

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

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR)
1	2021-22	Khumbharkar Nikhil 9545094626	MSc Computer Science	2021-22	Wemaxx , Vaiday Kale, Pune	14950 p.m.
2	2021-22	Dalavi Gaurav Hanumant 9096159620	MSc Computer Science	2021-22	Clover Infotech Pvt Ltd, J.B.Nagar, Andheri(E), Mumbai	15000p.m
3	2021-22	Jagdale Vaishanavi Satish 8975151049	MSc Computer Science	2021-22	Tech Mahindra Ltd , Gateway Building, Appollo Bunder, Mumbai	13300 p.m
4	2021-22	Khamkar Pratik Suresh 7709190153	MSc Computer Science	2021-22	Infosys Ltd, Mysore, Karnataka	17800 p.m
5	2021-22	Gaikwad Renuka Balaso 9834236883	MSc Computer Science	2021-22	MachBizzMarketers Pvt.Ltd, Electronic Estate, Parvati, Pune	17500 p.m
6	2021-22	Mulik Hema 9970938502	MSc Computer Science	2021-22	Shubha Systems, Fountain Head Apts, Kothrud, Pune	25682 p.m
7	2021-22	Jadhav Suhas Dadaso 8888578953	MSc Computer Science	2021-22	Golden Source., Tower II, Andheri Kurla Road, Sakinaka, Andheri(E), Mumbai	58333 p.m
8	2021-22	Jagtap Vaibhav 9373035882	BBA (Computer Application)	2021-22	Wipro Ltd, Vimal Nagar, Pune	15500 p.m
9	2021-22	Nikhil Chhagan Borate	MSc Chemistry	2021-22	STERLING HEALTHCARE, LIMITED, Urse, Mumbai Expressway, Mval, Pune	16110 p.m
10	2021-22	Ankita Sanjay Kurade 976456807	MSc Chemistry	2021-22	Unichem Laboratories Ltd., Jogeshwari (W) Mumbai	15500 p.m
11	2021-22	Mule Prathmesh 7410704463	MSc Microbiology	2021-22	Aptara Technonogies Pvt Ltd., Garnet Residency, Wanawadi, Pune	15000 p.m
12	2021-22	Hemant Magar 9146937620	Bvoc Computer Software Development	2021-22	Smart Sevices, Narayan Height, Cinchwad Pune	12500 p.m
13	2021-22	Vedpathak Prajakta 9146990169	M.Com	2021-22	VADAKKEMURIYIL FINANCE COMPANY, KATTOR	6000 p.m
14	2021-22	Sumeet mohan chikane 9503800967	M.Com	2021-22	Axis Bank	16172 p.m
15	2021-22	Borkar abhishek suresh 9370598173	M.Com	2021-22	Samsung india	14839 p.m
16	2021-22	Phadatare Savita Manohar 9112443422	M.Com	2021-22	VTC 3PL services PVT LTD	15000 p.m
17	2021-22	Bansod Sakshi Pandurang7498673740	M.Com	2021-22	Te connectivity, shirwal	11200 p.m



1st June 2021

Mr. Nikhil Kumbharkar

Tal - Purandar, Vanpuri,

Pune, Pin - 412301

We have a pleasure in appointing you as '**Trainee Software Engineer**' in the company, on the following terms and conditions.

The terms and conditions are as given below:

I. Your emoluments will be as under:

EARNINGS		DEDUCTIONS	
Basic Salary	4485.00/Month	Professional Tax	200/Month
House Rent Allowance	1345.50/Month		
Conveyance Allowance	3000.00/Month		
Special Fix Pay (SPF)	6119.50/Month		
Total Monthly Gross Compensation	14950.00/Month	Total Monthly Deductions	200/Month
Accidental Insurance Premium			600 P.A
Cost to Company (CTC)			144000 P.A

You will commence your employment presently at Pune, effective from **1st June 2021**.

II. Period of Probation

You will initially be on a probation for a period of **Six months**, which may Be extended, by a further period of three months at a time by the Company if Necessary. You will continue to be on probation till the company specify in Writing confirms your services. The notice period during the probation period will be **Two months**.



III. Confirmation.

Your service shall be confirmed on the satisfactory completion of your probationary period at the discretion of the management. You should give **Two month notice** in writing to the company in case you decide to resign from the services.

IV. Progress in the Company

Your progress in the company would be primarily based on your performance. The management will periodically review your performance during your career. And such appraisals, in addition to the company performance, will be the Basis on which your compensation will be reviewed.

V. Act of Misconduct

You will have to abide by the terms and conditions of your appointment and the rules and regulations of the company as may be modified from time to time, the breach of which would amount to a major misconduct.

You shall not indulge in any activity which is unbecoming of an employee of the company and you shall not do any act or deed which is prejudicial to the interest of the company, such as: -

- Acting against the interest of the company.
- Acting in collusion with the company's competitors
- Taking part-time employment whilst in the service of the company or otherwise is associated with any other Company.
- The said employee should not join to any of employer's client one year from the date of relieving from Project or Company. In such cases that employee will not be eligible for Full & Final Settlement and employer will be free to seek judgment from the court.

Acting in any manner, which is unbecoming of an employee of the Company.

VI. Protection of Confidential Information

You will not engage in other employment whilst in the employment of the company.

You will also devote the whole of your attention to the work and duties to which you may be assigned and subject entirely to the rules of conduct, discipline and relevant conditions of service applicable to the employees of the company.

During the continuance of your employment or thereafter you shall not disclose to any person whomsoever, any information of any description whatsoever, which may come to your knowledge in the course of your employment.



VII. Other Conditions

You are liable to work anywhere India or abroad as required by the company during the period of your employment with us. While you work on any foreign assignment you will be governed by the terms and conditions of the foreign assignments as well as the rules and regulations as are in force at the sites of your work.

You will also have to abide by the terms, conditions, rules, regulations and norms of discipline that may be laid down by the company in India from time to time, even while you are in your assignment.

You will have to take up such other work as may be assigned to you by the Company while you are on assignment which may be incidental to or connected with your employment as '**Trainee Software Engineer**' of your company.

If any declarations given or furnished by you to Company prove to be false or if you are found to have willfully suppressed any information, in such case you will be liable to be terminated from service without any notice.

If you accept the above terms and conditions, you are requested to return the duplicate copy of this letter of appointment duly signed by you as a token of your acceptance.

Welcoming you as part of **Wemaxx** team

Yours Sincerely,

For Wemaximum Services Pvt Ltd

(ACCEPTED)

Vaidehi Kale

Nikhil Kumbharkar

Offer Letter

12th November 2019

Gourav Hanumant Dalavi
Mumbai

Dear Gourav,

This has reference to your application for a suitable post and the subsequent interview you had with us.

We are pleased to offer you the position of **Trainee** for a period of 12 months in our organization. You will be located at our **Mumbai** office.

You will be entitled for Annual CTC of Rs. **1,80,000/- (Rupees One Lakh Eighty Thousand Only)**.


Kindly contact the HR Department to complete joining formalities on the day of your joining. Also, kindly bring with you the following documents.

1. Original and Photocopy of Certificate of Educational/Professional qualifications.(1 copy)
2. Passport Size Color Photographs. (6 copies)
3. Photocopy of your Birth Certificate or Proof of Age. (3 copies)
4. Photocopy of your Passport / Ration Card / Voter ID / Aadhar Card / Driving License. (3 copies)
5. Pan Card Copy - (3 copies).

Please return the duplicate copy of this letter duly signed by you as a token of your acceptance of the above terms and conditions. The detailed trainee letter will be issued on your joining date.

For **Clover Infotech Pvt. Ltd.**,



 **Elizabeth Paul**
Senior Vice President – Human Resources

Confidential

Clover Infotech Private Limited

Corporate Office: Dhana Singh Processors Building, Vazir Glass Lane, J. B. Nagar, Andheri (E), Mumbai-400059, Maharashtra, India. Tel: +91 22-29261650 Fax: +91 22-29262001
Registered Office: Clover Centrum, No. 5, Galaxy Society, 245 Boat Club Road, Pune 411 001, Maharashtra, India. Tel: +91 20 26160022/23/24, 6726 5700 Fax: +91 20 2616 0020
Website: www.cloverinfotech.com Email: clover.info@cloverinfotech.com CIN No. U72200PN2000PTC014922

India | Dubai | USA

ANNEXURE - I

Gourav Hanumant Dalavi
Trainee
M0

Details	Salary Structure	
	PM	PA
Stipend	14,165	169,976
Stipend per month	14,165	169,976
Medical Premium	375	4,500
ESIC	460	5,524
Total Cost To Company	15,000	180,000

Notes

Clover Infotech has the right to restructure components differently, as per prevailing policy.

You will not be entitled to all the components as India salary if you are deputed abroad.

Income - tax deduction, if applicable, will be as per the Income Tax- Act- 1961*

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of 2 years from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Indian Rupees.15,000/- (Indian Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **05-MAR-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **VINCY VARGHESE** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **FresherQuery@TechMahindra.com** by **05-MAR-2021**.

For Tech Mahindra Limited



Venkat Paturi
Head - Resource Management Group

Encl: Annexure-A & B Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H ? General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond.

Date:

Signature:
Vaishnavi Satish Jagdale

ANNEXURE - A

NAME	Ms Vaishnavi Satish Jagdale	
TITLE	Jr. Software Engineer	
BAND	U1	
LOCATION	PUNE	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	40887
	HRA (@50% OF BASIC)	20444
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	4906
	FLEXIBLE COMPONENTS OF TFP	46052
	TOTAL FIXED PAY..... (A)	136289
	TOTAL VARIABLE PAY (TVP)..... (B)	15143
	ADDITIONAL BENEFITS..... (C)	8568
	GRATUITY	1967
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	160000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

ANNEXURE - B

NAME	Ms Vaishnavi Satish Jagdale	
TITLE	Jr. Software Engineer	
BAND	U1	
LOCATION	PUNE	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	52881
	HRA (@50% OF BASIC)	26441
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	6346
	FLEXIBLE COMPONENTS OF TFP	66601
	TOTAL FIXED PAY..... (A)	176269
	TOTAL VARIABLE PAY (TVP)..... (B)	19586
	ADDITIONAL BENEFITS..... (C)	9145
	GRATUITY	2544
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	205000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

HRD/2T/1001007096/20-21

February 15, 2021

Mr. Pratik Suresh Khamkar
Someshwar Nagar,
Taluka Baramati ,
Baramati-412306
India

Ph: +91-7709190153

Dear Pratik,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.02.15 17:08:39 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation)

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

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

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

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

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

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

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



MachBizz
Marketing Channel for Business

Ref/MB/OFL/021.

Date: May 13, 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Miss. Renuka Balaso Gaikwad** is in employment with us from November 23rd, 2021 to till date as Research Analyst (CD+PV Day Shift), Employee ID: 01025, and whose signature is appended below is a bona fide employee working with Machbizz Marketers Pvt. Ltd. till date, also note because of COVID-19 we are still working from home

Miss. Renuka Gaikwad is attested herewith,



Note: This letter issued for Education purpose .

Hrushikesh Talote

Yours sincerely

Machbizz Marketers Pvt. Ltd.





SHUBHA SYSTEMS



Date: - 30/04/2021

To,

Ms.Hema Mulik

Sub: - Offer letter.

Dear Hema,

With reference to your application and subsequent interview, we are pleased to offer you the position of "Hr Assistant" in our organization. Your compensation would be INR 25682/- per month including employer's PF contribution & bonus.

You are requested to confirm your date of joining. Formal letter of appointment will be issued after joining.

We look forward to your joining us and grow with us:

Thanking you,

For Shubha Systems



Authorized signatory

Date: - 30/04/2021

Accepted and Agreed

Signature:

Name

GS/HRM/AL/8,437
Date: 14-Jul-2022

Name: Suhas Dadaso Jadhav
Address: AP: Wanewaadi, Post: Someshwarnagar,
Taluka: Baramati, Dist: Pune,
Pin Code - 412306

Dear Suhas Dadaso Jadhav,

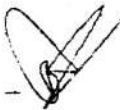
Ref: Appointment Letter No. GS/HRM/AL/8,437

With reference to the discussions we had with you, we are pleased to inform, that you will be eligible for a one-time bonus of Rs.50,000/- (Rupees Fifty Thousand only) which will be paid after 3 months from the date of joining.

In event of you resigning from the company within one year of your joining the amount paid would be recovered from you.

Looking forward to a long and mutually fruitful association with you.

Yours sincerely,



Ritesh Advani
Vice President-Human Resources



March 31, 2022

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

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

Dear VAIBHAV JAGTAP,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Anand Swamy", is written over a horizontal line. The signature is slanted and written in a cursive style.

Date: 09th May 2022To,
Mr. Nikhil Chhagan Borate
A/p Pimprad Tq Phaltan,
Dist. Satara.
415523.

Dear Nikhil,

This has reference to your application for employment and the subsequent interview you had with us. We have pleasure of offering you appointment as 'Trainee - QC' with effect from 9th May 2022, on the following terms and conditions:

At present your work location will be at our Talegaon, Pune plant, where you are posting. However, your services are liable to be transferred to any other department, work site, offices, branches, factories associated or group companies anywhere in India/outside India depending upon the exigencies of work.

Also please note that the remuneration [Annexure-I] information is strictly confidential. We request you to use discretion in handling your remuneration related information. As company policy, we prohibit sharing this information with others with unauthorized personnel. Any violation to this will be treated as serious matter by the company.

You are requested to submit the following documents along with you, at the time of joining.

1. All original certificates with photo copy of each regarding Educational Qualification, Experience and Date of Birth.
2. Relieving Certificate of Previous Employer.
3. Six passport size recent photographs.
4. Residential proof such as Electricity bill/Election Card or Telephone Bill.
5. Photocopy of Pan Card.
6. Photocopy of EPF Universal Account Number (UAN) card.

In case of any anomalies in the facts declared and documents presented, this letter of offer of employment stands withdrawn and management will not be obliged to entertain any requests pertaining to this subject.

Please contact HR Department at 08:30 am on the date of joining, to complete the joining formalities.

Please sign and return a duplicate copy of this letter in token of your acceptance of the terms contained herein and give a confirmation of your joining.

We look forward to having a long-term association with you.

Yours faithfully,
For STERLING HEALTHCARE LIMITED



Rajendra Nehete
VP-Operations



I have read and understood the terms and conditions mentioned above and in the 'Annexure I'. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the engagement on the said terms and conditions. By accepting this offer, I authorize to verify the documents, which includes my current/previous Employment history, Educational / Professional Credentials and background verification.

Signature: _____

Name: _____

Date: _____

Page....1 of 3

(Mr. Nikhil Borate)

Duel Employment

You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

Good practices

You shall follow all the good practices applicable to the Company business at any time of your employment with the Company and accept all the changes which made by the Company on time to time. If you found to neglect / devote any good practices defined by the Company for area where you are deputed to perform your work, will be eligible for strict action or termination of you service without notice.

Policy

You are required to adhere to the Environment Management System Policy, you are required to sign the copy of the policy attached herewith.

Amendment to the Compensation and Benefits

The Company reserves the rights to modify your compensation structure time to time depending on need, and changes any benefits if it's required on time to time and you shall be intimated about the changes as required.

Jurisdiction

Any disputes arising out of and / or relating your employment with the Company shall be subject to the jurisdiction of city of Pune only.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above mentioned terms and conditions of the employment, having read the attached policy and on joining you will abide by its prescriptive principles.

We wish you a long association and fruitful career with us.

With regards,

Yours Sincerely,
For Sterling Healthcare Ltd.


Rajendra Nehete
VP-Operations



I read and understood all the above mentioned terms and conditions and accept the same by signing below.

Date: _____

Sign _____

Name: _____

**ANNEXURE-I
 SALARY STRUCTURE**

Name : Nikhil Borate
 Dept. : QC

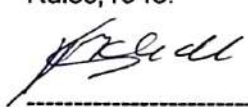
DOJ : 09/05/2022
 EMP No. : SHL00735

Sr. No.	Particulars	Amount Per Month (INR)
A	1 Basic	11,736
	2 HRA	587
	3 Medical Allowance	-
	4 Education Allowance	-
	5 Conveyance Allowance	-
	6 LTA	-
	7 Adhoc Allowance / Variable Allowance	969
	TOTAL - A (Gross Salary)	13,292
B	8 PF Company Contribution 12% on Basic	1,408
	9 ESI Company Contribution 3.25% on Gross(Total - A) if applicable as per ESI Act.	432
	TOTAL - B	1,840
C	10 Gratuity 4.81% on Basic Salary **	NA
	11 Annual Performance Pay**	NA
	12 Bonus***	978
	TOTAL - C	978
	GRAND CTC [A+B+C]PM	16,110
	GRAND CTC [A+B+C]PA	193,317

* Gratuity will be paid as per the provision of The Payment of Gratuity Act, 1972.

** Annual Performance Pay if applicable will be based on grade as per company policy, this will be paid based on your performance you have in the last year/period.

*** Bonus will be paid as per the provision of The Payment of Bonus Act and Rules, 1948.


 Rajendra Nehete
 VP - Operations





UNICHEM
LABORATORIES LTD.

IIR/cm/1234

17/01/2022

MS ANKITA SANJAY KURADE
A/P: TARUKH, TAL: KARAD,
SATARA,
MAHARASHTRA.
PIN: 415103

LETTER OF APPOINTMENT

DEAR MS KURADE,

Further to your application dated 06/01/2022 and subsequent interview you had with us, we are pleased to engage you as "TRAINEE" on the terms and conditions detailed below.

1. You will be on training in the **QUALITY ASSURANCE** Department and can be transferred to any other department/section or branch of the Company at the sole discretion of the Company.
2. The training period will be for the period of six months starting from 17/01/2022 and ending on 16/07/2022.
3. During the training period, you will be paid an all inclusive stipend of **Rs.7500.00 (Rupees Seven Thousand Five Hundred Only)** per month. You will also be paid **Rs.3000.00 (Rupees Three Thousand Only)** per month towards IIRA and **Rs.5000.00 (Rupees Five Thousand Only)** per month towards Other Allowance. You will be eligible for Provident Fund and E.S.I. benefits as statutorily applicable.
4. Your engagement as trainee is being made without any obligation or condition that you will be appointed as an employee after the completion of the training period.
5. The Management expects you to take training in the section in which you are placed, with high standard of discipline, initiative, efficiency and economy.
6. You will devote your whole time attention to the training and will not work or undertake any other direct or indirect business or work honorary or for remuneration, except with the written permission of the Management.

Contd....2

Registered Office: Unichem Bhavan, Prabhat Estate, Off S. V. Road, Jogeshwari (West), Mumbai - 400 102, Maharashtra, India.
Tel.: +91 (22) 66888333 • Fax.: +91 (22) 26784391 • Website: www.unichemlabs.com • CIN : L99999MH1962PLC012451
Goa: Plot No. 15 to 18, Pilerne Industrial Estate, Pilerne, Bardez, Goa - 403 511, India. • Tel.: +91 (832) 6655000

7. During the period of training you will submit periodical reports/diary (daily, weekly, monthly, as stipulated by the Management) with the details of the assignment carried out by you along with your observations and suggestions. Such reports shall not be shown to any unauthorised person or made use of for any other purpose.
8. You will not give to anyone by word of mouth or otherwise, particulars of our manufacturing processes, technical know-how, security arrangements, administrative or organisational matters, whether of confidential nature or not, that you may come to know during the course of your training.
9. This training can be terminated by either party by giving 24 hours notice without assigning any reason.
10. The Company is under no obligation to provide you any transport and it is understood that you will attend your training at the appointed time at your own arrangements.
11. During the training period you will be required to attend training in shifts including night shift.
12. You will observe and obey all the lawful rules, orders and instruction of your superiors. You will also bring to the notice of your superiors forthwith any errors/mistakes you have committed in the process of your training.
13. You will be responsible for all the property of the Company like tools, equipments, instruments, raw materials, books, drawings, etc., directly entrusted to you or which have come into your possession by nature of your work. You are responsible to maintain them in good condition and handover to the Company in the same condition while you discontinue the training or when so directed.
14. Your engagement as trainee and its continuance is subject to your remaining medically fit. You will undergo at any time as desired by the Management, medical examination or test by the Medical Officer nominated by the Company. In case the medical test reveals that you are suffering from any contagious or other disease which is harmful for other persons in the organisation or which come in the way of your or others' normal working, your training will be terminated without any notice or monetary compensation.

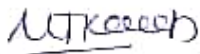
Contd....3

15. If at any time the Management is not in a position to provide you with any training for any trade or business exigencies or due to any reason beyond the control of the Management, your training period shall automatically come to an end, without any notice or compensation.
16. During the training period you will not be entitled for any benefit, privileges granted to the permanent employees of the Company.
17. This letter is being issued to you on the understanding that you have furnished all the required relevant information and that all such information furnished by you, both at the time of interview as well as in your application are complete and correct. If, however, the Management comes to know after you have joined training with us, that you have intentionally or otherwise, withheld certain information or that the information provided by you is false or incomplete, the Management reserves the right to terminate your training without enquiry or notice.

In case the above terms and condition are agreeable to you, please sign and return the duplicate of this letter to us in token of your acceptance of the above terms and conditions.


Thanking you,

Yours faithfully,
for UNICHEM LABORATORIES LIMITED,



Utkarsh Patil
(ASSOCIATE VICE PRESIDENT)

This letter and all the clauses have been read and explained to me.
I have fully understood and accepted the above terms and conditions.
All future communication from the Company may be addressed to the following
address :

Signature : 
Name : Kurade Ankita Sanjay
Date : 17/01/2022


UNICHEM

Ref:ATPL/HR/PA
Date: 10th October 2022

Prathmesh Mule

Subject: Professional Consultancy Agreement.

Dear Prathmesh,

In pursuance to our discussions, and as agreed we are pleased to offer you a work assignment as a **Professional Consultant** in Aptara Technologies Pvt. Ltd. on the following terms and conditions.

Terms of Contract:

1. As a specialist you shall advise and provide your specialized service" and the assignments whatever may be given to you from time to time.
2. Your professional agreement will commence on "11th October 2022" which shall automatically come to an end on "11th April 2023" during this period, you shall be paid a consolidated monthly Professional Fees of Rs. 15000/- per month.
3. Place of Work: Work from Pune Office
4. Nature of Work: Data Entry Operator
5. TDS will be applicable on your invoice amount as per the income tax rule. Any other applicable TAXES will be considered on your invoice as per government notifications (GST as applicable will be considered on the monthly invoice and it is Consultant's liability to inform & submit the requisite details for the same).
6. You shall act in the interests of the Company and if found otherwise shall be treated as material breach of this agreement and shall be thus be liable to be terminated without giving any advance notice.
7. **You have specifically agreed as under:**
You will not undertake any work that in any way competes with the assignment/business of the Company.

Aptara Technologies Private Limited

New Delhi: B-2/88, Safdarjung Enclave, New Delhi - 110029 | India | Phone: 011-26712908
Noida: Plot No. 37, Block A, Sector - 60, Gautam Budh Nagar, Noida, Uttar Pradesh Pincode - 201301 | Ph: 120-7192525
Registered Office: F No. A/16, Garnet Residency, S No. 9/13+14+15, Wanawadi, Pune, MH-411040 | India
Phone: 020 - 65005623 | Email: aptarapune@aptaracorp.com | CIN No: U74999PN2010PTC150688
APTARACORP.COM



19/08/2022

Sub: Offer Letter

Dear Sir,

We are pleased to make this offer of employment with **Smart Services**, (the "Company"), and subject to, inter alia, your acceptance of the following terms and conditions of service. With reference to your application for employment, we are pleased to appoint you on a contractual basis for location "Pune" in our company w.e.f. **19th August 2022**.

You would be based in and would operate from our client establishment "**ESIC Hospital**", Secowad.

ESIC Hospital - Secowad		
Sr No	Employee Name	Date of Joining
1	Hemant Magar	19-08-2022

For Smart Services,

For Smart Services

A handwritten signature in blue ink, appearing to read "Hemant Magar", is written over a circular stamp.

Authorised Signatory



CIN-U65999TZ1990PLC002916, RBI Regn - B-07-00535

No: AL/321/2021

Date: 01/01/2021

Prajakta Omkar Vedpathak
Ubhi Peth, Main Road
MOH TARF Shirwal
Khandala
SATARA DISTRICT - 412 801

APPOINTMENT LETTER

In response to your application and the subsequent personal interview, the management of the company is pleased to offer you employment in our company in the capacity as **Business Associate (Clerk)** on probation for a period of six months with effect from 01-01-2021, subject to the following terms and conditions which may be extended if required.

1. Your appointment will be covered by company service rules and regulations in force as of now and also additions/alterations effected from time to time.
2. You will be paid a sum of Rs. 6,000/- (Rupees Six Thousand only) every month which is inclusive of all allowances, till such time the company decides for an upward revision. In addition you will be entitled to incentives on target based business earned by the company through you at rates fixed from time to time.
3. Your appointment and continuation in service will be subject to periodical performance review by the concerned authorities.
4. You are posted to our **Shirwal Branch** initially.
5. Your services are liable to be transferred to any of the company branches and or sister concerns as and when required.
6. You shall discharge duties entrusted to your care faithfully and diligently. You may also be required to perform duties assigned to you by the management as and when required in addition to your regular duties.

Corp. Office : Vadakkemuriyil Office Complex, Kolabhagam P.O.,
Thadiyoor, Pathanamthitta Dist. - 689 545
Ph : 0469 - 2654044, Mob: 8086622444

Regd. Office : Room No.14, 208 Chellappan Street
Kattoor, Coimbatore - 641009
Ph : 0422-2230444, Mob. 09447065644

E-Mail : admin@vadakkemuriyil.com

Date : 12-Aug-2022

Name : SUMEET MOHAN CHIKANE

Address : JEJURI PANDESHWAR ROAD CHIKANEWADI NAZARE KP NAZAREKADE PATHAR PUNE MAHARASHTRA 412303

Employee Code : AS558278

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RETAIL ASSETS MORTGAGE HOME LOAN BRANCH** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **18-Aug-22** . Your place of work shall presently be at **SASVAD**.

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

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

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	6347	76164
HRA	3174	38088
Bonus	1750	21000
Special Allowance	2326	27912
Mobile Allowance	500	6000
Employer Provident Fund	1311	15732
Employer ESIC	459	5508
Gratuity	305	3660
CTC	16172	194064

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

3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge

to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 7 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 7 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 7 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

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

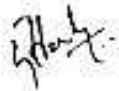
Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance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

A list of documents to be submitted at the time of joining is given for your information.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,

For Quess Corp Limited



Tej Hans Raj Singh

Deputy CEO: Quess Staffing Solutions

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

Name: SUMEET MOHAN CHIKANE

Signature:.....

Emp Id: AS558278

Place:.....

Date:.....

Date: Dec 22, 2021
 Offer No : QS2423926

ABHISHEK SURESH BORKAR
 PUNE
 PUNE
 MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **ABHISHEK SURESH BORKAR**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to SAMSUNG INDIA ELECTRONICS PRIVATE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from DEC 26, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from DEC 26, 2021 to NOV 25, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at PUNE.

POSITION:

You are appointed as SEC.

Quess Confidential

Offer No : QS2423926

Page 1

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Employee Signature

Compensation Sheet

Offer No: **QS2423926**
Designation: **SEC**

Associate Name: **ABHISHEK SURESH BORKAR**
Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12900	154800
House Rent Allowance	864	10368
Statutory_bonus	1075	12900
Gross Salary	14839	178068

Employer's Contribution		
Employer Provident Fund	1678	20136
Employer _esi	483	5796
Total Contribution	2161	25932
Cost to Company : (CTC)	17000	204000

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1548	18576
Professional Tax	200	2400

Quess Confidential
Page 6

Offer No : QS2423926

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Employee Signature

Date : 12 September 20222.

To

Savita Manohar Phadatare,

Employee Code : PNA 1927

Subject : Appreciation letter

Dear Savita ,

We are glad to learn that you have been performing well at your job for the past several months .Congratulations on achieving your target every month and meeting the expected level .We are also happy to see that you have a high level of work ethics by being punctual and dedicated to work.

The senior management has taken a note of your good performance .They would like to convey their sincere appreciation to you.

We hope you will continue to strive hard to I outperform at work. We wish you best of luck for your success.

Excellence performance in automization of DRS and Trip sheet in tally .

Thank you once again for all your contributions.

Yours sincerely,

For **VTC 3PL SERVICE S PVT.LTD**

Authorized signature,



Mr vishal Ambadkar

BSA Corporation Limited

(Formerly Known as BSA Facilities Limited)



APPENDIX -II- CONTRACT LETTER WITH NEEM TRAINEE

Date : 08-06-2021
NEEM ID : 1-10142749864

Dear Mr./Miss. : BANSOD SAKSHI PANDURANG

NEEM - Trainee Contract letter


We are pleased to engage you as NEEM Trainee subject to the following terms & Conditions:

1. We are glad to inform you that you are placed as a Trainee Engineer under NEEM at TE CONNECTIVITY (I) PVT LTD.SHIRWAL-412853
2. The period of training shall be 08-06-2021 with start date and 07-06-2024 end date.
3. It shall not be obligatory on the part of the NEEM Facilitator to offer any employment to the apprentices on successful completion of period of trainee in his/her establishment nor shall it be obligatory on the part of the NEEM trainee to accept any employment under the employer. As NEEM trainee undergoing training in an establishment you shall be a trainee and not a worker and as such, the provisions of any law with respect to a laborer or work shall not apply to or in relation to you.
4. As a trainee Engineer you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment failing which suitable disciplinary action would be taken up to the extent of termination of training period
5. As a Trainee Engineer you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As Trainee Engineer you shall maintain a record of your work during the period of the NEEM TRAINING in a Performa Prepared and approved by NEEM facilitator.
7. When the contract of training is terminated for failure on your part to carry out the terms of contract, you shall refund to the NEEM facilitator as cost of training such amount as may be determined by NEEM facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM)
8. The Contract of training can be terminated without compensation payment to the NEEM trainee-
 - i. If you secure gainful employment (on production of copy of the appointment letter); and
 - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon attached to any Government Hospital.
9. For breach of contract by NEEM facilitator, NEEM facilitator shall pay compensation to you in accordance with the Minimum wages specified for that category.
10. Continuance of payment of stipend (as applicable) shall depend on your satisfactory performance during the training period.
11. NEEM facilitator will formulate a "Training Programme" for the training of NEEM Trainee and shall make suitable arrangements for facilitating the same.
12. Trainee Engineers shall be imparted training according to normal hours of work of the department in the establishment to which he/her attached for training.
13. The stipend for a particular month shall be paid before the 10th of the following month.
14. Any disagreement of dispute between NEEM facilitator and the NEEM trainee arising out of the Contract shall be referred to the Governing body of NEEM facilitator.

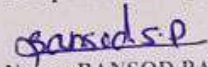
ENDORSEMENT

I hereby confirm acceptance of the above NEEM contract letter, on the terms and conditions stipulated therein, I understand and agree that my signing this contract does not constitute employment by NEEM facilitator or any guarantee of employment.

For BSA Corporation Ltd.


Authorized Signatory

Acceptance and Agreed


Name: BANSOD PANDURANG

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in