiran Lokhande	GES RH Sapat COE Nashik	Computer Science	er.rohitlokhande@gmail.com	9970677520	Y
Dorle Vaishnavi sunil	GES RH Sapat COE Nashik	Mechanical	varaddorle@gmail.com	7588703336	Y
Meet Pravinbhai Patel	GES RH Sapat COE Nashik	Electrical Engg.	meetpatel2014@gmail.com	8624880817	Accepted on Condition
Pratish Prakash Shinde	GES RH Sapat COE Nashik	Mechanical Engineering	pratishshinde24@gmail.com	7387571712	Y
Ninad Raosaheb Hire	GES RH Sapat COE Nashik	Computer Science	ninadhire@gmail.com	9405822817	Y
Snehal Sharad Sawant	GES RH Sapat COE Nashik	Electrical engineering	snehalsawant703@gmail.com	9423404620	Y
Manish Hiranman Nemade	GES RH Sapat COE Nashik	Computer Science	manish.h.nemade@gmail.com	9823041443	Y
Patel Kruti Pravinchandra	GES RH Sapat COE Nashik	Computer Science	patelkrutipravin@gmail.com	9726984189	Y
Mahashabde Akshay	GES RH Sapat COE Nashik	Compute. Science	akshaymahashabde@gmail.com	9403825197	Accepted on Condition
Gawale Nikita Sanjay	GES RH Sapat COE Nashik	Electrical engineering	nikitagawale9@gmail.com	9049693824	On Hold

--
Thanks
Sonam Prajapati
HR Specialist

Mobile : +91-9702132089

Email : sonam.prajapati@neebal.com



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Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Fwd: project cum Employment

Nikita Singh <nikitas@solacetechnologies.co.in>

Tue, Jul 18, 2017 at 2:51 PM

To: dhanraj.deshpande@gmail.com, Pravin <Pravin@solacetechnologies.co.in>, maheshg <maheshg@solacetechnologies.co.in>, shilpa@solacetechnologies.co.in

Hello Sir,

Here the list of shortlisted student name for project,

- 1) Nikam Ankita (Can Offer)
- 2) Morankar Hrishikesh (Can Offer)
- 3) Thakur Rashmi (Can Offer)
- 4) Muthe Shardul (For Project)
- 5) Sonawane Priyanka (For Project)

Thanks

Thank you,

Nikita Singh*HR Executive,***Solace Infotech Pvt. Ltd.,**Phone: +91 848-483-7765 | www.solaceinfotech.co.in1st Floor, A Wing, Kadam Mansion, Mahatma Nagar, Nashik, India.

----- Forwarded Message -----

Subject:Re: Fwd: Re: project cum Employment**Date:**Mon, 17 Jul 2017 20:29:14 +0530**From:**Dhanraj Deshpande <dhanraj.deshpande@gmail.com>**To:**Nikita Singh <nikitas@solacetechnologies.co.in>**CC:**Shilpa <shilpa@solacetechnologies.co.in>, Pravin <pravin@solacetechnologies.co.in>, maheshg <maheshg@solacetechnologies.co.in>

[Quoted text hidden]



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Nikhil Medico Group-Results of selection process 2018

Nikhil Medico-Careers <careers@nikhilmedico.com>
 To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>
 Cc: ankita marathe <ankitamarathe888@gmail.com>

Tue, Nov 13, 2018 at 2:53 PM

Dear Deshpande Sir,

We would like to officially confirm that for the campus selection process for this year, we have hired the third candidate.

Ms. Ankita Marathe (BE Mechanical)

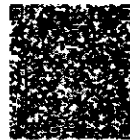
We would like to thank you for your support during the selection process.

The contract formalities will be completed in the mean time along with the planning for next steps of orientation etc.

Ankita wish you all the best for your career!

Thanks in advance for your cooperation.

NIKHIL
 MEDICO GROUP



HEAD OFFICE: 6, Hill Top, Mahatma Nagar, Nashik-422 007, Maharashtra, India

FACTORY: Plot B-254, Malegaon MIDC, Sinner, Nashik, Maharashtra, India

E-MAIL: info@nikhilmedico.com

WEBSITE: www.nikhilmedico.com

OFFICE: +91-(0)253-2355703

FAX: +91-(0)253-6614609

MOBILE: +91-(0)98220 12384

MOBILE: +91-(0)94227 49454

This e-mail is intended only for the addressee named above. As this e-mail may contain confidential or privileged information, if you are not, or suspect that you are not, the named addressee or the person responsible for delivering the message to the named addressee, please telephone us immediately. Please note that you cannot guarantee that this message or any attachments to it are virus free or have not been intercepted and tampered. The views of the author may not necessarily reflect those of the Company.

♻️ We have a responsibility to the environment, before printing this e-mail or any other document, let's ask ourselves whether we need a hard copy.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Details of campus selection

Epic Research Recruitment <recruitment@epicresearch.co>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Sat, Nov 18, 2017 at 10:55 AM

Dear Mr.Dhanraj,

Greetings from Epic Research !!

As per the discussion Please find the details for the Students who are shortlisted, (Attached) They will be getting Joining probably in July,2018 .

Kindly revert if you find any queries.

Thanks and Regards.

Shruti

Talent Acquisition

8959011222

 **GES, SNGB- Shortlisted .xls**
22K

1	July	Ankita B. Gholap	AFC	SNJB College Of Eng
2	July	Mahale Ashwini Babaji	AFC	SNJB College Of Eng
3	July	Sonali Baste	AFC	SNJB College Of Eng
4	July	Jadhav Saurabh Sanjay	AFC	SNJB College Of Eng
5	July	Kedar Vikas Tukaram	AFC	SNJB College Of Eng
6	July	Akshata Shinde	AFC	GES College
7	July	Shinde Prasad Vasudeo	AFC	GES College
8	July	Ekta G Dixit	AFC	GES College
9	July	Komal S Borse	AFC	GES College
10	July	Prathamesh Ramesh Pina	AFC	GES College
11	July	Deepak Rohidas Lagad	AFC	GES College
12	July	Vaishanavi Dhokchawle	AFC	GES College
13	July	Saurabh R Nikam	AFC	GES College
14	July	Lakshmikant Siddhesh Pa	AFC	GES College
15	July	Pragati Yogesh Jadhav	AFC	GES College
16	July	Lakisha A Jain	AFC	GES College
17	July	Krunal A Vyas	AFC	GES College
18	July	Syed Khwaja Khaleeullah	AFC	GES College
19	July	Rohit Kumar Maurya	AFC	GES College
20	July	Mishra Ayush Premsagar	AFC	GES College
21	July	Roshan Anil Chaudhari	AFC	GES College
22	July	Ankita Vijay Lahoti	AFC	GES College
23	July	Hardika Gangadhar Desai	AFC	GES College
24	July	Bhargavi Shrikant Kulkarni	AFC	GES College
25	July	Ketaki Kulkarni	AFC	GES College
26	July	Ajinkya Vinod Hinge	AFC	GES College
27	July	Aniket Jayesh Nagare	AFC	GES College
28	July	Hiren Ashok Jethva	AFC	GES College
29	July	Shraddha Mukund Shinde	AFC	GES College
30	July	Mogal Neha Sanjay	AFC	GES College
31	July	Rishabh Bhalerao	AFC	GES College
32	July	Pritam Chintaman Niphad	AFC	GES College
33	July	Pratima Ashok Hurdade	AFC	GES College
34	July	Rohit Subhash Raut	AFC	GES College
35	July	Sayali S Joshi	AFC	GES College



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Fwd: Mahindra & Mahindra | Joining Date

Abhishek Jadhav <abhishekjadhav2905@gmail.com>
To: dhanraj.deshpande@gmail.com

Sat, Aug 25, 2018 at 11:39 AM

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

From: "MATE SUHAS" <MATE.SUHAS@mahindra.com>
Date: Jul 30, 2018 12:41 PM
Subject: Mahindra & Mahindra | Joining Date
To: "MATE SUHAS" <MATE.SUHAS@mahindra.com>
Cc:

Dear Candidate,

Greetings!

Please note that your **Joining Date** will be **13th August 2018**. Kindly plan your travel accordingly.**Address:**

Mahindra & Mahindra LTD – Plant 1

Trimbakeshwar Rd, Satpur MIDC, Satpur Colony, Nashik, Maharashtra 422007

Kindly note below points:

1. Initial few days accommodation to Outstation candidates will be provided
2. Travel tickets for Outstation candidates will be reimbursed (At max. 3 AC Train Fare)
3. System generated offer letter will be issued by one of my colleague

For any queries, feel free to connect with me.

Regards,

Suhas Mate

Human Resources

7387540285

---DISCLAIMER-------- The contents of this E-



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

List of GETs from RH Sapat College of Engineering, Nashik

hdr@msldriveline.com <hdr@msldriveline.com>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Mon, Aug 20, 2018 at 5:12 PM

Dear Sir,
Please find below a list of candidates recruited from RH Sapat College of Engineering, Nashik.

EMPTOKE	EMPNAME	EMDEPTNAME	DOJ	EM MOBILE NO	College Name
6660	ROHIT DILIP PATIL	CLUTCH	04/06/2018	9503586831	RH Sapat
6661	RAHUL DALSINGAR VISHWAKARMA	STEERING JOINT ASSEMBLY	04/06/2018	9766813508	RH Sapat
6683	DEEPAK ROHIDAS LAGAD	P-II COMPONENTS LINE	09/08/2018	7057382959	RH Sapat
6684	SWAPNIL SHIVAJI DHOLI	P-II COMPONENTS LINE	09/08/2018	8888059311	RH Sapat

Thanks & Regards

Hemant Raakh
Human Resources
MSL Driveline Systems Ltd,
lot No. 89/1A, MIDC Area,
Satpur, Nashik-422007.
Ph.: 0253-6610526

'Helping hands are better than praying lips'

Please note that name of our Company Mahindra Sona Limited has been changed to MSL Driveline Systems Limited. E-mail ids have been changed from @mahindrasona.com to @msldriveline.com. For example, say earlier e-mail id abc@mahindrasona.com has been changed to abc@msldriveline.com.

***** D I S C L A I M E R *****

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Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Result || SGET || Asahi India Glass

Upma Golyan <upma.golyan@aisglass.com>

Tue, Jun 19, 2018 at 2:53 PM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Cc: Aanchal Seth <aanchal.seth@aisglass.com>, Himanshi Saini <himanshi.saini@aisglass.com>

Dear Mr. Dhanraj,

This is to inform you that following students have been shortlisted from the campus recruitment held at your college on 14th June'18.

S.No.	NAME	COLLEGE	BRANCH
1	Nikhil Rajesh Tanksale	R.H. Sapat College	Mechanical
2	Akshada Nasikkar	R.H. Sapat College	Mechanical
3	Ankita Lotan Marathe	R.H. Sapat College	Mechanical
4	Yash Patel	R.H. Sapat College	Mechanical
5	Shweta	R.H. Sapat College	Mechanical
6	Aakanksha	K.K.W.I.E.E.R	Mechanical
7	Milind Sonawane	Sandeep Foundation	Mechanical

Also, please note that we have shared the Letter of Intent with the shortlisted candidates.

Regards

Upma Golyan

Corporate HR Team

5th Floor, Tower-B, Global Business Park, MG Road, Gurgaon

Mobile: +91 9599018451 | Office: +91 124-4062212

Date: 18-6-2018

Sub: Letter of Intent

Dear Akshada,

Rakh Sadan, Kranti Nagar,

Panchavati, Nashik

422003

With reference to your application and the subsequent interview you had with us the Management is pleased to engage you as Trainee Engineer for a period of 12 months from the date of your joining in our factory located at Gat No. 67/1 & 71, Village Savardari, Opposite to Forbes Marshall Company, Tal-Khed, District- Pune, Maharashtra 410501.

You will be paid a stipend of Rs. 10864/- (Ten thousand eight hundred and sixty four only) per month during the period of your training. After the successful completion of the training period, certificate for the training will be given.

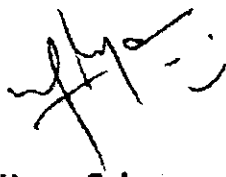
The Management reserves the right to terminate your training period immediately, if found any indiscipline or misconduct during the training period.

Your joining should not be later than 2-July-2018 after which this letter of engaging training shall become void.

Please sign and return a copy of this letter in acceptance.

Yours Sincerely

For Asahi India Glass Ltd.



Upma Golyan

Corporate HR Team

Note: When you report for training you are requested to bring the following:

- 1. Photographs (Passport Size – 4, Stamp Size–2)**
- 2. Certificates (Educational & Date of Birth) original for Verification & photocopy for record.**
- 3. Copy of Aadhar Card**

Asahi India Glass Ltd.

Registered Office: Unit No. 203 to 208, Tribhuvan Complex, Ishwar Nagar, Mathura Road, New Delhi- 110065

Corporate Office: 5th, 6th & 8th Floor Tower-B, Global Business Park Mehrauli-Gurgaon Road Gurgaon-122002(India) Tel.: +91 124 4062212-19 Fax: +91 124 4062244, 4062288

Plant-I: 94.4 Kms. National Highway-8, Village Jaiawas, Tehsil Bawal, District Rewari-123 501 (India) Tel.: +91 1284 264366-67, 264274, 264306 Fax: + 91 1284 264185



Date: 18-6-2018

Sub: Letter of Intent

Dear Ankita,

N51-AD-2/6/1,

Saibaba Nagar, Cidco, Nashik

422010

With reference to your application and the subsequent interview you had with us the Management is pleased to engage you as Trainee Engineer for a period of 12 months from the date of your joining in our factory located at Gat No. 67/1 & 71, Village Savardari, Opposite to Forbes Marshall Company, Tal-Khed, District- Pune, Maharashtra 410501.

You will be paid a stipend of **Rs.10864/- (Ten thousand eight hundred and sixty four only)** per month during the period of your training. After the successful completion of the training period, certificate for the training will be given.

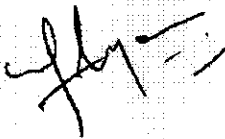
The Management reserves the right to terminate your training period immediately, if found any indiscipline or misconduct during the training period.

Your joining should not be later than **2-July-2018** after which this letter of engaging training shall become void.

Please sign and return a copy of this letter in acceptance.

Yours Sincerely

For Asahi India Glass Ltd.



Upma Golyan

Corporate HR Team

Note: When you report for training you are requested to bring the following:

- 1. Photographs (Passport Size – 4, Stamp Size–2)**
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Plant-I: 94.4 Kms. National Highway-8, Village Jalawar, Tehsil Bawal, District Rewari-123 501 (India) Tel.: +91 1284 264366-67, 264274, 264306 Fax : + 91 1284 264285



SYNTEL

Consider IT Done

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.


For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,



Adarsh Krishna
Head - Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions.

 - kulkarni ketaki madhukar

Signature



SYNTEL PRIVATE LIMITED
SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-1/B2, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tal -
Haveli,
Pune - 412 114 India
Tel: 91 020 40701000
Fax: 91 020 40781100

Date: 13th June 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Ketaki Madhukar Kulkarni,
Syntellect ID: SBE1809989

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Syntel nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

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. In case

ANNEXURE A

SALARY DISTRIBUTION

Name : Ketaki Madhukar Kulkarni			
Designation : Associate Consultant			
Band : AC1			
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)		1,500	18,000
Special Allowance (D)		2,830	33,960
City Allowance (EE)		903	10,840
Bonus (F)		2,000	24,000
Co.'s Contribution to PF (G)		1,800	21,600
Transport Allowances		1,800	19,200
Medical Allowances		1,250	15,000
Sub-Total - I (H)	100%	25,733	308,700
Reimbursements and Other Benefits			
Leave Travel Assistance		400	4,800
Sub-Total - II		400	4,800
Total Compensation (I + II)		25,833	310,000



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Hiring for Mitlag Solutions Pvt. Ltd.

HR <hr@mitlag.com>

Wed, Jun 6, 2018 at 11:56 AM

To: Dhanraj Deshpande <Dhanraj.deshpande@gmail.com>

Hello,

It was really nice to have a campus interview at RH Sapat COEMSR, Nashik. We have finalized your student "Karan Kapadnis", as App/Front end developer. He will be working with us as trainee for first month and he will be employed from second month. We will issue offer letter of employment in second month. Thanks.

—
Regards,
Mrs. Vrishali Nair
Director/Founder
Mitlag Solutions Pvt. Ltd.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Quick Heal Technologies_Walk in Drive

Sibbi Singh <sibbi.singh@quickheal.co.in>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Tue, Jun 5, 2018 at 1:39 PM

Hi Dhanraj,

PFB the names of the selected students.

Name
Akshay Mahashabde
Arati Tambe
Ankita Tajanpure
Kavita Sonawane

Will process them documentation and HR rounds

Thanks & Regards,

Sibbi Singh

7219002561

From: Dhanraj Deshpande [mailto:dhanraj.deshpande@gmail.com]**Sent:** Monday, June 4, 2018 12:41 PM**To:** Sibbi Singh <sibbi.singh@quickheal.co.in>**Subject:** Re: Quick Heal Technologies_Walk in Drive

[Quoted text hidden]



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Fwd: Welcome Mail

kuldipak pawar <kuldipakp7@gmail.com>

Wed, May 30, 2018 at 1:56 PM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>, vipin meshram <vpinmeshram@gmail.com>

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

From: Armstrong hr <armstronghr@armstrongltd.in>

Date: Tue 29 May, 2018, 6:06 PM

Subject: Welcome Mail

To: <kuldipakp7@gmail.com>

Cc: Armstrong MBPL HR <armstronghr@armstrongltd.com>, Jayavardhan Kale <jayavardhan.kale@armstrongltd.in>

Dear Kuldipak,

Welcome to the Armstrong family!! I am delighted that you are joining us as Trainee Electrical Engineer ,your expected joining date 1st June 2018.

Joining Location : Nasik

Reporting Location-Satana

Armstrong Machine Builders Pvt. Ltd.

02, First Floor, Padmavishwa Orchid,
Mahatma Nagar Road,
Opp Mahatma Nagar Cricket Ground,
Mahatma Nagar, Nashik,
Maharashtra 422007.

Reporting Time: 10:00 am sharp.

As part of your joining formalities you are required to submit the following documents (photocopies) on the date of joining.

- 1) Employee information form (Attached with this email, Kindly fill the form and send along with scan copies)
- 2) Bank details: Bank name, Branch name, Account no. (SBI/BOM only)
- 3) Date of birth proof certificate (Birth certificate/SSC - Leaving Certificate)
- 4) Address proof
- 5) Passport
- 6) Academic certificates
- 7) PAN card
- 8) Experience letter/Relieving letter from previous employer (If applicable)
- 9) Last three months' proof of compensation of previous organization (If applicable)
- 10) 2 passport size photographs (Scanned copy of photo and signature)

Kindly send, scanned copies of above mentioned documents.

Please feel free to contact us in case of any query related to your joining.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Joining REBAR Dept., Nasik

Shashank Joshi <SJoshi@prothious.com>

Mon, May 28, 2018 at 2:44 PM

To: "dhanraj.deshpande@gmail.com" <dhanraj.deshpande@gmail.com>

Cc: Shashank Joshi <SJoshi@prothious.com>

Sir,

Extremely sorry for late reply and communication...

Following 3 selected girls will be joining REBAR Dept., w.e.f. 11/06/2018 as per communication done by Ms. Arti with them

Ms. Hardika G Desale

Ms. Sadawarte Chaitali Vivek

Ms. Prajka P Jagtap

As 1st shift become a constrain for accommodating GIRLS.... Remaining selected female candidates will be accommodated in next training batch.

Thanks - SHASHANK JOSHI.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Final hiring result

Nikesh Parakh <nikesh@arconstech.com>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Tue, May 15, 2018 at 6:44 PM

Hello,

Below List of students we are ready to hire, if they are ready to follow our fresher terms and conditions:

Student Name	Ready for .net course	Aptitude Score	Interview Score
Rashmi Vyavhare	Yes	11.5	7/10
Mayuri Patil	Yes	10.5	5/10
Abole Deshpande	Yes	9	6/10
Karan Kapadnis	Yes	6.5	5/10
Renuka Chatur	Yes	5.5	6/10
Pooja Rajendra Shirude	Yes	5	5/10
Srushti Shirwadkar	Yes	4.5	6/10

Below are the terms and conditions for fresher hiring:

- 1.2 Lacs CTC
- Your performance review will be done in the month of **June** every year.
- Very IMP** : You will have to do .net basic web/desktop development course before joining.
- 1st 3 Months** will be your training period and after that **probation period will be started**.
- Your **probation period** will be **24 months**.
- You will not be allotted paid leaves for **1st year** since the joining date.
- After completion of **1 year**, you will be allotted **10 paid leaves** per year.
- Your regular working days will be **Monday to Saturday**.
- Your working time will be as below:
 - Monday to Saturday (For Girls) – **12:00 PM to 08:30 PM** IST (with Half hour break)
 - Monday to Saturday (For Boys) – **1:30 PM to 10:00 PM** IST (with Half hour break)



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Campus Drive @Gokhale Education Society Campus - Final Selection

Shweta More <shweta.more@justdial.com>

Thu, Apr 26, 2018 at 12:22 PM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>, dhanraj.deshpande@ges-coengg.org

Cc: Ekta Jaiswal <ekta.jaiswal@justdial.com>, Dimple Singh <dimple.singh@justdial.com>, Ami <amikhana@justdial.com>

Hi Dhanraj,

Greetings from Just Dial Ltd.

It was great to have Just Dial Ltd. Campus Drive in Gokhale Education Society's RH Sapat College of Engineering (Nashik).

Please find below list of students selected to join us with CTC of 25000. Also, attaching the checklist for your reference. Request you to confirm their DOJ asap so that we can roll out offer letters.

Sr. No.	Name	College/Board	Branch of Engineering
1	Shweta Ozarkar	Pune University (SPPU)	B.E
2	Komal Borse	Pune University	B.E (Computer)
3	Pranita Chopda	SNJB's K.B.J.'s College of Engineering, Chandwad	B.E (E&TC)
4	Yogesh Mandlik	R.H Sapat College of Engg.	B.E (Mechanical)
5	Shubham Dharme	R.H Sapat College of Engg.	B.E (Electrical)
6	Sanket Mahale	Pune University	B.E
7	Rohan Rajput	R.H Sapat College of Engg.	B.E
8	Satyajit Chatterjee	(SPPU)	B.E
9	Sachin Thete	R.H Sapat College of Engg.	B.E
10	Jatin Jantre	R.H Sapat College of Engg.	B.E (Computer)
11	Krushna Pawar	Pune University	B.E
12	Shrikant Mane	R.H Sapat College of Engg.	B.E (Electrical)
13	Ajinkya Hinge	(SPPU)	B.E (Computer)
14	Anket Dwivedi	R.H Sapat College of Engg.	B.E (Electrical)
15	Ritika Shelar	R.H Sapat College of Engg.	B.E
16	Shubham Dhainje	Pune University	B.E

Also, please ask Dilip Shinde to come at our Mumbai office in the month of June 18 for the final round of interview.

Please note as mentioned in the checklist, selected students are supposed to purchase Samsung Tablet OR Apple IPAD ANY ONE (Specifications mentioned in the checklist)

--

Thanks & Regards,
Shweta More
Executive - Human Resources
Mumbai

Ph: +91 22 2888 4060 (Extn-4156)

On 17-04-2018 17:49, Dhanraj Deshpande wrote:

I confirm the same. Thanks.

Regards,
Dhanraj Deshpande TPO Gokhale Education Society's RH Sapat COE Nashik

On Tue 17 Apr, 2018, 5:42 PM Ekta Jaiswal, <ekta.jaiswal@justdial.com> wrote:

Dear Dhanraj,

Kindly confirm 25th April for Campus drive.

From our Side 2 Panel will be coming for interview process.

-Shweta More from HR Dept

-Abhijeet from Ops Dept

Feel free to connect for any queries.

Regards
Ekta Jaiswal
2317

On 16-04-2018 12:50, Dhanraj Deshpande wrote:

Ok.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Pool Campus on 27th April at Sandip Foundation College

Rashi Desai <rashi.desai@areess.com>

Wed, May 9, 2018 at 10:58 AM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Dear Sir,

Thank you for sending your candidates to Sandip Foundation for making our campus drive successful.

Below are the selected candidates from your college –

1. Anam Peerzade - RYK
2. Rohan Mehta – RYK

These 2 candidates were asking for joining date from 10th June, but tentatively we are starting a batch from 1st June of 15 employees. So I would request you to talk to them and complete their internship program asap.

We have issued offer letter to both of them with joining date as 1st June 2018. I hope all these candidates will join us and will not sit for any other campus drive.

Best Regards,

Rashi Desai - Assistant Manager (HR & Admin)

Aress Software and Education Technologies P Limited



Email: rashi.desai@areess.com

Tel: +91-20-6726 0001/2. Direct ext.

23

[LinkedIn profile](#)Office 318, Level C3, Amanora Chambers. Pune -
411028<http://www.ares.com> | <http://www.ares.support>**From:** Dhanraj Deshpande [mailto:dhanraj.deshpande@gmail.com]**Sent:** Sunday, April 29, 2018 6:34 AM



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

RE: Interview Call Letter- Gokhale Education Foundation-Results

Vrutti Rathod <Vrutti.Rathod@ashokabuildcon.com>

Thu, Apr 12, 2018 at 5:34 PM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Cc: Sunil Sama <sunil.sama@ashokabuildcon.com>, "Ajit V. Patil" <Ajit.Patil@ashokabuildcon.com>, Liladhar Patil <liladhar.patil@ashokabuildcon.com>, "Pravin P. Hire" <Pravin.Hire@ashokabuildcon.com>

Dear Sir,

As per the Campus Recruitment conducted for R H Sapat College of Engineering Management Studies & Research on 07-04-2018, the list of Selected Students are as follows:-

1. Dusane Snehal Sanjay
2. Kholamkar Sagar Pralhad
3. Khairnar Prafullkumar Ashok
4. Jadhav Devidas Valmik

DOJ and Project Location will be confirmed after submission of final copy of results.

As the new vacancies will exist at our Projects at PAN India level, we will consider some other students from the pending list.

Regards,

Vrutti Rathod

HR & Admin

Ashoka Buildcon Ltd.

S. No. 861, Ashoka House,

Ashoka Marg, Nashik - 422 011

Ph: +91-253-3011705

e-mail: vrutti.rathod@ashokabuildcon.com

CIN : L45200MH1993PLC071970

From: Vrutti Rathod [mailto:Vrutti.Rathod@ashokabuildcon.com]**Sent:** Friday, April 6, 2018 12:31 PM



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Final results of the Campus drive-Nikhil Medico Group-2018

Nikhil Medico-Careers <careers@nikhilmedico.com>

Wed, Apr 11, 2018 at 12:32 PM

To: dewa bari <dewa.bari@gmail.com>, Ayush Mishra <amishra.apm@gmail.com>

Cc: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Dear Mr. Deshpande,

Thanks a lot for your support in the entire campus placement process for this year.

We are glad to share the final results of the selection process:

1. Mr. Dewa Bari:

Selected. We will soon arrange the contract papers, NDA etc. You can therefore block this candidate for other campus drive. The exact joining date will be communicated soon.

2. Mr. Ayush Mishra:

Selected but kept on hold. You can therefore unblock this candidate for other campus drive. We will share the final decision after a period of approx. 3 months once our projection is completed for this year.

Thanks in advance for your cooperation.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Results of Full time position-Nikhil Medico Group

Nikhil Medico-Careers <careers@nikhilmedico.com>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Sat, Mar 31, 2018 at 5:09 PM

Dear Sir,

Following are the results of the interviews taken for full time position:

1. Yogesh Mandlik-REJECTED due to performance below expectations in HR section
2. Mahesh Shinde- REJECTED due to malpractices in technical section
3. Dewa Bari- ACCEPTED for second interview (1st preference due to performance as per expectations in both HR & Technical)
4. Ayush Mishra- ACCEPTED for second interview (2nd preference due to performance below expectations in technical section)

Kindly communicate the same to the candidates and the invitations for the second interview will be sent soon.

Thanks in advance for your cooperation.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

AON-CoCubes | Offered Candidate | Hexaware

Shashank Shekhar Mishra <shashank.mishra@cocubes.com>
 To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>
 Cc: Swanand Apte <swanand.apte@cocubes.com>

Thu, Apr 5, 2018 at 7:28 PM

Dear Sir,

Many Congratulations!The below mentioned candidate has been **offered** by the company in **Hexaware Drive**:

CoCubes Id	Name	Institute Name	Branch	Batch	Location
941490	Rohan Dilip Mehta	R. H. Sapat college of engineering	computer engineering, BE	2018	Pune

Congratulations to you, your institute and the student!

Always looking forward to adding value!

Warm Regards,

Shashank Shekhar Mishra

Regional Lead - Institutions (West)

CoCubes.com

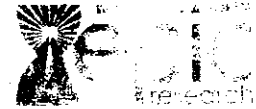
+91-8800 944 933

CoCubes
An Aon Hewitt Company

Seamless Access To Assessments

Behavioral Cognitive
 Technical Vocational

411 Minds Man
2 RNT Man,
Indore (M.P.)
Phone: 731-664 300
Website: www.epicresearch.com
Email: hr@epicresearch.com
CIN: U74900MP2012



Letter of Intent

Dear Mr./Ms. Hardika Gangathar Desale

We are delighted to offer you the position of Associate Financial Consultant with our Consulting Division. The place of posting shall be at Indore (M.P). You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 261548/- (INR), Annexure 'A' attached.

You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will be deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the 'Disciplinary, non performance or non adherence of the rules and policies of the company'. EPIC Research shall have the right to terminate your employment, forthwith, without notice, payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photographs of all your testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th / 2th / Graduation / Post Graduation / Certification courses / Certificates and Mark sheets (1 copy each)
2. Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID] - Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs -- Six Nos. (Colored)
6. All of the above documents need to be carried in original and photocopies for Company's & Bank verification process.

For Epic Research (P) Ltd.



Epic Research (P) Ltd.
People Development Group

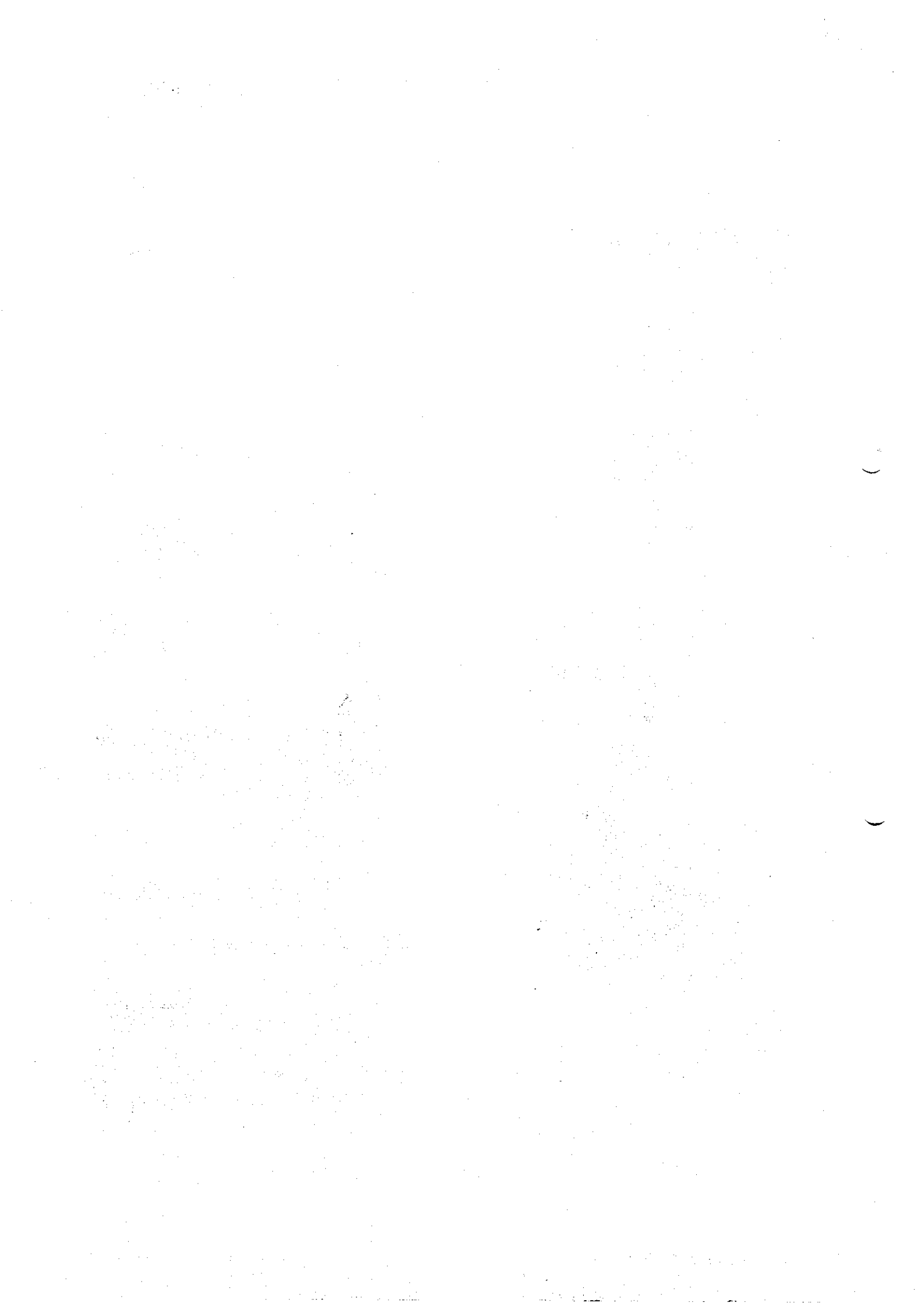
With the signature below, I accept this offer for employment.

Desale Hardika Gangathar

Name

30/10/2017

Date





Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	Desai Haardika Gangadhar
Joining date	
Name of College	GES R.H. Sapru College of Engineering
Roll Number	703852-5472

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Annual Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	--	11,000*
Monthly Performance Incentives*	--	72,000*
Gross Salary	13,200	2,41,400
Deduction benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs:960/- and ESIC Rs:231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit. ~~medical certificate~~ to be provided on joining.
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance.
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at

hr@enicsresearch.co



Accepted By

Haardika

Desai Haardika Gangadhar
(Name and signature of candidate)



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Selected students 2018 batch at GES RH Sapat COE Nashik for Dhoot Transmission Pvt Ltd.

Bharat Chaugule <hrd1.chakan@dhoottransmission.com>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>
Cc: Shantanu Joshi <sbjoshi@dhoottransmission.com>

Wed, Aug 29, 2018 at 3:44 PM

CONGRATULATION!!

Dear sir,

has been successfully conducted campus placement drive at Gokhale Education Society's RH Sapat COE Nashik

on 18/08/2018. You have selected 65 students from our institute. Attached data are ok

Thank you so much for giving an opportunity to our college.

Thanks & Regards**MR.Bharat N.Chaugule****(HR Manager)****Dhoot Transmission Pvt Ltd.- Chakan – Plant III****Gut no- 118/17 & 118/18 ,****Village – Wasuli , Chakan –****Taluka – Rajgurunagar,Khed . Dist : Pune -410501.****Mob. : +91 – 9168623657/9923068855****Email : hrd1.chakan@dhoottransmission.com****Website : www.Dhoottransmission.com****Please don't print this e-mail unless you really need to.**

From: Dhanraj Deshpande [mailto:dhanraj.deshpande@gmail.com]
Sent: Monday, August 20, 2018 5:56 PM
To: Bharat Chaugule
Subject: Selected students 2018 batch at GES RH Sapat COE Nashik for Dhoot Transmission Pvt Ltd.

Dear Sir,

PFA. If you need anymore details, pls let me know.

I m also requesting to share official email from your end about their selection and tentative joining date.

Dhanraj Deshpande TPO Gokhale Education Society's RH Sapat COE Nashik

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 **Book1.xlsx**
11K

Settlement Bill**Expenses at Actual In Pune for T&P activity**

Name	Mr.Dhanraj M.Deshpande		
Subject	Attended TPO meet at Pune for Placement on dated 24 Aug 2015		
Date and Time	24/08/2015 started at 3.00 AM		
Venue	Hyatt, Pune.		
	No of Person=1	Remark	
Nashik-Pune & Pune-Nashik			
Rickshaw/ Taxi	Visited Eternu Soution Pune (30KM)	Kharadi to Aundh and Aundh- Kharadi	
Rikasha from Home - Bus Stop and Bus stop- Home			
Food charges at Actual During Pune Visit			

Faculty**Principal**

Selected Students in Dhoot Transmission Chakan Pune

Sr.No.	Name	College Name	Branch
1	suryawanshi sneha dagadu	MET	Electronics
2	pandit kalyani rajesh	MET	Electronics
3	sonali N. valekar	MET	E&TC
4	Dhikale Jayashri Sanjay	MET	E&TC
5	Chaudhari Mayuri Manohar	MET	E&TC
6	Archana Arun Ambekar	MET	Electrical
7	Sonawane Devyani Bharat	MET	E&TC
8	sonali prakash hagawane	NDMVP	E&TC
9	shinde priya sanjay	NDMVP	E&TC
10	bhavana sunil dhamane	NDMVP	E&TC
11	pratiksha narayan wagh	NDMVP	Instrument
12	ghude sonali balkrishna	NDMVP	Instrument
13	tejaswini devidas bhoj	NDMVP	Instrument
14	shirnisha ashok kore	NDMVP	E&TC
15	katore pooja balasaheb	NDMVP	E&TC
16	chaudhari unnati kiran	NDMVP	E&TC
17	date ashwini sanjay	NDMVP	E&TC
18	prachi chandrabhm sandhan	NDMVP	E&TC
19	sonawane utkarsha santosh	SSBT	mechanical
20	bichade pranita vinayak	SSBT	mechanical
21	poonam purushottam patil	SSBT	E&TC
22	nivedita krishna bhadane	SSBT	E&TC
23	nishigandha rajesh chandankar	SSBT	E&TC
24	pooja prakash nikhade	SITRC	mechanical
25	ushir snehal pandit	SNJBCOE	E&TC
26	More Kavita Bhaulal	SNJBCOE	E&TC
27	Priyanka Pramod Amode	GESCOE	E&TC
28	Gaikhe Priyanka Prakash	GESCOE	E&TC
29	Ashweta Anil Desai	GESCOE	E&TC
30	Jadhav Yogita Tryambak	GESCOE	E&TC
31	shinde ankita chandrakant	GESCOE	electrical
32	dipali hiranman pawar	GESCOE	electrical
33	takare pooja natha	GESCOE	electrical
34	pallavi govardhan bhivgade	GESCOE	electrical
35	snehal ramesh phad	GESCOE	electrical

36	jadhav shraddha dovindrao	GESCOE	E&TC
37	sarode Aishwarya sunil	GESCOE	electrical
38	sonawane gauri prabhakar	GESCOE	electrical
39	dhatrak sonali prabhakar	GESCOE	electrical
40	borse gauri parshuram	GESCOE	electrical
41	dherange dipali ashok	GESCOE	electrical
42	agale monika babaji	GESCOE	E&TC
43	ingale mayuri dwarakanath	GESCOE	electrical
44	Shirodakar Manjusha Sudhakar	GESCOE	electrical
45	Borade Dhanashree Subhash	GESCOE	E&TC
46	Patil Akanksha Sahebrao	GESCOE	E&TC
47	Patole Meena Nana	GESCOE	E&TC
48	Shirsath Jagruti Ravindra	Sapkal	E&TC
49	jagruti uday shimpi	Sapkal	E&TC
50	Pooja balkrushna Aher	Sapkal	E&TC
51	Patil Vidya Gopal	Sapkal	E&TC
52	Lalita Khandu Avhad	Sapkal	E&TC
53	shinde kajal uttam	Sapkal	Electrical
54	prajakta bharaat deokar	Sapkal	Electrical
55	Mahale Vinod Kuvarsingh	Sapkal	Mechanical
56	Pawar Samadhan Dinkar	Sapkal	Mechanical
57	Harshal Sanjay Patil	Sapkal	Mechanical
58	Shinde Shubham Mahendra	Sapkal	Mechanical
59	Nilesh Govind Patil	SSPM	Electrical
60	mohini ramachandra mithe	SVIT	Electrical
61	kamankar rohini sunil	MCOERC	Electrical
62	Bhor Varsha Gaganand	MCOERC	Electrical
63	Deore Aparna Anil	MCOERC	Electrical
64	Khade Priya Lakshman	MCOERC	Electrical
65	Derle Komal Balasaheb	MCOERC	Electrical

HRD/3T/18-19/12563953

August 29, 2018

Ms. Priyanka Sanjay Kalokhe
Candidate ID: 12563953
N-53-A-J-3/2/3 Mahatma Phule Nagar Cidco
Nashik-9
Maharashtra
Nashik - 422009
India
Ph: (91) 84215 68374

Dear Priyanka,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 26, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.



**Gokhale Education Society's
R. H. Sapat College of Engineering, Management Studies & Research,
Nashik- 422005**

PARENT FEEDBACK FORM

Information of the Parent

Name of the Parent:	
Parent Contact Details	
Name of Student:	
Student year of admission and Branch	

Evacuation on following scale:

Excellent	Very good	Good	Average	Poor
4.6-5	4.1-4.5	3.6-4.0	3.0-3.5	<3

Information about the Parent

Sr. No.	Parameter (PO: Program Outcomes)	Excellent	Very good	Good	Average	Poor
1	Engineering knowledge: Apply the knowledge of mathematics, science, engineering fundamentals, and an engineering specialization to the solution of complex engineering problems. (PO1)					
2	Problem analysis: Identify, formulate, research literature, and analyze complex engineering problems reaching substantiated conclusions using first principles of mathematics, natural sciences, and engineering sciences. (PO2)					
3	Design/development of solutions: Design solutions for complex engineering problems and design system components that meet the specified needs with appropriate consideration for the public health & safety, and the cultural, societal, and environmental considerations. (PO3)					
4	Conduct investigations of complex problems: Use research-based knowledge and research methods including design of experiments, analysis and interpretation of data, and synthesis of the information to provide valid conclusions. (PO4)					
5	Modern tool usage: Create, select, and apply appropriate techniques, resources, and modern engineering and IT tools including prediction and modeling to complex engineering activities. (PO5)					



HRD/3T/18-19/12563953

Ms. Priyanka Sanjay Kalokhe
Candidate ID: 12563953
N-53-A-J-3/2/3 Mahatma Phule Nagar Cidco
Nashik-9
Maharashtra
Nashik - 422009
India
Ph: (91) 84215 68374

August 29, 2018

Dear Priyanka,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO
EVP - Head HR

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

Digitally signed by RICHARD LOBO
Date: 2018.08.29 12:57:19 +05:30
Reason: Offer Letter
Location: Bangalore



Sr. No.	Parameter (PO: Program Outcomes)	Excellent	Very good	Good	Average	Poor
6	The engineer and society: Apply reasoning informed by the contextual knowledge to assess societal, safety, legal and cultural issues and the consequent responsibilities relevant to the professional engineering practice. (PO6)					
7	Environment and sustainability: Understand the impact of the professional engineering solutions in societal and environmental contexts, and demonstrate the knowledge of, and need for sustainable development. (PO7)					
8	Ethics: Apply ethical principles, professional ethics, responsibilities and norms of the engineering practice. (PO8)					
9	Individual and team work: Function effectively as an individual, and as a member or leader in diverse teams, and in multidisciplinary settings. (PO9)					
10	Communication: Communicate effectively on complex engineering activities and write effective reports and design documentation, make effective presentations. (PO10)					
11	Project management and finance: Demonstrate knowledge and understanding of the engineering and management principles and apply these, as a member and leader in a team, to manage projects and in multidisciplinary environments. (PO11)					
12	Life-long learning: Recognize the need for, and have the preparation and ability to engage in independent and life-long learning in the broadest context of technological change. (PO12)					

Sr. No.	Teaching/Learning/Infrastructural Parameters	Excellent	Very good	Good	Average	Poor
1	How do you rate Teaching-Learning Process?					
2	How do you rate Equipment available in Labs?					
3	How do you rate Value addition courses/training provided to the students?					
4	How do you rate our Infrastructure?					

Name & Signature

Thank You..!



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Mahindra GAT Selections | Through AMCAT**Mohit Shahare** <mohit.shahare@aspiringminds.in>

Mon, Oct 15, 2018 at 11:12 AM

To: Dhanraj Deshpande TPO RH Sapat <dhanraj.deshpande@gmail.com>, Dhanraj Deshpande TPO RH Sapat <dhanraj.deshpande@ges-coengg.org>

Dear Sir,

PFB the list of students who got selected for Mahindra GAT. We congratulate you and your students on behalf of Aspiring Minds and wish for a great success of the students.

Location	Employee Name	Gender	College of Engineering	Branch of Engineering
Igatpuri	Saurabh Saurabh Sable	Male	GESRH sapat college of engineering Nasik	Mechanical
Nashik Plant 1	Abhishek Kailash Jadhav	Male	R.H.S.Sapat GES's College of Engg. Nashik	Mechanical

Thanks & Regards,**Mohit Shahare**

Manager- Campus Relations|Aspiring Minds Assessment Pvt Ltd

9561053900 | mohit.shahare@aspiringminds.in

www.aspiringminds.in | www.myamcat.com

**HUMAN CAPITAL ASSESSMENT, RECRUITMENT & BENCHMARKING****Aptitude Testing | Skill/Knowledge Testing | Personality Instruments.**

SNJB's Late Sau. K. B. Jain College of Engineering, Chandwad.

Name

Occupation:

Address:

Email ID:

Contact No.

Academic Year:

Signature with Date::

Form 03- Parents Feedback Form

Dear Parents,

You have always shown a great trust and faith in our college and we would like to know your valuable suggestions in building a healthy and warm environment. This Parents feedback form is intended to collect information relating to your satisfaction towards facilities and services provided for creating conducive atmosphere for teaching and learning by our institute.

Tick the number that best describes your level of satisfaction at each Attributes:

		Excellent (91-100%)	Very Good (81-90%)	Good (61-80%)	Fair (41-60%)	Poor (<40%)
1	Infrastructure and Facilities					
2	Environment					
3	Admission Process					
4	Fees Structure					
5	Faculty					
6	Administrative Facilities					
7	Discipline					
8	Academic Performance of your ward					

Please feel free to speak in confidence with our Heads/ Principal about any aspects of the program or students performance.

Any other Suggestions for improvement:



Hiranayavarna
HR-Manager
www.hiranayavarna.com

Dhanraj Deshpande <dhanraj.deshpande@ges-coengg.org>

Selected students

HR Vegantaram <hr@vegantaram.com>

Thu, Apr 5, 2018 at 6:09 PM

To: dhanraj.deshpande@ges-coengg.org, Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Dear sir,

We have selected **Ketki Kulkarni, Priyanka Kalokhe, and Monika Waghchoure.**

They will join on probation period of **Two months**. Salary during the probation period will be entitled to a fixed salary of **Rs. 3k per month**.

Appointment after the expiry of the probation period, in case, found suitable by the company, you will be confirmed in your appointment on a salary of **Rs. 7k per month**.

If you are not found suitable for the job, your appointment will be terminated at the discretion of the company and in case of such termination, you will have no right or claim against the company.

This is just an informational email to the TPO sir, details offer letter shall be given to the candidates.

--

Regards,

Akshay Kakade
HR-Manager
<http://www.Hiranyavarna.com>
Cell : +91 - 88-0576-4717

SNJB's Late Sau. K. B. Jain College of Engineering, Chandwad.

Name

Occupation:

Address:

Email ID:

Contact No.

Academic Year:

Signature with Date::

Form 03- Parents Feedback Form

Dear Parents,

You have always shown a great trust and faith in our college and we would like to know your valuable suggestions in building a healthy and warm environment. This Parents feedback form is intended to collect information relating to your satisfaction towards facilities and services provided for creating conducive atmosphere for teaching and learning by our institute.

Tick the number that best describes your level of satisfaction at each Attributes:

No	Attributes	Excellent (91-100%)	Very Good (81-90%)	Good (61-80%)	Fair (41-60%)	Poor (<40%)
1	Infrastructure and Facilities ✓					
2	Environment ✓					
X 3	Admission Process					
4	Fees Structure ✓					
5	Faculty ✓					
X 6	Administrative Facilities					
7	Discipline ✓					
8	Academic Performance of your ward ✓					

Please feel free to speak in confidence with our Heads/ Principal about any aspects of the program or students performance.

Any other Suggestions for improvement:



With Honors and Distinction
R.H. SAPAT
College of Engineering
Nashik

Dhanraj Deshpande <dhanraj.deshpande@ges-coengg.org>

List of Students Selected from R.H.Sapat College

Nashik HR <Nashik.HR@ceat.com>

Mon, Nov 12, 2018 at 1:43 PM

To: "dhanraj.deshpande@ges-coengg.org" <dhanraj.deshpande@ges-coengg.org>

Cc: Akshay Sonar <Akshay.Sonar@ceat.com>

Dear Sir,

Please find herewith details of candidate selected from your College (RH Sapat College of Engineering)

Sr no.	Names	Status
1.	Mr.Prashant Shinde	Selected & Joined From 5 th November 2018
2.	Mr. Sankalp Oturkar	Selected & Joined From 5 th November 2018
3.	Mr. Swapnil Chavan	Selected & Joined From 5 th November 2018
4.	Mr. Bhavesh Mundada	Selected & Joined From 5 th November 2018
5.	Mr.Swapnil Pawar	Selected & Joined From 5 th November 2018

6.	Mr.Aakash Pingal	Selected & Joined From 5 th November 2018
7.	Mr.Rohan Kulkarni	Selected & Joined From 5 th November 2018
8.	Mr.Ayush Mishra	Selected & Joined From 5 th November 2018



Small text or logo next to the globe image, possibly a company or organization name.

Dhanraj Deshpande <dhanraj.deshpande@ges-coengg.org>

Recruitment drive

Akshay Sonar <Akshay.Sonar@ceat.com>

Tue, Oct 30, 2018 at 5:48 PM

To: "dhanraj.deshpande@ges-coengg.org" <dhanraj.deshpande@ges-coengg.org>

Dear Dhanraj

We will be coming for recruitment on 30th October evening for GET position.

Regards
Akshay

Get Outlook for iOS



**Gokhale Education Society's
R. H. Sapat College of Engineering, Management Studies & Research,
Nashik- 422005**

EMPLOYER FEEDBACK FORM

Information of the Alumni

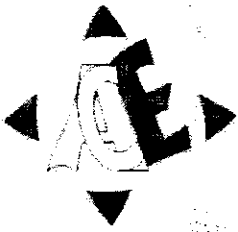
Name of the Alumni:	
Designation of the Alumni:	
Experience at your Organization:	

Evacuation on following scale:

Excellent	Very good	Good	Average	Poor
4.6-5	4.1-4.5	3.6-4.0	3.0-3.5	<3

Feedback about the employee

Sr. No.	Parameter (PO: Program Outcomes)	Excellent	Very good	Good	Average	Poor
1	Engineering knowledge: Apply the knowledge of mathematics, science, engineering fundamentals, and an engineering specialization to the solution of complex engineering problems. (PO1)					
2	Problem analysis: Identify, formulate, research literature, and analyze complex engineering problems reaching substantiated conclusions using first principles of mathematics, natural sciences, and engineering sciences. (PO2)					
3	Design/development of solutions: Design solutions for complex engineering problems and design system components that meet the specified needs with appropriate consideration for the public health & safety, and the cultural, societal, and environmental considerations. (PO3)					
4	Conduct investigations of complex problems: Use research-based knowledge and research methods including design of experiments, analysis and interpretation of data, and synthesis of the information to provide valid conclusions. (PO4)					
5	Modern tool usage: Create, select, and apply appropriate techniques, resources, and modern engineering and IT tools including prediction and modeling to complex engineering activities with an understanding of the limitations. (PO5)					



AJAY ENGINEERING CO.

ENGINEERS & CONTRACTORS

(An ISO 9001:2015 Certified Company)

Ref. No: 175/18

Date: 14.07.2018

Mr. Saurabh Nikam

APPOINTMENT LETTER FOR THE POST OF QUALITY INSPECTOR (ELECTRICAL)

Designation: Quality Inspector (Electrical)

Dear Mr. Saurabh Nikam,

We have pleasure in appointing you as a "Quality Inspector (Electrical)" On the terms and condition as follow:

Your Services are required for execution of Service job at **Siemens Ltd**, on purely contractual basis. Your monthly Net salary is fixed at **Rs. 10,000 /-**, **Mobile Exps Rs.500/- + Travelling Exps Rs.500/- per month & other benefits like PF (Company Contribution) etc as per rule.**

You are being deputed to work on required project site on behalf of M/s. **Siemens Ltd**. for a period of 6 Months from **16.07.2018 to 15.01.2019**

At the expiry of contractual period your appointment shall stand terminated automatically without notice (30 days) unless extended in writing & also leave will be entitled to avail (1 day) leave on each 15 working days. The Management also reserves the right to terminate your services in the event of your non-performance or non-availability of the job for which you are hired without assigning any reason therefore.

During the contractual period of your services, either party is at liberty to terminate the service contract with a notice of one month in writing.

You will be required to work at a place notified to you by us from time to time. You will be governed by the working hours observed at site.

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

Yours Faithfully,

Authorized Signatory

DECLARATION

I have read/understood the above terms and agree to abide by them.

Signature _____

(Saurabh Nikam)

Registered Add: P-56, Sector - 4, Airoli, Navi Mumbai - 400 708.

Telephone : 27600553; Mobile : 9809024996. E-mail : ajayengineering@yahoo.co.in

ANNEXURE - 1

Name :- Saurabh Nikam			
Designation :- Quality Inspector (Electrical)			
Compensation	Rs. Per Mo	Rs. Per Year	Rs. Per Month
Basic + DA	11000	132000	11000
House rent Allowance	520	6240	520
Other Allowance (Mob Exps+ Travelling Exps)	1000	12000	1000
Sub total (A)	12520	150240	12520
Employer contribution @ PF 12% on Basic + DA	1320	15840	1320
Admin Charges @ 1 % on Basic + DA	127	1518	127
MLWF	36	72	36
Subtotal (B)	1483	17358	1483
Cost to Company (C)	14003	167598	14003
Service Charges 5% (D)	700	8380	700
Cost to Company (C)+(D)	14703	175978	14703
Employee Contribution @ PF 12% on Basic + DA	1320	15840	1320
Profession Tax	200	2400	200
MLWF (June & Dec)	12	24	12
Sub total Deduction (E)	1520	18240	1520
Take Home (A) - (E)	11000	132000	11000

Ref No: NTHR/17-18/6A164

Date: 11th November, 2017

To,
Snehal Sawant,
Row House No:1 Shivtirtha park,
Behind Union bank,
Abhiyana nagar,
Kamatwade.
Nashik- 422008

Dear Snehal,

Congratulations! You are among the select few who made through our tests and interviews. We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as "Neebal" or the "Company"), as an **Trainee Quality Analyst** with an **annual gross package of INR 2,22,500.00** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **6th August, 2018**. The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION

You are subject to a six month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

You will have to complete ISTQB certification to be eligible for your confirmation. On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Powai, Andheri (E), Mumbai - 400 072

T +91 22 2857 4118 • E contact@neebal.com • W www.neebal.com

CIN U74120MH2012PTC226006

Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2020**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **36 months** with Neebal including their probation period failing which, you will be liable to pay Neebal a sum of **INR 75, 000.00 (Rupees Seventy Five Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

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

LEAVE

There shall be no compensatory leave (paid leave or sick leave) during the probation period. After the probation period, once you are confirmed, you are eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

- a. The Company's services are highly specialized.
- b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.
- c. The Company has a proprietary interest in its customer list and relationships.
- d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. alone has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
- Undated cheque from your bank account in the name of the Company for Rs.75,000.00
- 2 copies of your recent passport size photograph with white background.
- Attested copies of the following:
 - Proof of age
 - SSC/HSC or equivalent examination mark sheets
 - Diploma / Degree for all the Semesters / Years or Passing Certificate
 - Passport / Voter's ID card / Ration Card.
 - Two / Four wheeler Driving License.
 - Pan card & AADHAAR card (If Any)

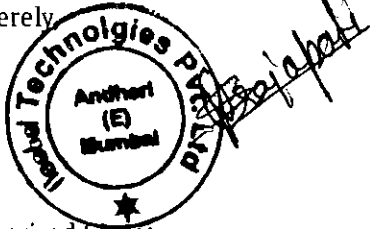
You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All additional

pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,



Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

(Your name in Capital Letters)

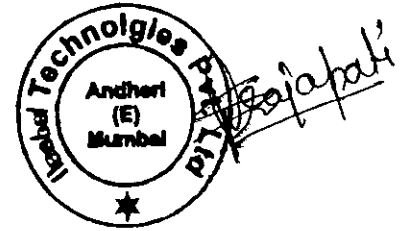
(Your Signature)

Date
Location

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)		
Name		Snehal Sawant
Designation		Trainee Quality Analyst
Joining Date		6th August, 2018
COMPONENT (Deductions will be applied based on actuals)		
Basic		INR 15,000.00
Bucket of Allowances (Dearness, HRA, Professional)		INR 760.42
Monthly Fixed Salary		INR 15,760.42
Annual Fixed Salary		INR 1,89,125.00



Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS POST CONFIRMATION PERIOD (ALL FIGURES IN INR)		
Name		Shweta Rani
Designation		Trainee Quality Analyst
Joining Date		2nd July, 2018
COMPONENT (Deductions will be applied based on actuals)		
Basic		INR 16,500.00
Bucket of Allowances (Dearness, HRA, Professional)		INR 760.42.00
Monthly Fixed Salary		INR 17,500.00
Annual Fixed Salary		INR 2,10,000.00
Annual Variable Component (Performance Based)		INR 12,500.00
Annual Gross Salary		INR 2,22,500.00

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.



30-04-2018

Shweta Ozarkar
MumbaiSubject: **LETTER OF OFFER****Dear Shweta,**

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **18-06-2018**.

The annual compensation calculated on Cost to Company will be **INR 300000/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.25000 /-p.m.	150000
2	Revised Salary - After Six Months*	Rs.0 /-p.m.	0
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	0	0
4	End of 12 Months - One month Salary	0	0
	Total CTC per annum		150000

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Mumbai**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Ami Khan

Head - Human Resources, Mumbai

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Shweta Ozarkar	
Department	Sales	
Section	JDA Customer Facing	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	18-06-2018	
CTC	300000/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	7500	0
House Rent Allowance (HRA)	4500	0
Departmental Allowance	3125	0
Desk Allowance	3125	0
Personal Allowance	3767	0
Salary (C1)	22017	0
Statutory Components		
Employer PF Contribution	900	0
Employer ESIC Contribution	0	0
Benefits(c2)	900	0
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(c3)	0	0
Statutory Bonus	2083	0
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	25000	0
Deductions		
Employee PF Contribution	900	0
Employee ESIC Contribution	0	0
Total Deductions (b)	900	0
Net Take Home (a - b - C2)	23200	0
Total CTC	25000	0

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited



Ami Khan

Head - Human Resources, Mumbai

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Shrikant Mane	
Department	Sales	
Section	JDA Customer Facing	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	18-06-2018	
CTC	300000/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	7500	0
House Rent Allowance (HRA)	4500	0
Departmental Allowance	3125	0
Desk Allowance	3125	0
Personal Allowance	3767	0
Salary (C1)	22017	0
Statutory Components		
Employer PF Contribution	900	0
Employer ESIC Contribution	0	0
Bonns (c2)	900	0
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements (c3)	0	0
Statutory Bonus	2083	0
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	25000	0
Deductions		
Employee PF Contribution	900	0
Employee ESIC Contribution	0	0
Total Deductions (b)	900	0
Net Take Home (a - b - C2)	23200	0
Total CTC	25000	0

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited



Ami Khan

Head - Human Resources, Mumbai

10/10/02
Dear Sir,
Dear Madam

OFFER LETTER - [Job Title]

Dear [Name],

We are pleased to offer you the position of [Job Title] at [Company Name]. This is a full-time position with a starting date of [Start Date].

The appointment will be for a period of [Duration] and you will be reporting to [Supervisor Name].

Your appointment is conditional upon your fulfilling the job's qualification requirements. You must submit a copy of mark sheet on or before [Date] certifying that you have successfully completed the degree/diploma which [Company Name] requires. Failure to do so may result in the termination of your employment.

Our organization is an equal opportunity employer. We do not discriminate on the basis of race, sex, religion, or any other protected characteristics.

If you have any questions regarding this offer, please contact [Contact Name] at [Phone Number].

Sincerely,
[Signature]

[Name]
[Title]

NIKHIL MEDICO EQUIPMENTS

6 / Hilltop, Mahatma Nagar,
Nasik – 422 007, Maharashtra , India.

**Manufacturer of Anaesthesia Machine, Pendant, Modular Stainless Steel Operation Theatre,
Central Gas Management System & Supplier of all types of Medical Gases.**

Ref. No. NME /

Date: 02.06.2018

To,

Mr. Shubham Kushare

Address: Kushare, Sailani Baba Stop, Nashik

Dear **Mr. Shubham**,

I am pleased to confirm our verbal offer of employment to you for a **regular full-time** position with NIKHIL MEDICO EQUIPMENTS as a **Junior Business Development Manager-Technical Projects** effective **16.06.2018**. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both **NIKHIL MEDICO EQUIPMENTS** and yourself with respect to your employment conditions, and is governed by the labour laws. It details the terms and conditions of your employment with **NIKHIL MEDICO EQUIPMENTS**, and will form our agreed upon employment contract with you once signed.

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

Mr. Shubham, we look forward to welcoming you to the **NIKHIL MEDICO** team and wish you a successful and rewarding career with us.

Sincerely,

Sangita Shete
Partner

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

Signature

Date

Ref: ABL/MSS/3656

Date: 17th August 2018

To,
Mr. Shubham Subhash Kushare,
S/o Mr. Subhash,
Nr. Harsha Soc. old saikheda road, jail road sant dnyaneshwar nagar,
Nashik-422101, Maharashtra.
Contact No: 8237542524

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Kannauj (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Shubham Subhash Kushare,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Prakash Polghantarwar
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence. Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e. within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Sarna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN L45200MH1993PLC071970

Ref: ABL/MSS/3662

Date: 17th August 2018

To,
Mr. Kishor Nivrutti Adhav,
S/o Mr. Nivrutti Adhav,
Gat No.164/4,Paradgaon Road,Gajanan Saw Mill Nagar,Partur,
Jalna-431501,Maharashtra.
Contact No: 8806123308

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Kasganj(UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Kishor Nivrutti Adhav,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Dinesh Mishra
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Vilas Pagar : 7020180828) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Paria

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3654

Date: 17th August 2018

To,
Mr. Krishna Ramesh Gore,
S/o Mr. Ramesh,
Gore Wasti, Kamalpur, Shrirampur,
Ahmadnagar-413725, Maharashtra.
Contact No: 7972693764

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Farukabad (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Krishna Ramesh Gore,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Abhay Tigga
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e. within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Paria

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

Regd. Office : S. No. 861, Ashoka House, Ashoka Marg, Vardate, Nashik-422 011, Maharashtra, India. • Tel -91 253 3011705

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3664

Date: 17 th Aug 2018

To,
Mr. Md Wasim Shahab
S/o Mr. Md Shahabuddin Ansari,
Katesar Vill & Po, Bihta,
Patna-801103, Bihar.
Contact No: 9204140284

Sub: Offer Cum Appointment Letter for employment on a Regular Basis

Dear Md Wasim Shahab,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as Engineer in our EQA Department at our Power & Energy Division, Etah (UP-Saubhagya) Project on the following terms & Conditions: -

- 1 You shall be joining at our company w.e.f. 23 rd Aug 2018 and your functional reporting will be to Mr. Dinesh Mishra
- 2 Your salary structure, perquisites, benefits etc shall be as per our discussions as held and finalised at the time of your interview as per Annexure-I attached.
- 3 You are requested to contact Site HR (Mr. V. Pagar : 7020180828) on the day of your joining who will complete your joining formalities and induct you to the all Department Heads.
- 4 You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or Fixed allowance as per company policy.
- 5 As per policy matter your Salary will be credited either in saving/salary account of State Bank Of India. Please inform us your bank account details immediately after joining our organization and in case if you fail to do so then your salary shall not be credited to above bank account till the date of said non compliance.
- 6 Please submit all the documents as per the attached check list and copy of your PAN Card and Aadhar Card also the accepted copy of your letter of resignation or relieving letter of present employment on the day of joining our organization.
- 7 The initial period of probation will be twelve months, but the management reserves the right to extend this period, if necessary. If at the end of the period of probation you are found suitable, your appointment will be confirmed by us in writing. Until your appointment is confirmed by us in writing, you shall be deemed to be on probation. Your service can be disassociated without any prior notice or assigning any reason by giving (1) one month notice in writing by either party or giving (1) one month pay in lieu of notice by either side.
- 8 We may at our discretion disassociate your service without giving you any prior notice for all or any of the following reasons:-
 - a. If you are found guilty of any act or omission which amounts to negligence, misconduct or misbehaviour including dishonesty, insubordination, inefficiency etc.
 - b. If you fail to work, honestly, efficiently and effectively to your job.
 - c. If any adverse report regarding your work is reported to us.
 - d. If you commit breach of any of the terms and conditions or stipulations of this employment.
 - e. If you are found guilty of any offense involving moral turpitude under the central or state laws
 - f. If at any time during the period of your employment, you are found unsuitable in terms of performance, work and conduct.
- 9 That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
- 10 If you remain absent for seven days or more without first getting your leave sanctioned or without any information to the organization, your services will automatically stand disassociated and notice period salary will be recovered from you from any of your dues or in any other manner.
- 11 Your association is being made on the basis of your particulars such as qualifications etc and in case any information as given by you is found false or incorrect, our appointment will be deemed void ab initio and liable for termination without any notice and salary in lieu of notice.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Parani

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

Regd. Office : S. No. 861 Ashoka House, Ashoka Marg, Vardol, Nashik 422 011, Maharashtra, India. • Tel +91 253 3011705

Fax +91 253 2236704 • www.ashokabuildcon.com

CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3659

Date: 17th August 2018

To,
Mr. Parag Premchand Talele,
S/o Mr. Premchand,
Gujari ta.yawal,Nhavi,
Jalgaon-425524,Maharashtra.
Contact No: 9561579723

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Kasganj(UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Parag Premchand Talele,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Dinesh Mishra
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Vilas Pagar : 7020180828) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

14. In case IT department identifies any unauthorized consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Saraa

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3653

Date: 17th August 2018

To,
Mr. Rahul Subhash Godse,
S/o Mr. Subhash Godse,
Umrals Khurd, Pade,
Nashik-422202, Maharashtra.
Contact No: 7798853379

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Farukabad (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Rahul Subhash Godse,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Abhay Tigga
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (if you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training
10. That in case if you want to leave our organization during the period of said training (i.e. within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Paria

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

Regd. Office : S No. 861 Ashoka House, Ashoka Marg, Vardola, Nashik 422 011, Maharashtra, India. • Tel - 91 253 3011705

Fax +91 253 2236704 • www.ashokabuildcon.com

CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3666

Date: 17 th Aug 2018

To,

Mr. Rakesh Kumar Singh
S/o Mr. Rambadan Singh,
62, Murera, Hathwa,
Gopalganj-841436, Bihar.
Contact No: 7004732651

Sub: Offer Cum Appointment Letter for employment on a Regular Basis

Dear Rakesh Kumar Singh,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as Engineer in our EQA Department at our Power & Energy Division, Etah (UP-Saubhagya) Project on the following terms & Conditions: -

- 1 You shall be joining at our company w.e.f. 23 rd Aug 2018 and your functional reporting will be to Mr. Dinesh Mishra
- 2 Your salary structure, perquisites, benefits etc shall be as per our discussions as held and finalised at the time of your interview as per Annexure-I attached.
- 3 You are requested to contact Site HR (Mr. Vilas Pagar : 7020180828) on the day of your joining who will complete your joining formalities and induct you to the all Department Heads.
- 4 You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or Fixed allowance as per company policy.
- 5 As per policy matter your Salary will be credited either in saving/salary account of State Bank Of India. Please inform us your bank account details immediately after joining our organization and in case if you fail to do so then your salary shall not be credited to above bank account till the date of said non compliance.
- 6 Please submit all the documents as per the attached check list and copy of your PAN Card and Aadhar Card also the accepted copy of your letter of resignation or relieving letter of present employment on the day of joining our organization.
- 7 The initial period of probation will be twelve months, but the management reserves the right to extend this period, if necessary. If at the end of the period of probation you are found suitable, your appointment will be confirmed by us in writing. Until your appointment is confirmed by us in writing, you shall be deemed to be on probation. Your service can be disassociated without any prior notice or assigning any reason by giving (1) one month notice in writing by either party or giving (1) one month pay in lieu of notice by either side.
- 8 We may at our discretion disassociate your service without giving you any prior notice for all or any of the following reasons:-
 - a. If you are found guilty of any act or omission which amounts to negligence, misconduct or misbehaviour including dishonesty, insubordination, inefficiency etc.
 - b. If you fail to work, honestly, efficiently and effectively to your job.
 - c. If any adverse report regarding your work is reported to us.
 - d. If you commit breach of any of the terms and conditions or stipulations of this employment.
 - e. If you are found guilty of any offense involving moral turpitude under the central or state laws
 - f. If at any time during the period of your employment, you are found unsuitable in terms of performance, work and conduct.
- 9 That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
- 10 If you remain absent for seven days or more without first getting your leave sanctioned or without any information to the organization, your services will automatically stand disassociated and notice period salary will be recovered from you from any of your dues or in any other manner.
- 11 Your association is being made on the basis of your particulars such as qualifications etc and in case any information as given by you is found false or incorrect, our appointment will be deemed void ab initio and liable for termination without any notice and salary in lieu of notice.

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Parne

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Short listed Candidates - Network		
Sr No.	Candidate Name	Stream
1	Jadhav Shraddha	E&TC
2	Bharambe Neha	E&TC
3	Karde Rasika	E&TC
4	Samradni Sanjay Joshi	E&TC
5	Sayali Pawar	E&TC
6	Akanksha Patil	E&TC
7	Dhanashree Borade	E&TC
8	Vaishnavi Borse	Computer
9	Bhamare Vrushali	computer
10	Ekta Dixit	computer
11	Bhagyashree pawar	computer
12	Pooja Patil	Computer
13	Neha Patil	Computer
14	Sayali Pangre	Computer
15	Mayuri Sangamneri	Computer
16	Pooja Shirude	Computer
17	Priyanka Deshmukh	Computer
18	Harshal Wagh	ENTC
19	Prasad Wagh	ENTC
20	Siddhant Joshi	ENTC
21	Kaushal Pardesi	Computer
22	Saurabh Lokhande	Computer

Partner – M/s R K Solutions

Address : -Usha Sankul , 1st Floor, D-wing, Opp Sagar International Hotel, Valipeer Road, Kalyan West (421301)

Email :- kalyan@cmsinstitute.co.in Website :- www.cmstalentdevelopment.com

Short listed Candidates - Network		
Sr No.	Candidate Name	Stream
23	Swapnil Mahajan	Electrical
24	Gaurav Shinde	Electrical
25	Aniket Nagre	Electrical
26	Ajinkya Sonawane	Electrical
27	Vikee Wagh	Electrical
28	Hrishikesh Morankar	Computer
29	Karan Kapadni	Computer
30	Jatin Jantre	Computer
31	Abhishek Katke	Electrical
32	Swapnil Kapse	Electrical
33	Kiran Thate	Electrical
34	Sanket Shirode	Electrical
35	Shubham Kushare	Electrical
36	Shubham Gadekar	Electrical
37	Kiran Salunkhe	Electrical
38	Vishal Pathak	Electrical
39	Shrikant Mane	Electrical
40	Sachin Thete	Computer
41	Himanshu Chavan	Computer
42	Akshay Mahashabde	Computer
43	Anket Dwivedi	Electrical

Partner - M/s R K Solutions

Address : -Usha Sankul , 1st Floor, D-wing, Opp Sagar International Hotel, Valipeer Road, Kalyan West (421301)

Email :- kalyan@cmsinstitute.co.in Website :- www.cmstalentdevelopment.com

Terms & Conditions: -

1. The letter of Intent is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate marks etc., & successful completion of Induction training.
2. Project Training will start after **submission of Provisional Passing Certificate** , Approx **15th July 2018** onwards & training schedule will be mailed to you & Respected TPO Sir.
3. Project Training duration may vary between 8-10 days based on Technology & Location will in Kalyan, Mumbai.
4. No Compensation or Stipend or Salary will be paid during Project training period.
5. **Date of Reporting & Location** will be conveyed after attending the final rounds of the interview, post completion of the training and will be intimated through email to you & your TPO.
6. Candidate have to relocate Pan India.
7. During Training & Joining Process, Company will not be responsible for Travel, Food & Accommodation.
8. If required , based on Projects & candidates skill set , Induction Project training might be provided on different technologies such as Desktop IT Engineering ,IT Helpdesk Management Networking .
9. Deployment will be between 15- 20 days after Completion of Induction Project Training.
10. Based on Final Project Interview Offer Letter & Salary will be finalized
11. Gross salary Range will be between Rs.96,000/- p.a. to Rs.1,80,000/- p.a.
12. Project Name, location & remuneration will be decided on Project deployment
13. This is merely a provisional selection based on campus interview.

Acceptance of Letter of Intent

Name : _____

Signature : _____

Date: _____



Ref: CMS / Cons / QAB / Kalyan

Date: - 4th May 2018

Parimal Rane
Information Technology
QAB / Kalyan

Dear Parimal ,

Sub: - Letter of Intent

Congratulations!! We are pleased to inform you that you have successfully cleared the initial selection process.

The offer letter which will be provided to you at the time of Project deployment, will contain the complete terms of your employment and benefits of the position for which you have been selected.

Kindly note that your provisional selection for different IT based positions such as ATE Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfill the academic qualification and the complete attendance of Induction training provided by the authorized CMS training facility. Upon the successful completion of the Induction training, there will be the final round of the interview, where you will be mapped to the appropriate job roles at the specific locations.

As one of India's top IT services firms, CMS IT services has support infrastructure spread across 30 branches and 220 direct support locations in India. CMS provides complete solutions to large corporations across all sectors, including banking, insurance, retail, telecom and manufacturing.

CMS IT Services (A Blackstone Portfolio Company) provides new, cost effective and cutting edge IT infrastructure solutions that are reliable, resilient and responsive. We have extensive experience in managing complex IT implementation projects and integration of emerging technologies in a dynamic environment.

CMS Managed IT Services includes high quality, end-to-end IT infrastructure solutions to cost-effectively manage your IT operations efficiently. CMS' Product Support Services includes superior technical support with access to certified skilled expertise, secure processes and innovative technology support solutions.

We welcome you & look forward to your association with us, and wish you a great career in IT.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Naresh B. Khandare'.

Naresh B. Khandare
Manager – HR
CMS IT Training (Kalyan)
A Division of CMS IT Services Pvt. Ltd.

Ref: CMS / Cons / QAB / Kalyan

Date: - 4th May 2018

Palash Khandekar
Information Technology
QAB / Kalyan

Dear Palash ,

Sub: Letter of Intent

Congratulations!! We are pleased to inform you that you have successfully cleared the initial selection process.

The offer letter which will be provided to you at the time of Project deployment, will contain the complete terms of your employment and benefits of the position for which you have been selected.

Kindly note that your provisional selection for different IT based positions such ATE Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfill the academic qualification and the complete attendance of Induction training provided by the authorized CMS training facility. Upon the successful completion of the Induction training, there will be the final round of the interview, where you will be mapped to the appropriate job roles at the specific locations.

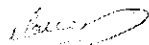
As one of India's top IT services firms, CMS IT services has support infrastructure spread across 30 branches and 220 direct support locations in India. CMS provides complete solutions to large corporations across all sectors, including banking, insurance, retail, telecom and manufacturing.

CMS IT Services (A Blackstone Portfolio Company) provides new, cost effective and cutting edge IT infrastructure solutions that are reliable, resilient and responsive. We have extensive experience in managing complex IT implementation projects and integration of emerging technologies in a dynamic environment.

CMS Managed IT Services includes high quality, end-to-end IT infrastructure solutions to cost-effectively manage your IT operations efficiently. CMS' Product Support Services includes superior technical support with access to certified skilled expertise, secure processes and innovative technology support solutions.

We welcome you & look forward to your association with us, and wish you a great career in IT.

Yours sincerely,



Naresh B. Khandare
Manager – HR
CMS IT Training (Kalyan)
A Division of CMS IT Services Pvt. Ltd.

Partner – M/s R K Solutions

Address : -Usha Sankul , 1st Floor, D-wing, Opp Sagar International Hotel, Valipeer Road, Kalyan West (421301)

Email :- kalyan@cmsinstitute.co.in Website :- www.cmstalentdevelopment.com

Terms & Conditions: -

1. The letter of Intent is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate marks etc., & successful completion of Induction training.
2. Project Training will start after **submission of Provisional Passing Certificate** , Approx **15th July 2018** onwards & training schedule will be mailed to you & Respected TPO Sir.
3. Project Training duration may vary between 8-10 days based on Technology & Location will in Kalyan, Mumbai.
4. No Compensation or Stipend or Salary will be paid during Project training period.
5. **Date of Reporting & Location will be conveyed after attending the final rounds of the interview, post completion of the training and will be intimated through email to you & your TPO.**
6. Candidate have to relocate Pan India.
7. During Training & Joining Process, Company will not be responsible for Travel, Food & Accommodation.
8. If required , based on Projects & candidates skill set , Induction Project training might be provided on different technologies such as Desktop IT Engineering ,IT Helpdesk Management Networking .
9. Deployment will be between 15- 20 days after Completion of Induction Project Training.
10. Based on Final Project Interview Offer Letter & Salary will be finalized
11. Gross salary Range will be between Rs.96,000/- p.a. to Rs.1,80,000/- p.a.
12. Project Name, location & remuneration will be decided on Project deployment
13. This is merely a provisional selection based on campus interview.

Acceptance of Letter of Intent

Name : _____

Signature : _____

Date: _____



Letter of Intent

Dear Mr./Ms. Syed Khawaja Khaleelullah,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

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- 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
- ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
- Copy of Bank pass book
- Copy of Letter of Intent
- Passport size photographs – Six Nos. (Colored)
- All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Syed Khawaja Khaleelullah
Name 30/10/2017
Date



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	Syed K. Khaleelullah
Joining date	July 2018
Name of College	RH safat College of Engineering
Contact Number	9561849773

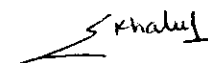
Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By


Syed K. Khaleelullah
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Aniket Jayesh Nagare

We are delighted to offer you the position of Associate Financial Consultant with our Consulting Division. The place of posting shall be at Indore (M.P). You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: _____

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

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Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will be deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, discontinue or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

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3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs - Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Aniket

Name Aniket J. Nagare

Date _____



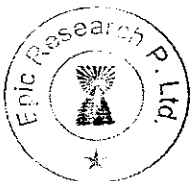
Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	
Joining date	
Name of College	
Contact Number	

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

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- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Aniket

Aniket J. Nagare
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Rohit Subhash Raut,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

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5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Rohit Raut

Name

ROHIT SUBHASH RAUT

Date

6/1/2017



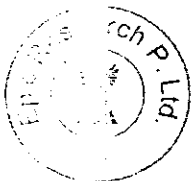
Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	ROHIT SUBHASH RAUT
Joining date	July, 2018
Name of College	R-H. SAPAT COLLEGE OF ENGG. NASHIK
Contact Number	8445629850

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

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- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Rohit Raut

(Name and signature of candidate)

ROHIT SUBHASH RAUT

Letter of Intent

Dear Mr./Ms. Shraddha Mukund Shinde,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P.)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

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For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Shinde Shraddha
Name Shinde Shraddha Date 4/11/17



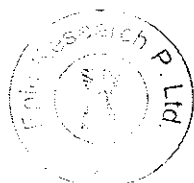
Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	shinde shraddha mukund
Joining date	JULY, 2018
Name of College	R.W. SAPAT College of Engineering, NASIK
Contact Number	7028300555


Fixed Component	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement & PF		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

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- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By


shinde shraddha
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Roshan Anil Chaudhary,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

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4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
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For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Name ROSHAN A. CHAUDHARY Date 03/11/2017



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	ROSHAN ANIL CHAUDHARI
Joining date	JULY 2018
Name of College	G.E.S.R.H. SAPAT C.O.E. NASHIK
Contact Number	9527752516 / 8999551238

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Other Details		
Provident fund (Employer's Contribution)	1,052	12,624
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Total CTC	14,879/-	2,61,548/-

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Accepted By

Roshan A. Chaudhari
ROSHAN A. CHAUDHARI
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Rohit Kumar Maurya,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P.)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

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Joining date: July, 2018

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For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Name

Rohitkumar R. Maurya

Date

03/11/2017



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	ROHITKUMAR R. MAURYA
Joining date	JULY 2018
Name of College	G.F.S. R.H. Sapat. C.O.E.
Contact Number	8237195085 / 7972923901

Basic Components	Months	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Employer's Benefits		
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Total CTC	14,879/-	2,61,548/-

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- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Rohitkumar R. Maurya
(Name and signature of candidate)



Letter of Intent

Dear Mr./Ms. Saurabh R. Nikam

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Monthly package: 2,61,548/- (INR), Annexure 'A' attached,

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4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Name SAURABH R. NIKAM

Date 03/11/2017



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	SAURABH RAJBENDRA NIKAM
Joining date	JULY 2018
Name of College	G.E.S. R.H.S. C.O.E. NASHIK
Contact Number	7588406489 / 8668527585

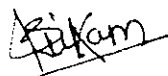
Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Deductions		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By


(Name and signature of candidate)
SAURABH R. NIKAM

Selected Candidates Network Profile		
Sr.No.	Candidate Name	Stream
1	Sayali S. Joshi	E&TC
2	Vishal Patil	E&TC
3	Palash Khandekar	Electrical
4	Parimal Rane	Electrical
5	Ganesh Joshi	Electrical
6	Ajinkya Hinge	Computer
7	Abhijit Ghorpade	Computer

Partner – M/s R K Solutions

Address : -Usha Sankul , 1st Floor, D-wing, Opp Sagar International Hotel, Valipeer Road, Kalyan West (421301)

Email :- kalyan@cmsinstitute.co.in Website :- www.cmstalentdevelopment.com



Ref: CMS / Cons / QAB / Kalyan

Date: - 4th May 2018

Ganesh Joshi
Information Technology
QAB / Kalyan

Dear Ganesh ,

Sub:- Letter of Intent

Congratulations!! We are pleased to inform you that you have successfully cleared the initial selection process.

The offer letter which will be provided to you at the time of Project deployment, will contain the complete terms of your employment and benefits of the position for which you have been selected.

Kindly note that your provisional selection for different IT based positions such as ATE Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfill the academic qualification and the complete attendance of Induction training provided by the authorized CMS training facility. Upon the successful completion of the Induction training, there will be the final round of the interview, where you will be mapped to the appropriate job roles at the specific locations.

As one of India's top IT services firms, CMS IT services has support infrastructure spread across 30 branches and 220 direct support locations in India. CMS provides complete solutions to large corporations across all sectors, including banking, insurance, retail, telecom and manufacturing.

CMS IT Services (A Blackstone Portfolio Company) provides new, cost effective and cutting edge IT infrastructure solutions that are reliable, resilient and responsive. We have extensive experience in managing complex IT implementation projects and integration of emerging technologies in a dynamic environment.

CMS Managed IT Services includes high quality, end-to-end IT infrastructure solutions to cost-effectively manage your IT operations efficiently. CMS' Product Support Services includes superior technical support with access to certified skilled expertise, secure processes and innovative technology support solutions.

We welcome you & look forward to your association with us, and wish you a great career in IT.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Naresh B. Khandare', written over a light blue circular stamp.

Naresh B. Khandare
Manager – HR
CMS IT Training (Kalyan)
A Division of CMS IT Services Pvt. Ltd.

Partner – M/s R K Solutions

Address : -Usha Sankul , 1st Floor, D-wing, Opp Sagar International Hotel, Valipeer Road, Kalyan West (421301)

Email : kalyan@cmsinstitute.co.in Website :- www.cmstalentdevelopment.com

Terms & Conditions: -

1. The letter of Intent is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate marks etc., & successful completion of Induction training.
2. Project Training will start after **submission of Provisional Passing Certificate** , Approx **15th July 2018** onwards & training schedule will be mailed to you & Respected TPO Sir.
3. Project Training duration may vary between 8-10 days based on Technology & Location will in Kalyan, Mumbai.
4. No Compensation or Stipend or Salary will be paid during Project training period.
5. **Date of Reporting & Location will be conveyed after attending the final rounds of the interview, post completion of the training and will be intimated through email to you & your TPO.**
6. Candidate have to relocate Pan India.
7. During Training & Joining Process, Company will not be responsible for Travel, Food & Accommodation.
8. If required , based on Projects & candidates skill set , Induction Project training might be provided on different technologies such as Desktop IT Engineering ,IT Helpdesk Management Networking .
9. Deployment will be between 15- 20 days after Completion of Induction Project Training.
10. Based on Final Project Interview Offer Letter & Salary will be finalized
11. Gross salary Range will be between Rs.96,000/- p.a. to Rs.1,80,000/- p.a.
12. Project Name, location & remuneration will be decided on Project deployment
13. This is merely a provisional selection based on campus interview.

Acceptance of Letter of Intent

Name : _____

Signature : _____

Date: _____

Partner – M/s R K Solutions

Address : -Usha Sankul , 1st Floor, D-wing, Opp Sagar International Hotel, Valipeer Road, Kalyan West (421301)

Email :- kalyan@cmsinstitute.co.in Website :- www.cmstalentdevelopment.com

Ref: ABL/MSS/3676

Date: 17 th Aug 2018

To,
Mr. Ram Chourasiya
S/o Mr. Suraj Prasad Chourasiya,
23, Chandrashwar nagar, Rishikesh,
Dehradun-249201, Uttarakhand.
Contact No: 9997892397

Sub: Offer Cum Appointment Letter for employment on a Regular Basis

Dear Ram Chourasiya,

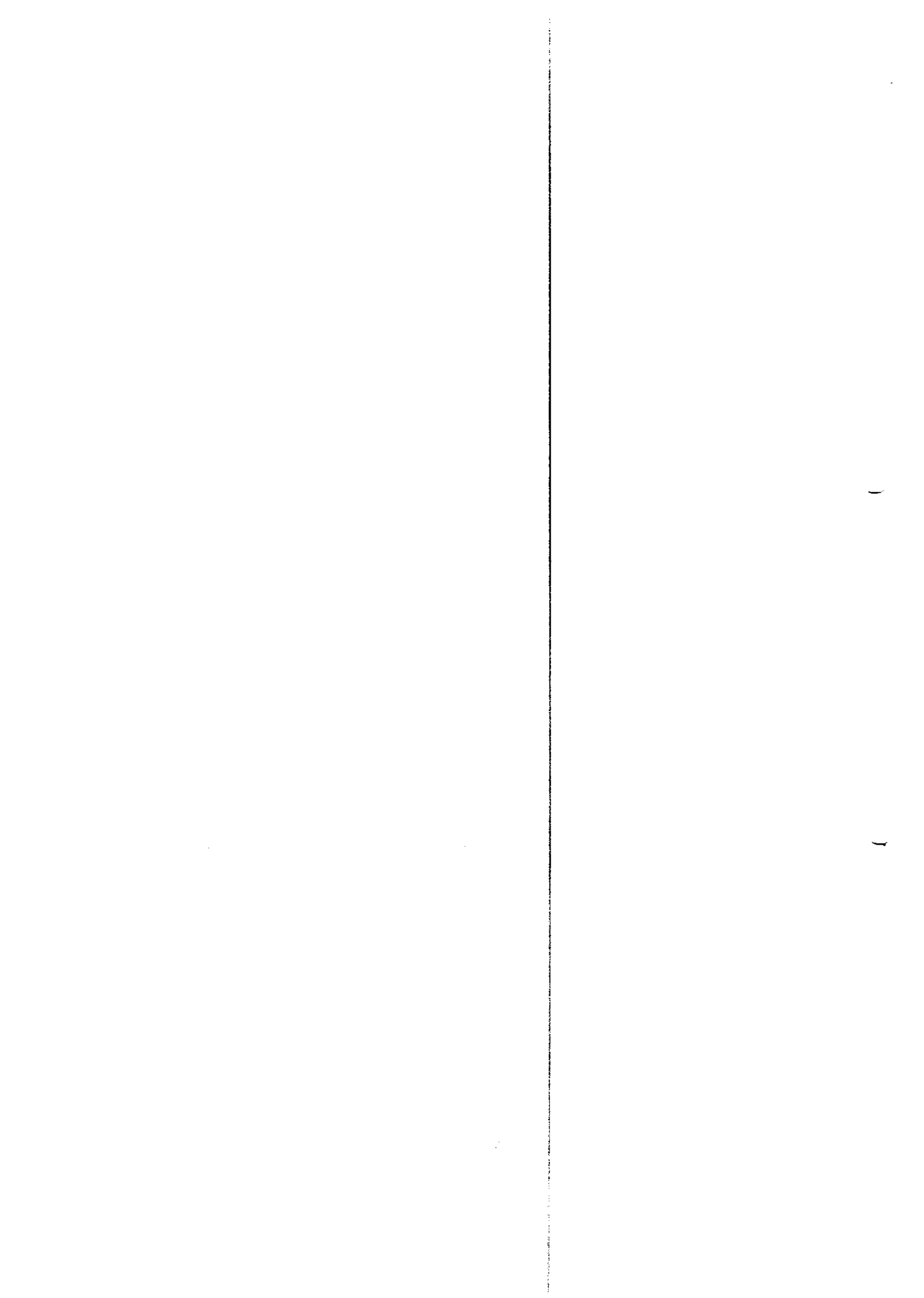
With reference to your application and subsequent interview you had with us, we are pleased to appoint you as Sr. Engineer in our EQA Department at our Power & Energy Division, Kannauj (UP) Project on the following terms & Conditions: -

- 1 You shall be joining at our company w.e.f. 23 rd Aug 2018 and your functional reporting will be to Mr. Yogesh Vharamble
- 2 Your salary structure, perquisites, benefits etc shall be as per our discussions as held and finalised at the time of your interview as per Annexure-I attached.
- 3 You are requested to contact Site HR (Mr. Rajesh Pandey: 6390008420) on the day of your joining who will complete your joining formalities and induct you to the all Department Heads.
- 4 You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or Fixed allowance as per company policy.
- 5 As per policy matter your Salary will be credited either in saving/salary account of State Bank Of India. Please inform us your bank account details immediately after joining our organization and in case if you fail to do so then your salary shall not be credited to above bank account till the date of said non compliance.
- 6 Please submit all the documents as per the attached check list and copy of your PAN Card and Aadhar Card also the accepted copy of your letter of resignation or relieving letter of present employment on the day of joining our organization.
- 7 The initial period of probation will be twelve months, but the management reserves the right to extend this period, if necessary. If at the end of the period of probation you are found suitable, your appointment will be confirmed by us in writing. Until your appointment is confirmed by us in writing, you shall be deemed to be on probation. Your service can be disassociated without any prior notice or assigning any reason by giving (1) one month notice in writing by either party or giving (1) one month pay in lieu of notice by either side.
- 8 We may at our discretion disassociate your service without giving you any prior notice for all or any of the following reasons:-
 - a. If you are found guilty of any act or omission which amounts to negligence, misconduct or misbehaviour including dishonesty, insubordination, inefficiency etc.
 - b. If you fail to work, honestly, efficiently and effectively to your job.
 - c. If any adverse report regarding your work is reported to us.
 - d. If you commit breach of any of the terms and conditions or stipulations of this employment.
 - e. If you are found guilty of any offense involving moral turpitude under the central or state laws
 - f. If at any time during the period of your employment, you are found unsuitable in terms of performance, work and conduct.
- 9 That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
- 10 If you remain absent for seven days or more without first getting your leave sanctioned or without any information to the organization, your services will automatically stand disassociated and notice period salary will be recovered from you from any of your dues or in any other manner.
- 11 Your association is being made on the basis of your particulars such as qualifications etc and in case any information as given by you is found false or incorrect, our appointment will be deemed void ab initio and liable for termination without any notice and salary in lieu of notice.

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Fax +91 253 2236704 • www.ashokabuildcon.com

CIN: L45200MH1993PLC071970



Ref: ABL/MSS/3652

Date: 17th August 2018

To,
Mr. Sagar Raganath Gunjal,
S/o Mr. Rangnath,
N32/R3/7/5, Ganesh Chauk, CIDCO colony,
Nashik-422009, Maharashtra.
Contact No: 9403143192

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Etawah (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Sagar Raganath Gunjal,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Brajban Thakur
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45209MH1003PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Partha

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3648

Date: 17th August 2018

To,
Mr. Sanket Dattatray Mahalle,
S/o Mr. Dattatray Dnyandeorao Mahalle,
Raundala Akot-Vill&Post,
Akola-444108, Maharashtra.
Contact No: 9764657259

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Etah (UP-Saubhagya) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Sanket Dattatray Mahalle,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Dinesh Mishra
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Vilas Pagar : 7020180828) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Saxna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

Regd. Office : S. No. 861, Ashoka House, Ashoka Marg, Vardola, Nashik 422 011, Maharashtra, India. • Tel -91 253 3011705

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3663

Date: 17 th Aug 2018

To,
Mr. Satyam Kumar
S/o Mr. Ram Briksha Prasad,
Bhuli Nagar, Dharjori,
Dhanbad-828104, Jharkhand.
Contact No: 8936810112

Sub: Offer Cum Appointment Letter for employment on a Regular Basis

Dear Satyam Kumar,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as Jr. Officer in our IT Department at our Power & Energy Division, Etah (UP-Saubhagya) Project on the following terms & Conditions: -

- 1 You shall be joining at our company w.e.f. 23 rd Aug 2018 and your functional reporting will be to Mr. Dinesh Mishra
- 2 Your salary structure, perquisites, benefits etc shall be as per our discussions as held and finalised at the time of your interview as per Annexure-I attached.
- 3 You are requested to contact Site HR (Mr. Vilas Pagar : 7020180828) on the day of your joining who will complete your joining formalities and induct you to the all Department Heads.
- 4 You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or Fixed allowance as per company policy.
- 5 As per policy matter your Salary will be credited either in saving/salary account of State Bank Of India. Please inform us your bank account details immediately after joining our organization and in case if you fail to do so then your salary shall not be credited to above bank account till the date of said non compliance.
- 6 Please submit all the documents as per the attached check list and copy of your PAN Card and Aadhar Card also the accepted copy of your letter of resignation or relieving letter of present employment on the day of joining our organization.
- 7 The initial period of probation will be twelve months, but the management reserves the right to extend this period, if necessary. If at the end of the period of probation you are found suitable, your appointment will be confirmed by us in writing. Until your appointment is confirmed by us in writing, you shall be deemed to be on probation. Your service can be disassociated without any prior notice or assigning any reason by giving (1) one month notice in writing by either party or giving (1) one month pay in lieu of notice by either side.
- 8 We may at our discretion disassociate your service without giving you any prior notice for all or any of the following reasons:-
 - a. If you are found guilty of any act or omission which amounts to negligence, misconduct or misbehaviour including dishonesty, insubordination, inefficiency etc.
 - b. If you fail to work, honestly, efficiently and effectively to your job.
 - c. If any adverse report regarding your work is reported to us.
 - d. If you commit breach of any of the terms and conditions or stipulations of this employment.
 - e. If you are found guilty of any offense involving moral turpitude under the central or state laws
 - f. If at any time during the period of your employment, you are found unsuitable in terms of performance, work and conduct.
- 9 That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
- 10 If you remain absent for seven days or more without first getting your leave sanctioned or without any information to the organization, your services will automatically stand disassociated and notice period salary will be recovered from you from any of your dues or in any other manner.
- 11 Your association is being made on the basis of your particulars such as qualifications etc and in case any information as given by you is found false or incorrect, our appointment will be deemed void ab initio and liable for termination without any notice and salary in lieu of notice.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Sarna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3647

Date: 17th August 2018

To,
Mr. Shubham Bhikan Borase,
S/o Mr. Bhikan Patil,
08, Ganraj Hsg Society, Ashok Nagar, Satpur,
Nashik-422012, Maharashtra.
Contact No: 9561479862

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Etah (UP-Saubhagya) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Shubham Bhikan Borase,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Dinesh Mishra
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Vilas Pagar : 7020180828) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Sarna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN L45200MH1993PLC071970

Ref: ABL/MSS/3651

Date: 17th August 2018

To,
Mr. Shubham Chandrakant Gadekar,
S/o Mr. Chandrakant Kisan Gadekar,
Flat No.13.Vimal Appts,B-Wing,Murari Nagar,Ambad A.S,
Nashik-422010,Maharashtra.
Contact No: 8459138503

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Etawah (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Shubham Chandrakant Gadekar,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Brajban Thakur
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab intio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Suhil Sarna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN. L45200MH1993PLC071970

Ref: ABL/MSS/3657

Date: 17th August 2018

To,
Mr. Ajinkya Madhukar Sonwane,
S/o Mr. Madhukar,
Flat No.12,Narayan Vihar Soc.Godavari Colony,Nashik Road,
Nashik-422101,Maharashtra.
Contact No: 8830676847

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Kannauj (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Ajinkya Madhukar Sonwane,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Prakash Polghantarwar
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Sarna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1999PLC071970

Ref: ABL/MSS/3677

Date: 17 th Aug 2018

To,
Mr. Ankur Shrivastava
S/o Mr. Rajkumar Shrivastava,
B-10, Adityapuram phase-2, DD Nagar,
Gwalior-474020, Madhya Pradesh.
Contact No: 9806671533

Sub: Offer Cum Appointment Letter for employment on a Regular Basis

Dear Ankur Shrivastava,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as Engineer in our EQA Department at our Power & Energy Division, Kasganj (UP) Project on the following terms & Conditions: -

- 1 You shall be joining at our company w.e.f. 23 rd Aug 2018 and your functional reporting will be to Mr. Rajeev Singh
- 2 Your salary structure, perquisites, benefits etc shall be as per our discussions as held and finalised at the time of your interview as per Annexure-I attached.
- 3 You are requested to contact Site HR (Mr. Vilas Pagar : 7020180828) on the day of your joining who will complete your joining formalities and induct you to the all Department Heads.
- 4 You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or Fixed allowance as per company policy.
- 5 As per policy matter your Salary will be credited either in saving/salary account of State Bank Of India. Please inform us your bank account details immediately after joining our organization and in case if you fail to do so then your salary shall not be credited to above bank account till the date of said non compliance.
- 6 Please submit all the documents as per the attached check list and copy of your PAN Card and Aadhar Card also the accepted copy of your letter of resignation or relieving letter of present employment on the day of joining our organization.
- 7 The initial period of probation will be twelve months, but the management reserves the right to extend this period, if necessary. If at the end of the period of probation you are found suitable, your appointment will be confirmed by us in writing. Until your appointment is confirmed by us in writing, you shall be deemed to be on probation. Your service can be disassociated without any prior notice or assigning any reason by giving (1) one month notice in writing by either party or giving (1) one month pay in lieu of notice by either side.
- 8 We may at our discretion disassociate your service without giving you any prior notice for all or any of the following reasons:-
 - a. If you are found guilty of any act or omission which amounts to negligence, misconduct or misbehaviour including dishonesty, insubordination, inefficiency etc.
 - b. If you fail to work, honestly, efficiently and effectively to your job.
 - c. If any adverse report regarding your work is reported to us.
 - d. If you commit breach of any of the terms and conditions or stipulations of this employment.
 - e. If you are found guilty of any offense involving moral turpitude under the central or state laws
 - f. If at any time during the period of your employment, you are found unsuitable in terms of performance, work and conduct.
- 9 That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
- 10 If you remain absent for seven days or more without first getting your leave sanctioned or without any information to the organization, your services will automatically stand disassociated and notice period salary will be recovered from you from any of your dues or in any other manner.
- 11 Your association is being made on the basis of your particulars such as qualifications etc and in case any information as given by you is found false or incorrect, our appointment will be deemed void ab initio and liable for termination without any notice and salary in lieu of notice.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab-intio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Sarna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

Regd. Office : S. No. 861, Ashoka House, Ashoka Marg, Vardola, Nashik 422 011, Maharashtra, India • Tel +91 253 3011705

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CIN: L16200MH1999PL0071970



Ashoka Buildcon Limited

Ref: ABL/MSS/3650

Date: 17th August 2018

To,

Mr. Amol Abasaheb Gunjal,
S/o Mr. Abasaheb Gunjal,
Adgaon, Repal, Vikharni,
Nashik-423401, Maharashtra.
Contact No: 9767556050

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Etawah (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Amol Abasaheb Gunjal,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Brajban Thakur
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training
10. That in case if you want to leave our organization during the period of said training (i.e. within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L15200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Sarna

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3655

Date: 17th August 2018

To,
Mr. Gaurav Rajesh Luiya,
S/o Mr. Rajesh Luiya,
Plot No.3, Adke Nagar No.2, Jai Bhavani Road, Nashik Road,
Nashik-422101, Maharashtra.
Contact No: 7588205405

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Farukabad (UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Gaurav Rajesh Luiya,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Abhay Tigga
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Rajesh Pandey: 6390008420) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sunil Paria

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3649

Date: 17th August 2018

To,
Mr. Gurule Amol Bhivaji,
S/o Mr. Bhivaji,
Fardapur Road, Khopadi Bk,
Nashik-422103, Maharashtra.
Contact No: 7264978306

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Etah (UP-Saubhagya) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Gurule Amol Bhivaji,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Dinesh Mishra
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Vilas Pagar : 7020180828) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

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CIN: L45200MH1993PLC071970

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab initio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking/ assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Partha

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Ref: ABL/MSS/3661

Date: 17th August 2018

To,
Mr. Kiran Kailas Mane,
S/o Mr. Kailas,
Pimpalgaon, Rohini, Chalisgaon,
Jalgaon-424108, Maharashtra.
Contact No: 8380974946

Ref: Your application dated 16th August 2018 to engage you as Graduate Engineer Trainee (GET) at Power & Energy Division, Kasganj(UP) Project in our organization.

Sub: Offer Cum Appointment Letter on Fixed term basis for a period of 1 year.

Dear Kiran Kailas Mane,

With reference to the above we are pleased to engage you as a Graduate Engineer Trainee (GET) in our company on the following terms & conditions:

1. You shall be engaged purely as a Graduate Engineer Trainee (GET) in EQA Department and you will report for work to Mr. Dinesh Mishra
2. Your period of training is that of 12 months i.e. from dt. 23rd August 2018 to 22nd August 2019. During which your training can be curtailed, terminated at any time without any prior notice/ notice pay in respect thereof.
3. Your monthly stipend during the period of said training is as per the details given in the enclosed Sheet marked as a Annexure 'A'.
4. You will also be eligible at project site economical type of Bachelor accommodation on sharing basis & Food Subsidy or fixed allowance as per company policy.
5. All deductions as per Income Tax and other laws as may be applicable will be made from your stipend.
6. You are requested to report to Site HR (Mr. Vilas Pagar : 7020180828) on the day of joining who will complete your joining formalities and induct you to the Department Head.
7. At the time of joining you are required to submit the following documents: Educational Certificates, Passport size colored photograph, PAN Card, Aadhar Card, proof of residence, Copy of resume, Experience certificate (If you have any prior experience), and Saving Account details of SBI Bank.
8. In case if you fail to submit the required documents and papers as per the list attached herewith then your earned stipend shall not be credited/paid through your bank account till the time you do compliance in respect thereof.
9. During the period of training a fixed amount shall be deducted every month from your stipend by way of a Security Deposit and the same shall be refunded to you without any interest on completion of 1 Year as the company is going to incur lot of expenses during and for the purpose of your training.
10. That in case if you want to leave our organization during the period of said training (i.e within a period of 12 months from the date of joining as a Trainee) then in that case you will have to give minimum one month notice in writing failing which your one month consolidated stipend shall be deducted while preparing your full & final settlement of your accounts and said security deposit shall not be refunded.
11. On successful completion of your training you may be absorbed in company either on a Fixed Term Employment Basis for a period of 1 Year or on regular employment basis at the discretion of Management, if suitable vacancy exists in our organisation on new terms and conditions of employment which will be intimated to you at that time in writing.
12. During the period of your training your training can be transferred or place of your training can be shifted/changed at the sole discretion of the management without paying any extra stipend/compensation.
13. From the Software Compliance point of view, all your electronic activities on Company provided IT Infrastructure will be monitored. While working you need to be very careful & adhere to the organizational policy, norms & standards updated from time to time.

14. In case IT department identifies any unauthorized, consumption/sharing/posting of any illegal content on company's computer /IT Infrastructure and Internet, strict action will be taken as per company policy and any action recommended by the management including but not limited to actions as contemplated under the applicable laws as amended from time to time, user shall be penalized and the desired penalty amount will be debited/recovered from the salary/ Full & Final settlement.
15. Your employment as a Trainee is subject to your being and continues to be medically fit. The company shall have a right to terminate your training at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
16. During the period of said training you shall not be entitled for all the benefits, perquisites as applicable to our permanent employees who are employed on a permanent basis.
17. You shall faithfully serve the company, obey its lawful commands, keep its secrets, diligently and carefully learn and perform such work and business as may be entrusted to you regularly.
18. You shall not during this training be personally employed or engaged in any capacity whatsoever in or in connection with any business whatever other than the business of our company. You will devote your whole time in discharge of your duties and shall not carry on or be concerned in any other business or occupation, whatsoever without obtaining express permission from the management in writing.
19. That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
20. You shall be responsible for the charge and care of the company's money, goods & stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person, money, goods, stores and property which shall at any time come to your hands, or under your charge on account of the company.
21. You will not divulge or give to anyone in any manner our particulars or details of any of the trade, secrets, manufacturing or research process, financial, administrative and or organization matter or any other transaction or affairs of the Company/Firm/Establishment of confidential nature.
22. Your appointment is being made based on the basis of your particulars and information as given by you to the management such as qualification, date of birth etc as given in your application for the employment and in case any information as given by you is found false or incorrect then your appointment will be deemed void ab intio and you will be liable for immediate termination without any notice pay or compensation.
23. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. In case there is any change in your residential address, you will intimate the same in writing to the HR & Admin Department within three days from the date of such change and get such change of address recorded.
24. In the event of any dispute and /or difference arising in connection with this appointment, the matter will be referred to courts of appropriate jurisdiction only in Nasik.
25. You have no objection if personal information is shared with outside agencies like Insurance Company, Travel Agent, and Bank etc. to the extent and on need to know basis.
26. As discussed and agreed during the course of interview since we are going to spend lot of amount for your training and other overheads expenses you shall work in our company for a minimum period of 24 months from the date of your joining and for which you will sign a written undertaking / assurance towards your willingness to do so.

For Ashoka Buildcon Ltd.,


Sumit Paria

General Manager (HR & Admin)

Received & Accepted

(Name, signature & date)

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CIN: L45200MH1993PLC071970

Date: 03rd July, 2018

To
Mr. Vishal Sanjay Pathak,

Subject: Job Appointment Letter

Dear Mr. Vishal,

I have pleasure in appointing you for the post "Trainee Electrical Design Engineer" at Armstrong Machine Builders Pvt. Ltd with effect from 03rd July, 2018.

The following Terms and Conditions apply to your employment with Armstrong Machine Builders Pvt. Ltd.

1.0 TERMS & CONDITIONS of EMPLOYMENT**1.1 JOB TITLE**

You are appointed in the position of "Trainee Electrical Design Engineer".

1.2 Job description & Goals:

You will perform your duties as per the attached job description and goals given to you by your HOD on monthly basis.

Please note that the above Job description may revise and communicated to you from time to time based on the business requirements.

Armstrong Performance appraisal system will form a basis for measuring your performance against the defined job description and goals.

1.2 CTC

Your starting salary will be CTC Rs. 16000 p.m. Your monthly salary will be automatically transferred to your bank account in either the State Bank of India or Bank of Maharashtra every month.

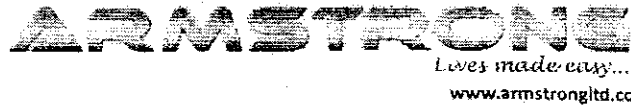
1.3 PROVIDENT FUND

The Company will deposit appropriate portion of your salary and company's contribution to your provident fund account on a monthly basis. The withdrawals from these funds are governed by rules laid down by the Government of India.

1.4 PROBATION

You are employed by Armstrong Machine Builders Pvt. Ltd. on a probationary period of 6 months. AMBPL will have discretion to either extend your probationary period or terminate the same with a one day notice, any time during that period, in case your performance does not meet the expected standards.

1.5 HOURS OF WORK/ FLEXIBILITY:



Date: 03rd July, 2018

To

Mr. Kiransingh Gorakhsing Salunkhe,

Subject: Job Appointment Letter

Dear Mr. Kiransingh,

I have pleasure in appointing you for the post "Trainee Electrical Engineer" at Armstrong Machine Builders Pvt. Ltd with effect from 03rd July, 2018.

The following Terms and Conditions apply to your employment with Armstrong Machine Builders Pvt. Ltd.

1.0 TERMS & CONDITIONS of EMPLOYMENT

1.1 JOB TITLE

You are appointed in the position of "Trainee Electrical Engineer".

1.2 Job description & Goals:

You will perform your duties as per the attached job description and goals given to you by your HOD on monthly basis.

Please note that the above Job description may revise and communicated to you from time to time based on the business requirements.

Armstrong Performance appraisal system will form a basis for measuring your performance against the defined job description and goals.

Date: 03rd JULY, 2018

Mr. Bandu Ekmath Thomdre,

Subject: Job Appointment Letter

Dear Mr. Bandu,

I have pleasure in appointing you for the post "Trainee Engineer Panel Manufacturer" at Armstrong Machine Builders Pvt. Ltd with effect from 03rd JULY, 2018.

The following Terms and Conditions apply to your employment with Armstrong Machine Builders Pvt. Ltd.

1.0 TERMS & CONDITIONS OF EMPLOYMENT

1.1 JOB TITLE

You are appointed in the position of "Trainee Engineer Panel Manufacturer".

1.2 Job description & Goals:

You will perform your duties as per the attached job description and goals given to you by your HOD on monthly basis.

Please note that the above job description may revise and communicated to you from time to time per our business requirements.



To
Mr. Vikee Arun Wagh,

Date: 03rd July, 2018

Subject: Job Appointment Letter

Dear Mr. Vikee,

I have pleasure in appointing you for the post "Trainee Electrical Engineer" at Armstrong Machine Builders Pvt. Ltd with effect from 03rd July, 2018.

The following Terms and Conditions apply to your employment with Armstrong Machine Builders Pvt. Ltd.

1.0 TERMS & CONDITIONS of EMPLOYMENT

1.1 JOB TITLE

You are appointed in the position of "Trainee Electrical Engineer".

1.2 Job description & Goals:

You will perform your duties as per the attached job description and goals given to you by your HOD on monthly basis.

Please note that the above Job description may revise and communicated to you from time to time based on the business requirements.

Armstrong Performance appraisal system will form a basis for measuring your performance against the defined job description and goals.

1.2 CTC

Your starting salary will be CTC Rs. 16000 p.m. Your monthly salary will be automatically transferred to your bank account in either the State Bank of India or Bank of Maharashtra every month.

1.3 PROVIDENT FUND

The Company will deposit appropriate portion of your salary and company's contribution to your provident fund account on a monthly basis. The withdrawals from these funds are governed by rules laid down by the Government of India.

1.4 PROBATION

You are employed by Armstrong Machine Builders Pvt. Ltd. on a probationary period of 6 months. AMBPL will have discretion to either extend your probationary period or terminate the same with a one day notice, any time during that period. In case your performance does not meet the expected standards.

1.5 HOURS OF WORK/ FLEXIBILITY:

Date: 03 July 2018

M. Anil Kumar Dwhedi,

Subject: Job Appointment Letter

Dear Mr. Anil,

I have pleasure in appointing you for the post "Trainee Electrical Engineer" at Armstrong Machine Builders Pvt. Ltd with effect from 03rd July, 2018.

The following Terms and Conditions apply to your employment with Armstrong Machine Builders Pvt. Ltd.

1.0 TERMS & CONDITIONS OF EMPLOYMENT

1.1 POSITION:

You are appointed in the position of "Trainee Electrical Engineer".

1.2 Job description & Goals:

You will perform your duties as per the attached job description and goals given to you by your HOD on monthly basis.

Please note that the above Job description may revise and communicated to you from time to time based on the business requirements.

Armstrong Performance appraisal system will form a basis for measuring your performance against the defined job description and goals.

1.3 CTC

Your starting salary will be CTC Rs. 16000 p.m. Your monthly salary will be automatically credited to your bank account in either the State Bank of India or Bank of Maharashtra every month.

1.4 GOVT. EMPLOYEES

You shall deposit appropriate portion of your salary and company's contribution to your provident fund account on a monthly basis. The withdrawals from these funds are governed by rules laid down by the Government of India.

1.5 PROBATION

You are employed by Armstrong Machine Builders Pvt. Ltd. on a probationary period of 6 months.

Armstrong will have discretion to either extend your probationary period or terminate the same with a one day notice, any time during that period, in case your performance does not meet the expected standards.

1.6 HOURS OF WORK/FLEXIBILITY:

Factory

Token No.996
31st October 2018

To,
Ms. Swamini D. Kasar
Kathe Galli
Opp Dr. Sarode, Dwarka,
Nashik, Maharashtra-422001.

Dear Swamini

With reference to the interview you had with us, we are pleased to inform you that you are selected as Graduate Apprentice to be trained under Apprenticeship Act, 1961 in our Engineering(Electrical) Department

You will be paid stipend of Rs.12,000/- per month.

Your date of joining is 31st October 2018.

Please note that the Company will not give any guarantee whatsoever of regular employment at the end of your training period.

You are required to sign a contract for a period of one year under the Apprenticeship Act, i.e. from 31st October 2018 to 30th October 2019.

If you agree to the above conditions, please sign the duplicate copy of this letter and return to us in person.

Thanking you,
For CEAT LIMITED,



Abhay Panchakshari,
General Manager-HR

I agree to the above terms and conditions and ready to join training, under the Apprenticeship Act, 1961.


(Swamini Kasar)



PREM INDUSTRIES

An ISO/TS 16949, ISO 9001 Company

MANUFACTURER AND EXPORTER OF PRECISION COMPONENTS



Office : C/216, Shalimar Apt., Hill Garden, Manpada, Thane - 400 607.

Works : B1/1, 27 Acre Kothari Complex, Chitalsar, Manpada, Thane (W) - 400 607. • **Tel.** : 2589 8146

Mobile : 9820592064 / 9833200174 • **E-mail** : dftl241@gmail.com / dftl_241@rediffmail.com

06.06.2018

To,

Prof. Dhanraj M Deshpande -TPO/Asst Professor,

Gokhake Education Society's

RH Sapat COEMSR Nashik

Mobile :- [09422312097](tel:09422312097)/[08329586331](tel:08329586331)

Mail :- dhanraj.deshpande@ges-coengg.org

dhanraj.deshpande@gmail.com

Dear Sir,

Sub: Selection of Trainee Mechanical /Automobile / Production Engineers in Production Department.

We are pleased to inform that below candidates are short-listed as Trainee engineers for machine operation in our Production Department subject to verification of documents and acceptance of Terms & conditions of employment.

- 1) **Mr. Devendra Uttam Pakhale**
- 2) **Mr. Shejwal Pratik Vinayak**
- 3) **Mr. Pravin Rajaram Salve**
- 4) **Mr. Gujar Nitin Rajendra**

We thank you for sending candidates and your kind co-operation.

Yours faithfully,

For PREM INDUSTRIES

S M JAISWAL - 9820592064 / 7738540174 / 9833200174

CEO.



Ref No: NTHR/17-18/6A166

Date: 1st December, 2017

To,
Kruti Patel,
Nilkanth Parsi street,
Post- Saronda, Taluka -Umbergaon,
District- Valsad,Station-Sanjan.
Gujarat- 396135.

Dear Kruti,

Congratulations! You are among the select few who made through our tests and interviews. We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as "Neebal" or the "Company"), as an **Trainee Software Engineer** with an **annual gross package of INR 3,50,175.00** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **3rd September, 2018**. The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION

You are subject to a **six** month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

You will have to complete OCPJP certification to be eligible for your confirmation. On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Powai, Andheri (E), Mumbai - 400 072

Tel: +91 22 2857 4118 * Email: contact@neebal.com * Website: www.neebal.com

CHIT 7417 NH2012PTC228606

Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2020**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **36 months** with Neebal including their probation period failing which, you will be liable to pay Neebal a sum of **INR 75, 000.00 (Rupees Seventy Five Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

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

LEAVE

There shall be no compensatory leave (paid leave or sick leave) during the probation period. After the probation period, once you are confirmed, you are eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

- a. The Company's services are highly specialized.
- b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.
- c. The Company has a proprietary interest in its customer list and relationships.
- d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. alone has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
 - Undated cheque from your bank account in the name of the Company for Rs.75,000.00
 - 2 copies of your recent passport size photograph with white background.
- Attested copies of the following:
- Proof of age
 - SSC/HSC or equivalent examination mark sheets
 - Diploma / Degree for all the Semesters / Years or Passing Certificate
 - Passport / Voter's ID card / Ration Card.
 - Two / Four wheeler Driving License.
 - Pan card & AADHAAR card (If Any)

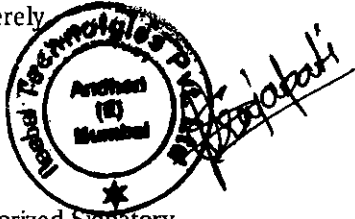
You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All additional

pre-employment documentation provided to you must be completed and returned on your start date.
We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely



Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

(Your name in Capital Letters)

PATEL KRUTI P.

A handwritten signature in cursive script, appearing to read "Kruti P. Patel".

(Your Signature)

Date **11.01.2018**

Location **NASHIK**

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)	
Name	Kruti Patel
Designation	Trainee Software Engineer
Joining Date	3rd September, 2018
MONTHLY COMPONENT (Deductions will be applied based on actuals)	
Basic	INR 9,600.00
Bucket of Allowances (Dearness, HRA, Professional)	INR 6,400.00
Monthly Fixed Salary	INR 16,000.00
Annual Fixed Salary	INR 192,000.00

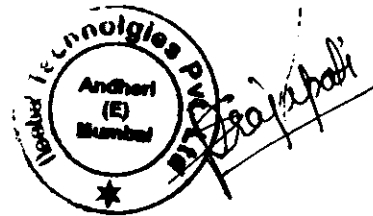


Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Compensation details After Probation		
Salary Component	Per Month (INR)	Per Annum (INR)
Basic	11,672.00	140,064.00
HRA	5,836.00	70,032.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Travel Reimbursement	1,500.00	18,000.00
Special Allowance	2,844.00	34,128.00
Earned Salary (A)	24,702.00	296,424.00
Statutory Benefits (B)		0.00
Gratuity	561.00	6,732.00
PF Employer	0.00	0.00
PF Employee	0.00	0.00
Gross Salary (A+B)	25,263.08	303,157.00
Variable (C)	3,806.00	45,675.00
Leave Encashment (D)	112.00	1,343.08
Cost To Company (A+B+C+D)	29,181.00	350,175.00

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.



Ref No: NTHR/17-18/6A163

Date: 1st December, 2017

To,
Ninad Hire,
Flat No.08,Pratham Sankul,
Apt Vitthal Nagar,
Kamatwada,
Nashik 422010.

Dear Ninad,

Congratulations! You are among the select few who made through our tests and interviews. We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as "Neebal" or the "Company"), as an **Trainee Software Engineer** with an **annual gross package of INR 3,50,175.00** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **3rd September, 2018**. The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION

You are subject to a six month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

You will have to complete OCPJP certification to be eligible for your confirmation. On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Powai, Andheri (E), Mumbai - 400 072

T +91 22 2857 4118 • E contact@neebal.com • W www.neebal.com

Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2020**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **36 months** with Neebal including their probation period failing which, you will be liable to pay Neebal a sum of **INR 75,000.00 (Rupees Seventy Five Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

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

LEAVE

There shall be no compensatory leave (paid leave or sick leave) during the probation period. After the probation period, once you are confirmed, you are eligible for a total of **12** of earned leave on completion of every year of your service.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
 - Undated cheque from your bank account in the name of the Company for Rs.75,000.00
 - 2 copies of your recent passport size photograph with white background.
- Attested copies of the following:
- Proof of age
 - SSC/HSC or equivalent examination mark sheets
 - Diploma / Degree for all the Semesters / Years or Passing Certificate
 - Passport / Voter's ID card / Ration Card.
 - Two / Four wheeler Driving License.
 - Pan card & AADHAAR card (If Any)

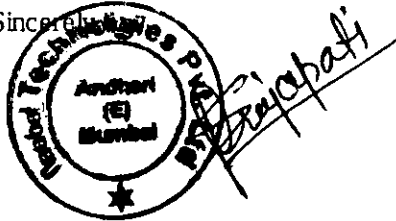
You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All additional

pre-employment documentation provided to you must be completed and returned on your start date.
We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,



Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

(Your name in Capital Letters)

(Your Signature)

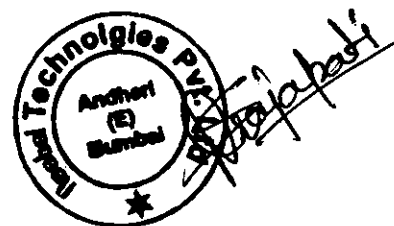
Date

Location

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)	
Name	Ninad Hire
Designation	Trainee Software Engineer
Joining Date	3rd September, 2018
MONTHLY COMPONENT (Deductions will be applied based on actuals)	
Basic	INR 9,600.00
Bucket of Allowances (Dearness, HRA, Professional)	INR 6,400.00
Monthly Fixed Salary	INR 16,000.00
Annual Fixed Salary	INR 192,000.00

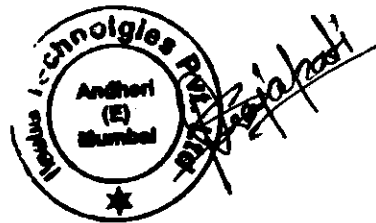


Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Compensation details After Probation		
Salary Component	Per Month (INR)	Per Annum (INR)
Basic	11,672.00	140,064.00
HRA	5,836.00	70,032.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Travel Reimbursement	1,500.00	18,000.00
Special Allowance	2,844.00	34,128.00
Earned Salary (A)	24,702.00	296,424.00
Statutory Benefits (B)		0.00
Gratuity	561.00	6,732.00
PF Employer	0.00	0.00
PF Employee	0.00	0.00
Gross Salary (A+B)	25,263.08	303,157.00
Variable (C)	3,806.00	45,675.00
Leave Encashment (D)	112.00	1,343.08
Cost To Company (A+B+C+D)	29,181.00	350,175.00

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.





BRIDGESTONE INDIA PRIVATE LIMITED

Regd. Office. H.O. & Factory:

Plot No. A-43, Phase II, MIDC Chakan,
Village - Sawardari, Taluka Khed, Dist -Pune,
Maharashtra- 410 501, India.

CIN : U25111PN1996PTC147267

Phone : (91-2135) 672 000

Fax : (91-2135) 671 999

Website : www.bridgestone.co.in

Date: 24th April 2018

To,
The Director

Subject: Invitation to participate in **Graduate & Management Trainee Program 2018-19.**

Dear Sir,

The Bridgestone group is eternally committed to serving society with superior quality.

Bridgestone Corporation, established in the year 1931, headquartered in Tokyo, is the world's largest tire and rubber company. In addition to tires for use in a wide variety of applications, it also manufactures a broad range of diversified products, which include industrial rubber and chemical products and sporting goods. Its products are sold in over 150 nations and territories around the world.

Bridgestone India Pvt. Ltd started its operations in 1996. In March 1998 with the setup of its manufacturing facility in Kheda, Indore, Bridgestone achieved its objective of running Indian manufactured Bridgestone tyres on Indian Roads. It expanded its facilities by setting up one more facility in Chakan, Pune in 2013. In a short stint of 20 years, Bridgestone India Pvt. Ltd has become one of the leading tyre companies in both the OEM & Replacement market.

Bridgestone India is all geared up to contribute towards fulfilling the vision of its Parent company of being a true global player and be the **"World's No.1 tyre and rubber manufacturing company"**.

Bridgestone India echoes the group belief in nurturing its employees and providing significant global opportunities. As a strategic HR initiative, We have launched a one year duration **"Graduate & Management Trainee Program."** (GMTP)

The Objective of the GMTP is

"To create a pipeline of talent in order to meet future business challenges by building their potential & professional competencies & molding them behaviorally to attain a right fit within the organization."

The GMTP will have the following phases across the 12 months.

- Recruitment of the best talent from institutes
- Assessment of the candidates at different stages of the program
- Focusing on their Individual and Professional Development through workshops and On Job Projects
- Continuous evaluation and feedback

We are looking at an indicative batch size 10 engineers and 15 MBAs to constitute our first batch of GMTP candidates who will go through our custom designed one year GMTP and upon successful completion will be placed in their respective job profiles and locations. During this trainee period, each candidate will be paid a handsome stipend and incremental salary after completion of one year and confirmation.



We invite your institute to participate in this initiative and provide a career opportunity to your students.

Kindly fill in the attached response sheet and email it to our talent acquisition team member Ms. Priya Gaikwad on email id priya-gaikwad@bridgestone.co.in at the earliest.

The GMTP / HR team will connect with you to take the process further.

Looking forward to building and shaping careers together.

Warm Regards

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

Shivashish Dass
Sr. General Manager HR&A

Ref No: NTHR/17-18/6A160

Date: 1st December, 2017

To,
Rohit Lokhande,
N-42,JE1,17/3 Near,
Vitthal Mandir, Savata,
Nagar CIDCO,
Nashik- 422008.

Dear Rohit,

Congratulations! You are among the select few who made through our tests and interviews. We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as “Neebal” or the “Company”), as an **Trainee Software Engineer** with an **annual gross package of INR 3,50,175.00** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **6th August, 2018**. The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION

You are subject to a **six** month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

You will have to complete OCPJP certification to be eligible for your confirmation. On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Powai, Andheri (E), Mumbai - 400 072

T +91 22 2857 4118 • E contact@neebal.com • W www.neebal.com

CIN U74120MH2012PTC226006

Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2020**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **36 months** with Neebal including their probation period failing which, you will be liable to pay Neebal a sum of **INR 75,000.00 (Rupees Seventy Five Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

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

LEAVE

There shall be no compensatory leave (paid leave or sick leave) during the probation period. After the probation period, once you are confirmed, you are eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

- a. The Company's services are highly specialized.
- b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.
- c. The Company has a proprietary interest in its customer list and relationships.
- d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. alone has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
- Undated cheque from your bank account in the name of the Company for Rs.75,000.00
- 2 copies of your recent passport size photograph with white background.
- Attested copies of the following:
- Proof of age
- SSC/HSC or equivalent examination mark sheets
- Diploma / Degree for all the Semesters / Years or Passing Certificate
- Passport / Voter's ID card / Ration Card.
- Two / Four wheeler Driving License.
- Pan card & AADHAAR card (If Any)

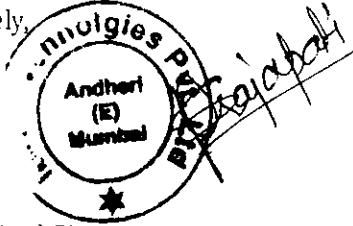
You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All additional

pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,



Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

(Your name in Capital Letters)

ROHIT LOKHANDE

A handwritten signature in black ink, appearing to read "Rohit Lokhande".

(Your Signature)

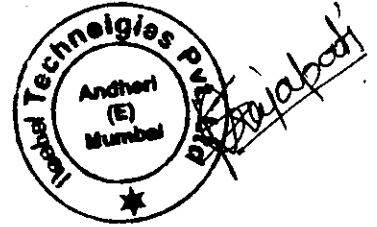
Date 11/12/2019

Location Nashik

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)	
Name	Rohit Lokhande
Designation	Trainee Software Engineer
Joining Date	6th August, 2018
MONTHLY COMPONENT (Deductions will be applied based on actuals)	
Basic	INR 9,600.00
Bucket of Allowances (Dearness, HRA, Professional)	INR 6,400.00
Monthly Fixed Salary	INR 16,000.00
Annual Fixed Salary	INR 192,000.00

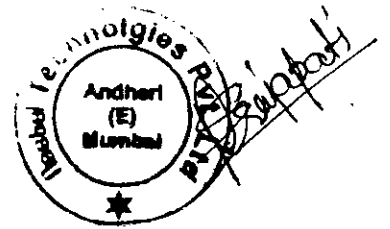


Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Compensation details After Probation		
Salary Component	Per Month (INR)	Per Annum (INR)
Basic	11,672.00	140,064.00
HRA	5,836.00	70,032.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Travel Reimbursement	1,500.00	18,000.00
Special Allowance	2,844.00	34,128.00
Earned Salary (A)	24,702.00	296,424.00
Statutory Benefits (B)		0.00
Gratuity	561.00	6,732.00
PF Employer	0.00	0.00
PF Employee	0.00	0.00
Gross Salary (A+B)	25,263.08	303,157.00
Variable (C)	3,806.00	45,675.00
Leave Encashment (D)	112.00	1,343.08
Cost To Company (A+B+C+D)	29,181.00	350,175.00

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.



Ref No: NTHR/17-18/6A158

Date: 1st December, 2017

To,
Himanshu Bhongade,
Flat No. 13, Mankameshwar,
Poolside apartment opposite,
Panchvati Stadium.
Nashik- 422003

Dear Himanshu,

Congratulations! You are among the select few who made through our tests and interviews. We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as "Neebal" or the "Company"), as an **Trainee Software Engineer** with an **annual gross package of INR 3,50,175.00** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **3rd September, 2018**. The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION

You are subject to a **six** month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

You will have to complete OCPJP certification to be eligible for your confirmation. On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Powai, Andheri (E), Mumbai - 400 072

T +91 22 2857 4118 • E contact@neebal.com • W www.neebal.com

CIN U74120MH2012PTC226006

Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2020**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **36 months** with Neebal including their probation period failing which, you will be liable to pay Neebal a sum of **INR 75,000.00 (Rupees Seventy Five Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

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

LEAVE

There shall be no compensatory leave (paid leave or sick leave) during the probation period. After the probation period, once you are confirmed, you are eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

- a. The Company's services are highly specialized.
- b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.
- c. The Company has a proprietary interest in its customer list and relationships.
- d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. alone has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
 - Undated cheque from your bank account in the name of the Company for Rs.75,000.00
 - 2 copies of your recent passport size photograph with white background.
- Attested copies of the following:
- Proof of age
 - SSC/HSC or equivalent examination mark sheets
 - Diploma / Degree for all the Semesters / Years or Passing Certificate
 - Passport / Voter's ID card / Ration Card.
 - Two / Four wheeler Driving License.
 - Pan card & AADHAAR card (If Any)

You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All additional

pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,



Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

HIMANSHU SUBHASH BHONGADE
(Your name in Capital Letters)

A handwritten signature in cursive script, 'H. Bhongade', with a horizontal line underneath.

(Your Signature)

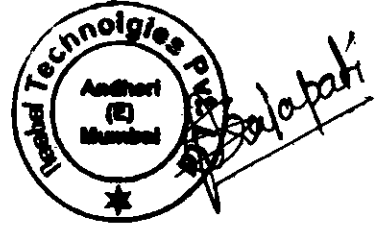
Date

Location

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)	
Name	Himanshu Bhongade
Designation	Trainee Software Engineer
Joining Date	3rd September, 2018
MONTHLY COMPONENT (Deductions will be applied based on actuals)	
Basic	INR 9,600.00
Bucket of Allowances (Dearness, HRA, Professional)	INR 6,400.00
Monthly Fixed Salary	INR 16,000.00
Annual Fixed Salary	INR 192,000.00

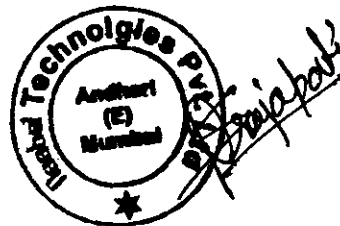


Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Compensation details After Probation		
Salary Component	Per Month (INR)	Per Annum (INR)
Basic	11,672.00	140,064.00
HRA	5,836.00	70,032.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Travel Reimbursement	1,500.00	18,000.00
Special Allowance	2,844.00	34,128.00
Earned Salary (A)	24,702.00	296,424.00
Statutory Benefits (B)		0.00
Gratuity	561.00	6,732.00
PF Employer	0.00	0.00
PF Employee	0.00	0.00
Gross Salary (A+B)	25,263.08	303,157.00
Variable (C)	3,806.00	45,675.00
Leave Encashment (D)	112.00	1,343.08
Cost To Company (A+B+C+D)	29,181.00	350,175.00

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.





Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

List of students selected for Zensar offer

Sonali Kelkar <sonali.kelkar@zensar.com>

Fri, Aug 4, 2017 at 11:48 AM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Cc: Dhiraj Chawade <dhiraj.chawade@zensar.com>, Vaishnavi Bajare <vaishnavi.bajare@zensar.com>

Hello Sir,

Last month we had HR interviews for 2017-18 batch and below 5 students are selected for Zensar offer. Hope to see 100% conversion of these offers into joining.

Name	E mail	Mobile No
Sonali Uttam Dhurjad	sonalidhurjad14@gmail.com	9130266203
Pooja Praful Rampariya	pujarampariya@gmail.com	8698636788
Krunal Anilkumar Vyas	krunalvs2@gmail.com	9699310029
Nikita Kare	kare.nikita@gmail.com	7507130208
Sathe Kaushal Shrikrishna	kaushalsathe99@gmail.com	8554884254

Regards,



Sonali Kelkar | Manager

Employability Skill Development | Technical Learning

Zensar Technologies, Pune-14, India

Tel: +91 20 66074510 | **M:** +91 9881834010

E: sonali.kelkar@zensar.com www.zensar.com



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Ref No: NTHR/17-18/6A159

Date: 1st December, 2017

To,
Girija Wani,
S.no 414/562,Plot no 25,
Swami Vivekanand Nagar,
Makhamalabad,
Nashik- 42003.

Dear Girija,

Congratulations! You are among the select few who made through our tests and interviews. We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as "Neebal" or the "Company"), as an **Trainee Software Engineer** with an **annual gross package of INR 3,50,175.00** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **2nd July, 2018**. The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai - 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION

You are subject to a **six** month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Powai, Andheri (E), Mumbai - 400 072

T +91 22 2857 4118 • E contact@neebal.com • W www.neebal.com

CIN U74120MH2012PTC226006

You will be eligible for your next annual increment in **April 2020**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **36 months** with Neebal including their probation period failing which, you will be liable to pay Neebal a sum of **INR 75,000.00 (Rupees Seventy Five Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

~~Neebal reserves the right to transfer your services at any of its offices, work sites, associates or~~
affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

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

LEAVE

There shall be no compensatory leave (paid leave or sick leave) during the probation period. After the probation period, once you are confirmed, you are eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and

it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

- a. The Company's services are highly specialized.
- b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.
- c. ~~The Company has a proprietary interest in its customer list and relationships.~~

d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. alone has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or salary

in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

~~When a background check raises any concerns regarding any of the details furnished by you and the~~
Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
- Undated cheque from your bank account in the name of the Company for Rs.75,000.00
- 2 copies of your recent passport size photograph with white background.

Attested copies of the following:

- Proof of age
- SSC/HSC or equivalent examination mark sheets
- Diploma / Degree for all the Semesters / Years or Passing Certificate
- Passport / Voter's ID card / Ration Card.
- Two / Four wheeler Driving License.
- Pan card & AADHAAR card (If Any)

You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

(Your name in Capital Letters)

GIRIJA RAMESH WANI


(Your Signature)

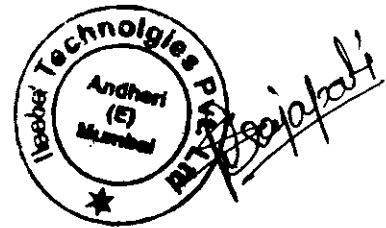
Date 21/01/2018

Location Nashik

Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)	
Name	Girija Wani
Designation	Trainee Software Engineer
Joining Date	2nd July, 2018
MONTHLY COMPONENT (Deductions will be applied based on actuals)	
Basic	INR 9,600.00
Bucket of Allowances (Dearness, HRA, Professional)	INR 6,400.00
Monthly Fixed Salary	INR 16,000.00
Annual Fixed Salary	INR 192,000.00

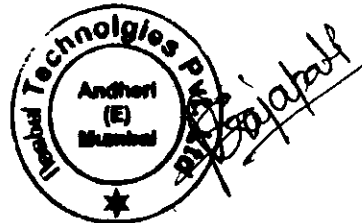


Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Compensation details After Probation		
Salary Component	Per Month (INR)	Per Annum (INR)
Basic	11,672.00	140,064.00
HRA	5,836.00	70,032.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Travel Reimbursement	1,500.00	18,000.00
Special Allowance	2,844.00	34,128.00
Earned Salary (A)	24,702.00	296,424.00
Statutory Benefits (B)		0.00
Gratuity	561.00	6,732.00
PF Employer	0.00	0.00
PF Employee	0.00	0.00
Gross Salary (A+B)	25,263.08	303,157.00
Variable (C)	3,806.00	45,675.00
Leave Encashment (D)	112.00	1,343.08
Cost To Company (A+B+C+D)	29,181.00	350,175.00

The duration of accrual of your annual variable component will be based on your performance in the training program as well as your probation period. The maximum duration of accrual is 3 years.



Letter of Intent

Dear Mr./Ms. Samradni S. Joshi,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

* You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will be deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.


People Development Group

With the signature below, I accept this offer for employment

Samradni Joshi

Samradni S. Joshi
Name

Date



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	Samradni Sanjay Joshi
Joining date	
Name of College	GES's, R.H. Sapat college of Engineering, Nashik
Contact Number	8149198497

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Samradni Joshi

Samradni S. Joshi
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Vaishnavi Dhokhnavi,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

* You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Dharenvate Vaishnavi
Name

30/10/17
Date



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	Dhokhewade Vaishnavi Sitaram
Joining date	July, 2015
Name of College	R H Sapat College of Engineering
Contact Number	9637250220

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits	-	
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Dhokhewade Vaishnavi Sitaram

(Name and signature of candidate)

Letter of Intent

Dear Mr./Ms. Sayali S. Joshi,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P.)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

* You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will be deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Sayali S. Joshi
Sayali S. Joshi

Name

Date



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	Sayali Sanjay Joshi.
Joining date	
Name of College	GIES's R.H. Sapat College of Engineering, Nashik
Contact Number	8149183255

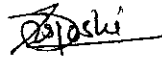
Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By


Sayali S. Joshi.
(Name and signature of candidate)

Re: Selection Results

cranraj.deshpande@gmail.com

info@crsm.in

spagnihotri@rediffmail.com; rautdipak85@gmail.com; principal@ges-coengg.org

Tuesday, 27 March, 2018, 5:32:01 PM IST

Thank you sir for sharing results and availing opportunity to our ETC students.

Thanks and Regards,

Prof. Dhanraj M Deshpande

TPO/Asst Professor,

Gokhake Education Society's

RH Sapat COEMSR Nashik

Mobile :- 9822213337, 9822213338

Mail :- cranraj.deshpande@ges-coengg.org

<http://www.ges-coengg.org>

Website:- <http://www.ges-coengg.org>

<http://www.ges-coengg.org>

On Tue, Mar 27, 2018 at 5:21 PM, Choudhari and Sons Manufacturing LLP <choudh@csml.in> wrote:

Dear sir,

I thank you for the time you spared with us & allowing to scan candidates.

It was indeed gr8 experience. I have selected following to be joining form MAY with conditions to clear FINAL yr . If he/she fails to clear last yr of complete the BE then we shall be shifting to ... next choices. PI keep these two students for us.

1	Sudam Bhagwat	Mob-----				91.30435
3	Rasika Karade	8446913256				89.13043

We need their joining dates & if possible after exam working with us at Remuneration of Rs 10K/pm

After results & clearing the BE completely we shall start their Training period for 6 months for Rs 15K/pm

After successful training period we shall pay them 18-20K depending on the skills acquired.

If failed to go for our expectations (well defined) then they shall continue for 1 yr for same Rs 15K/pm

We shall keep security deposit of 10% per month from their salary for min 1 year.

Notice period after completion of training they shall need to give notice of 3 months or surrender 3 months salary. But during training they need to give us

All conditions shall be signed duly. This is just intimation

We need confirmation from students too. This is needed. If we donot get this confirmation & joining date by 4/4/18 we shall not be committal for those student's joining & shall shift to 3 rd decision or may be from other Institute,

Reg

Chetan Choudhari

Fwd: Shortlisted candidates

dhanraj.deshpande@gmail.com

spagnihotri@rediffmail.com; rautdipak85@yahoo.co.in; rautdipak85@gmail.com

Tuesday, 10 April, 2018, 11:00:47 AM IST

FYI.

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

From: **Asha Amarnath** <ashamarnath@dd.com>

Date: Mon, Apr 9, 2018 at 6:37 PM

Subject: Shortlisted candidates

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Cc: ashamarnath@dd.com

Dear Mr. Deshpande,

We thank you for sending your students to our office for the interviews.

We have just finished interviewing the candidates and the final shortlisted candidates names are given below:

1. Kajal Chandrakant Patil
2. Vishal Pandit Patil
3. Nivedita Dattatray Sabale
4. Tushar Ravindra Bhadane
5. Sudam Narayan Bhagwat

I have asked the above candidates to talk to their parents before they take a final decision in joining our organisation.

Best regards,

Asha Amarnath

Director-Operations

D.D. Electronic Equipments Pvt Ltd.,

32, 33 Prestige Plaza,

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Bhargavi Shrikant Kulkarni,

We are delighted to offer you the position of Associate Financial Consultant with our Consulting Division, the place of posting shall be at Indore (M.P). You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Salary package: 2,61,548/- (INR), Annexure 'A' attached,

You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will be deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

- 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Name

Date



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	
Joining date	
Name of College	
Contact Number	

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits	-	
Provident Fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9650923338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicsearch.co



Accepted By

Bhaegavi S. Kulkarni

(Name and signature of candidate)

Bhaegavi S. Kulkarni

Ref No: NTHR/17-18/6A161
Date: 11th November, 2017

To,
Vaishnavi Dorle,
10- Aashiyana Bhavani,
Nagar, Jai bhavani road,
Nashik road
Camp- 422102

Dear Vaishnavi

Congratulations! You are among the select few who made through our tests and interviews. We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as “Neebal” or the “Company”), as an **Trainee Quality Analyst** with an **annual gross package of INR 2,22,500.00** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **3rd September, 2018**. The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION

You are subject to a **six month** probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION

You will have to complete ISTQB certification to be eligible for your confirmation. On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.

After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.

Neebal Technologies Pvt .Ltd

B1 - 007, Boomerang, Chandivali Farm Road, Powai, Andheri (E), Mumbai - 400 072

T +91 22 2857 4118 • E contact@neebal.com • W www.neebal.com

C N U74120MH2012PTC226006

Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2020**.

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **36 months** with Neebal including their probation period failing which, you will be liable to pay Neebal a sum of **INR 75,000.00 (Rupees Seventy Five Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

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

LEAVE

There shall be no compensatory leave (paid leave or sick leave) during the probation period. After the probation period, once you are confirmed, you are eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

- a. The Company's services are highly specialized.
- b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.
- c. The Company has a proprietary interest in its customer list and relationships.
- d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. alone has the right to terminate the contract of employment.

Letter of Intent

Dear Mr./Ms. Shraddha Mukund Shinde,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

* You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Shinde Shraddha
Name: Shinde Shraddha Date: 4/11/17



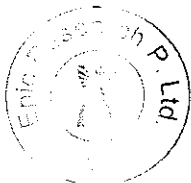
Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	shinde shraddha mukund
Joining date	JULY, 2018
Name of College	R.H. SAPAT College of Engineering, NASIK
Contact Number	7028300555

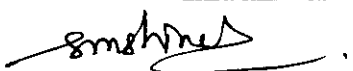
Fixed Component	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Component		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement Benefit		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By


shinde shraddha
(Name and signature of candidate)

Cher... 1988

16

Other HOUSE

Letter of Intent

Dear Mr./Ms. Syed Khawaja Khaleelullah,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

* You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

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Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

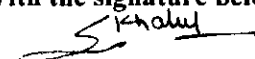
1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment


Syed. K. Khaleelullah 30/10/2017
Name Date



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	Syed K. Khateelullah
Joining date	July 2018
Name of College	R H Sapat College of Engineering
Contact Number	9561849773

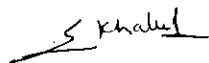
Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
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- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By


Syed K. Khateelullah
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Saurabh R. Nikam,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P.)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

You need to sign a service agreement of 12 months.

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3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Name SAURABH R. NIKAM

Date 03/11/2017



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	SAURABH RAJBENDRA NIKAM
Joining date	JULY 2018
Name of College	G.E.S. R.H.S. C.O.E. NASHIK
Contact Number	7588406489 / 8668527585

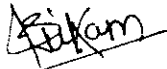
Particulars	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Reimbursement/benefits		
Provident fund (Employer's Contribution)	1,052	12,624
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Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
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- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy. of this letter and share a mail at hr@epicresearch.co



Accepted By


(Name and signature of candidate)
SAURABH R. NIKAM

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Roshan Anil Chaudhari,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

*** You need to sign a service agreement of 12 months.**

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



With the signature below, I accept this offer for employment

Roshan A. Chaudhari
Name ROSHAN A. CHAUDHARI Date 03/11/2017



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	ROSHAN ANIL CHAUDHARI
Joining date	JULY 2018
Name of College	G.E.S.R.H.SAPAT C.O.E. NASHIK
Contact Number	9527752516 / 8999551238

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Roshan A. Chaudhari
ROSHAN A. CHAUDHARI
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Rohit Kumar Maurya,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Name

Rohitkumar R. Maurya

Date

03/11/2017



Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	ROHITKUMAR R. MAURYA
Joining date	July 2018
Name of College	G.F.S. R.H. Sapat. C.O.E.
Contact Number	8237195085 / 7972923901

Component	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Rohitkumar R. Maurya
(Name and signature of candidate)

EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Robit Subhash Raut,

We are delighted to offer you the position of **Associate Financial Consultant** with our **Consulting Division**, the place of posting shall be at **Indore (M.P)**. You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent.

Joining date: July, 2018

Yearly package: 2,61,548/- (INR), Annexure 'A' attached,

* You need to sign a service agreement of 12 months.

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will be deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. During Probation Period your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1 copy each)
2. ID Proof [Aadhar Card, (Mandatory) PAN card (Mandatory), Driving License, Voter ID]- Three copies each
3. Copy of Bank pass book
4. Copy of Letter of Intent
5. Passport size photographs – Six Nos. (Colored)
6. All of the above documents need to be carried in original and photo copies for Company's & Bank verification process.

For Epic Research (P) Ltd.



People Development Group

With the signature below, I accept this offer for employment

Robit Subhash Raut

Name

ROHIT SUBHASH RAUT

Date

6/01/2017



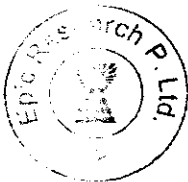
Salary Details for Associate Financial Consultant (AFC) - Annexure 'A'

Candidate's Name	ROHIT SUBHASH RAUT
Joining date	July, 2018
Name of College	R-H. SAPAT COLLEGE OF ENGG. NASHIK
Contact Number	8446629850

Fixed Components	Monthly	Annual
Basic	8,000	96,000
Conveyance	200	2,400
Attendance allowance	1,000	12,000
Variable Components		
Key Performance Indicators (KPI)*	4,000*	48,000*
Annual Performance Pay*	-	11,000*
Monthly Performance Incentives*	-	72,000*
Gross Salary	13,200	2,41,400
Retirement Benefits		
Provident fund (Employer's Contribution)	1,052	12,624
ESIC (Employer's Contribution)	627	7,524
Total CTC	14,879/-	2,61,548/-

Important terms:

- KPI, Annual Performance Pay and Monthly Performance Incentives* will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- Annual Performance Pay will be paid out based on Company's policies.
- Employee Contribution to PF of Rs 960/- and ESIC Rs.231/- will be deducted from your Gross salary.
- Your appointment will be subject to you being found medically fit., medical certificate to be provided on joining
- You are not planning for any higher studies which would force you to quit the job during Service Agreement of 01 year.
- For any further queries you can reach us at 7869961117 (Prachi) / 8959011222 (Sarvesh) / 9630023338 (Savio) / 0731-6642302 (Mukta).
- Company is having all rights to increase or decrease the salary or any component of CTC or other benefits any time subjected to the your performance
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co



Accepted By

Rohit ant.

(Name and signature of candidate)

ROHIT SUBHASH RAUT



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Fwd: project cum Employment

Nikita Singh <nikitas@solacetechnologies.co.in>

Tue, Jul 18, 2017 at 2:51 PM

To: dhanraj.deshpande@gmail.com, Pravin <Pravin@solacetechnologies.co.in>, maheshg <maheshg@solacetechnologies.co.in>, shilpa@solacetechnologies.co.in

Hello Sir,

Here the list of shortlisted student name for project,

- 1) Nikam Ankita (Can Offer)
- 2) Morankar Hrishikesh (Can Offer)
- 3) Thakur Rashmi (Can Offer)
- 4) Muthe Shardul (For Project)
- 5) Sonawane Priyanka (For Project)

Thanks

Thank you,

Nikita Singh*HR Executive,***Solace Infotech Pvt. Ltd.,**

Phone: +91 848-483-7765 | www.solaceinfotech.co.in

1st Floor, A Wing, Kadam Mansion, Mahatma Nagar, Nashik, India.

----- Forwarded Message -----

Subject:Re: Fwd: Re: project cum Employment**Date:**Mon, 17 Jul 2017 20:29:14 +0530**From:**Dhanraj Deshpande <dhanraj.deshpande@gmail.com>**To:**Nikita Singh <nikitas@solacetechnologies.co.in>**CC:**Shilpa <shilpa@solacetechnologies.co.in>, Pravin <pravin@solacetechnologies.co.in>, maheshg <maheshg@solacetechnologies.co.in>

[Quoted text hidden]



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

List of students selected for Zensar offer

Sonali Kelkar <sonali.kelkar@zensar.com>

Fri, Aug 4, 2017 at 11:48 AM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Cc: Dhiraj Chawade <dhiraj.chawade@zensar.com>, Vaishnavi Bajare <vaishnavi.bajare@zensar.com>

Hello Sir,

Last month we had HR interviews for 2017-18 batch and below 5 students are selected for Zensar offer. Hope to see 100% conversion of these offers into joining.

Name	E mail	Mobile No
Sonali Uttam Dhurjad	sonalidhurjad14@gmail.com	9130266203
Pooja Praful Rampariya	pujarampariya@gmail.com	8698636788
Krunal Anilkumar Vyas	krunalvs2@gmail.com	9699310029
Nikita Kare	kare.nikita@gmail.com	7507130208
Sathe Kaushal Shrikrishna	kausnalsathe99@gmail.com	8554884254

Regards,

**Sonali Kelkar** | Manager

Employability Skill Development | Technical Learning

Zensar Technologies, Pune-14, India

Tel: +91 20 66074510 | M: +91 9881834010

E: sonali.kelkar@zensar.com | www.zensar.com



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Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Finalisation of hiring process for Interns

Nikhil Shete <sales@nikhilmedico.com>
 To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>
 Cc: contact@pratishshinde.com

Sun, May 7, 2017 at 4:04 PM

Dear Mr. Deshpande,

Thanks a lot for your support.

This is to inform you that we have completed the hiring process for Interns and we have successfully hired Mr. Pratish Shinde who will be joining us on 26.05.2017.

He will initially be doing a summer internship for 2 months then followed by Part-time (4 hours/per day) during his Final Year and then as full time job (with min. commitment of 3 years) after completion of his graduation.

We will soon complete the standard contract formalities and arrange for the Technical & Organisational Orientation after his Third Year exams.

Kindly take the information for your T&P records.

We would like to wish all the best to Mr. Pratish Shinde in his new job.

Thank in advance and have a nice day!

Kind Regards

For NIKHIL MEDICO EQUIPMENTS



Head Office: 6, Hill Top, Mahatma Nagar, Nashik-422 007,

Maharashtra, India

Factory: Plot B-254, Malegaon MIDC, Sinner, Nashik, Maharashtra, India

E-mail: info@nikhilmedico.com

Website: www.nikhilmedico.com

Office: +91-(0)253-2355703

Fax: +91-(0)253-6614609

Mobile: +91-(0)98220 12384

Mobile: +91-(0)94227 49454

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♻️ We have a responsibility to the environment, before printing this e-mail or any other document, let's ask ourselves whether we need a hard copy.



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Fwd: Campus Drive confirmation email - Eternus Solutions

Anam Peerzade <annu3071997@gmail.com>
To: dhanraj.deshpande@gmail.com

Mon, Aug 28, 2017 at 8:05 PM

Sir this email is from eternus

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

From: "Jay Chandarana" <jay.chandarana@eternussolutions.com>
Date: Aug 25, 2017 1:31 PM
Subject: Campus Drive confirmation email - Eternus Solutions
To:
Cc: <pooja.merchant@eternussolutions.com>



It gives us an immense pleasure to inform you that you have been selected to be a part of Eternus Solutions Pvt Ltd at Pune. We would like to Thank you for participating in the Campus drive, we hope and trust that you will find Eternus Solutions a very friendly and highly supportive organization to work with. By gaining your place in the organization, you have shown great talent and we are certain that you possess all the qualities that will enable you to flourish with us.

Your offer letters and the tentative Date of joining will be shared by next week.

Request you to revert to us along with your PAN Card copy and your Residential Address proof (copy of Aadhar card / Driving License / Passport) at the earliest.

Thank You!

Regards,

Jay Chandarana

Manager - HCD



Passionate For Your Success



Eternus Solutions Private Limited

☎: 9028528000 📞: +91 9850966540

www.eternussolutions.com



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Arxxus Shortlisted candidates for final round of Interview

Indrajit Sonawane <indrajit.sonawane@siem.org.in>

Wed, Sep 20, 2017 at 2:09 PM

To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>, Pankaj Kapse <placementsnjb@gmail.com>, Shailendra Vidhate <shailendra.vidhate@gmail.com>, Mahesh Adke <maheshadke@gmail.com>, Nilesh Ghuge <nilghuge@gmail.com>, "Prof.Suhas Londhe" <tpo_svmec@rediffmail.com>, tpo@mvp.edu.in, TPO PVG'sCOEN <tpo.pvgcoen@gmail.com>, Yogesh Borse <yashborse30@gmail.com>, Shrikant Gunjal <shrikant.gunjal@sitrc.org>

Dear All,

Please go through below details & share it with shortlisted candidates on high priority. Also confirm their presence for final round of interview.

Hi Shrikant Sir,

Apologies for the delay in process. As informed to you earlier we were a little occupied with another event.

We are glad to inform you that the below candidates have qualified for the next round of technical interview.

1. Bhakti K. Vyawahare - SITRC
2. Khusboo Bhagwan Singh - SITRC
3. Ketaki Kulkarni - Gokhale Institute
4. Snehal Pagare - SNJB
5. Saba A. Shaikh - SITRC
6. Abole Avinash Deshpande - Gokhale Institute

They will have to come down to Arxxus office as per below,

Date: 22nd September 2017 (Friday)**Time: 11:00 AM IST****Venue details:**

Arxxus Technologies India Pvt. Ltd.
Arxxus House, Sopan Baug Survey no.2,
Opp. Bharatiya Vidyapeeth English High School,
Balewadi, Pune 411045

Regards

HR Business Partner

Arxxus Technology Partners



Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Results for Campus Recruitment - 2018 Batch

Sonam Prajapati <sonam.prajapati@neebal.com>
To: Dhanraj Deshpande <dhanraj.deshpande@gmail.com>

Tue, Aug 22, 2017 at 3:38 PM

Hi Dhanraj,

Below is the final list of Students cleared all the rounds;

Candidate Name	College Name	Specialization	Email Address	Contact Number	Decision(Y/N)
Deshmukh priyanka anil	GES RH Sapat COE Nashik	Computer Science	Priyankadeshmukh3096@gmail.com	9421156317	Y
Dhanashree Nebulal Yadav	GES RH Sapat COE Nashik	Computer Science	dhanashriyadav08@gmail.com	8379866459	Accepted on Condition
Himanshu Subhash Bhongade	GES RH Sapat COE Nashik	Computer Science	himanshubhongade50@gmail.com	9423214474	Y
Wani Girja Ramesh	GES RH Sapat COE Nashik	Electronic & Telecommunication	girjawani31@gmail.com	7028699574	Y
Rohit Kiran Lokhande	GES RH Sapat COE Nashik	Computer Science	er.rohitlokhande@gmail.com	9970677520	Y
Dorle Vaishnavi sunil	GES RH Sapat COE Nashik	Mechanical	varaddorle@gmail.com	7588703336	Y
Meet Pravinbhai Patel	GES RH Sapat COE Nashik	Electrical Engg.	meetppatel2014@gmail.com	8624880817	Accepted on Condition
Pratish Prakash Shinde	GES RH Sapat COE Nashik	Mechanical Engineering	pratishshinde24@gmail.com	7387571712	Y
Ninad Raosaheb Hire	GES RH Sapat COE Nashik	Computer Science	ninadhire@gmail.com	9405822817	Y
Snehal Sharad Sawant	GES RH Sapat COE Nashik	Electrical engineering	snehalsawant703@gmail.com	9423404620	Y
Manish Hiranam Nemade	GES RH Sapat COE Nashik	Computer Science	manish.h.nemade@gmail.com	9823041443	Y
Patel Kruti Pravinchandra	GES RH Sapat COE Nashik	Computer Science	patelkrutipravin@gmail.com	9726984189	Y
Mahashabde Akshay	GES RH Sapat COE Nashik	Computer Science	akshaymahashabde@gmail.com	9403825197	Accepted on Condition
Gawale Nikita Sanjay	GES RH Sapat COE Nashik	Electrical engineering	nikitagawale9@gmail.com	9049693824	On Hold

--
Thanks
Sonam Prajapati
HR Specialist

Mobile : +91-9702132089

Email : sonam.prajapati@neebal.com



81-007, Boomerang, Chandivali Farm Road, Powai, Andheri(East) Mumbai - 400 072.

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13-Sep-2017

Sonali Uttam Dhurjad

Dear Sonali

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer for a Probation Period of 12 months.**
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer."
8. The Company reserves the right to decide your joining location assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

10. Work Timings

At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18.15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Non standard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

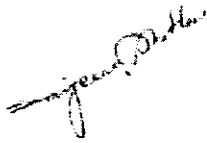
11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.


For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED: Yes

SIGNATURE: 

NAME Sonali U. Dhurjad

13-Sep-2017

Pooja Praful Rampariya

Dear Pooja

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer** for a **Probation Period** of **12 months**.
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer."
8. The Company reserves the right to decide your joining location assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

10. Work Timings

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11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED:

SIGNATURE:



NAME

Pooja P. Rampariya.

13-Sep-2017

Krunal Anilkumar Vyas

Dear Krunal

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer** for a **Probation Period of 12 months**.
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure as a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer."
8. The Company reserves the right to decide your joining location assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology skills domain / job profile as per company's requirement.

10. Work Timings

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11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED:

SIGNATURE:



NAME - Krunal A. Vyas

13-Sep-2017

Sathe Kaushal Shrikrishna

Dear Kaushal

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer** for a **Probation Period of 12 months**.
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure as a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer.
8. The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology / skills domain / job profile as per company's requirement.

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At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18.15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Non standard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED: YES

SIGNATURE: Sathe

NAME Sathe Kaushal Shrikrishna

Datamatics Global Services Limited

Suyojit Datamatics Knowledge Center,
Nashik Mumbai Agra Highway,
Nashik - 422 009, Maharashtra, INDIA
Tel : +91 (0253) 610 2222. Fax : +91 (0253) 610 2271
CIN No. : L72200MH1987PLC045205



13 March 2018

To

The Training and Placement Officer

Gokhale Education Society's,
R. H. Sapat College of Engineering, Management Studies and Research,
College Road,
Nashik – 422005

Dear Sir,

We wish to inform you that we would be conducting Datamatics pool Campus Recruitment drive at MET Bhujbal Knowledge City, Adgaon, Nashik. This year we will have a senior speaker from our Leadership team in Mumbai office **Mr Sachin Rane – Executive Vice President and Head Software Solutions** who will address the students on a topic of IT and Datamatics which will be of interest to the students. We would like students to attend this talk on a contemporary topic of their interest.

The Campus round will begin from 2.00 pm in the afternoon starting with written test.

The Campus Plan:

Day	Date	Time	Activity	Venue
Monday	19-03-2018	11.00 am - 12.00 pm	Talk by Mr Sachin Rane - Executive Vice President and Head Software solutions on 'Disruptive Technologies - Exciting Times ahead'	MET College
		12.00 pm - 1.00 pm	Question Answer Session	
		2.00 pm - 3.30 pm	Written Test for qualified candidates	MET College
		4.30 pm	Result Announcement of Written test	
Tuesday	20-03-2018	11.00-am to 4.00 pm	Interview of candidates qualifying for written test	MET TPO's Interview
		4.30 pm	Announcement of Result	TPO's Office

The Graduate Engineering Trainee will be on-boarded as full time employees on our payroll and all employee benefits would also be extended to them over.

Please find enclosed the following for your perusal:

- Job Profile & Eligibility Criteria
- Registration Format for capturing details of interested candidates

Continuation**About Graduate Engineering Trainee Campus Hiring 2018:**

Our Graduate Engineering Trainee program is an exciting fast track development initiative for bringing on-board bright fresh graduates engineers, giving them a chance to develop and become world-class IT professionals. This training will give them exposure to learn the proper lexicon and terminology for domain in which they will work. It will expose them to advance technologies like Robotics, Artificial Intelligence, machine learning, workflow systems and large enterprise projects.

Our Program aims to give support through strong mentoring skills and onsite working with client both in India and Overseas locations. It will also enhance participants' ability to communicate effectively with the senior executives, clients. Basis our focused efforts towards training and grooming them, we would be having a Service Agreement of 2 years.

Benefits:

- Experience of working with one of the pioneers in IT company (CMM 4 Certified) in India
- Career growth and development opportunities
- Exposure to the developing in latest technology
- Competitive salary+ Benefits
- Your home town (Nasik) based opportunity
- Higher Education Program

The Graduate Engineering Trainee will be on-boarded as full time employees on our payroll and all employee benefits would also be extended to them over.

Eligibility Criteria and Job Description

Eligibility:	BE IT and Computers with minimum 58% - 60% in SSC, HSC/Diploma & in all semesters of Engineering.
Skill Set/Competencies:	Good in his/her basic understanding of programming skill, Sharp Analytical skill, High IQ & Result oriented, Urge to learn new things and excellent communication skills. The candidate must be ready to travel to client locations within and out of India.
Job Description:	The Entry level Software Developer is part of the software development team, Building and working on enterprise in software systems on top of the Microsoft .NET development stack.

To be successful in this role, programmers must demonstrate their knowledge of critical thinking, and problem solving. The Software Developer is involved in all areas of development from design to development to testing.

Working with software development team to develop, Test, and maintain Robotics solutions.

- Analysing and resolving technical and application problems.
- Complex algorithm, Logic building and R&D activity.
- Working and contributing innovative ideas in Software Development.
- Involve in the collection and documentation of user's Requirement, and estimates.
- Adhering to high-quality development principles.
- Develop.NET application codes according to technical and Business requirements.
- Proficiency with OOPs Concepts, ASP.NET,SQL Server, HTML, CSS, Java Script, C#.
- Manage.NET application maintenance and troubleshoot
Detect problems
- Excellent debugging and problem-solving skill

The final selected list will be shared with the TPO in the evening of 20th March. The selected Candidates will visit Datamatics for offer letter collection and document submission.

Request you to share the details of the interested candidates in the enclosed registration format latest by 16th March 2018

Regards,

Sanjay Mulikar



**Head Human Resources
Datamatics Global Services Ltd.
Nasik**

Please reach out to me at sanjay.mulikar@datamatics.com or uday.deshmukh@datamatics.com should you need more information

30 April 2018

Neeraj Suresh Chindhade
Nashik

Dear Neeraj,

Welcome to the Quick Heal Family! We are pleased to offer you for the position of **"Support Engineer - Consumer"** in **Band – E1** of our organization. The terms & conditions of the offer are given below.

1. Your initial place of posting is Nashik.
2. You are expected to join as early as possible and not later than 21 May 2018 failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Working days & shift timings are rotational.
3. You will be on probation for a period of six (06) months. Based on the six monthly assessments, your services will be confirmed.
4. This offer of appointment is conditional and subject to your clearance of the **Reference Checks and Background Verification**.
5. This is not a regular offer of appointment but a letter of intent. This letter shall not be treated as exhaustive agreement of employment between the Company and You, and you will be under obligation to execute an Employment Agreement (Appointment Letter), which will be provided on your date of Joining.
6. Please submit the following at the time of your joining, failing which your offer letter stands canceled
 - A copy of the relieving / resignation acceptance letter from your present employer.
 - Documentary evidence of the last salary drawn.
 - Documentary evidence of date of birth (PAN Card/Aadhar Card/Voter id).
 - Attested copy of all Educational Qualifications (SSC, HSC, and Degree/Diploma/Certificate of proficiency, if considered for the offer).
 - Four passport size photographs with white background only (mandatory).
 - Experience & Relieving letters from all previous organizations as declared.

Please Note: The above documents are mandatory to be submitted at the time of joining. In the event of any non-compliance, company may extend the validity of this Offer or rescind the Offer in totality at its sole discretion. Kindly carry the originals as well for verification.

7. The Compensation and Benefits structure applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

Please return the duplicate copy of this letter duly signed / via your personal email id indicating your acceptance of our terms and conditions of employment. We once again would like to thank you for your interest in seeking a career with Quick Heal and hope you will have a fruitful and successful career with us.

Yours sincerely,
For Quick Heal Technologies Ltd,



Malini Sathi
General Manager - Human Resources