



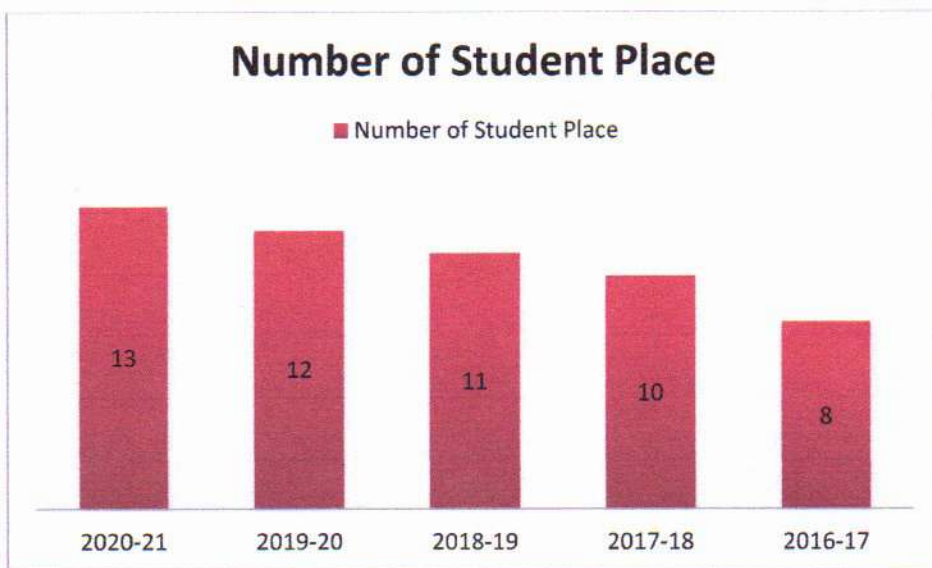
SGMSPM's
SHARADCHANDRA PAWAR INSTITUTE OF
MANAGEMENT OTUR,
PUNE - 412409

Approved by AICTE, Recognized by DTE (Govt. of Maharashtra),
Affiliated to Savitribai Phule Pune University

Year wise Placement of Outgoing Students from Last Five Year

Sr. No	Year	Number of Student Place
1	2020-21	13
2	2019-20	12
3	2018-19	11
4	2017-18	10
5	2016-17	8

Graphical Representation



IQAC Co Ordinator
Sharadchandra Pawar
Institute of Management
At-Dumbarwadi, Post-Khamundi,
Tal-Junnar, Dist-Pune 410504

Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune





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SHARADCHANDRA PAWAR INSTITUTE OF
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PUNE - 412409

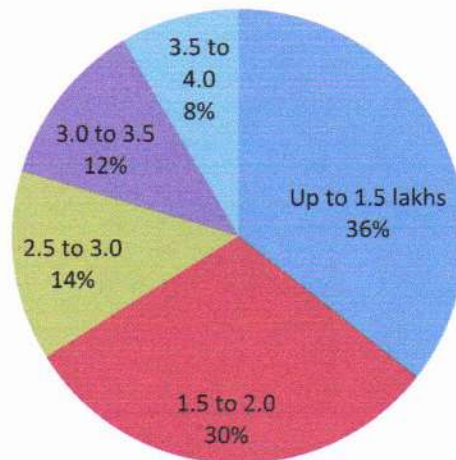
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Affiliated to Savitribai Phule Pune University

Package wise Placement of Outgoing Students from Last Five Year

Sr. No.	Package Received in lakhs	Number of Students Placed
1	Up to 1.5 lakhs	21
2	1.5 to 2.0	18
3	2.5 to 3.0	8
4	3.0 to 3.5	7
5	3.5 to 4.0	5

Graphical Representation

Package wise Number of Students Placed



IQAC Co Ordinator
Sharadchandra Pawar
Institute of Management
Dumbarwadi, Post-Khamundi
Tal-Junnar, Dist-Pune 410504



Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune

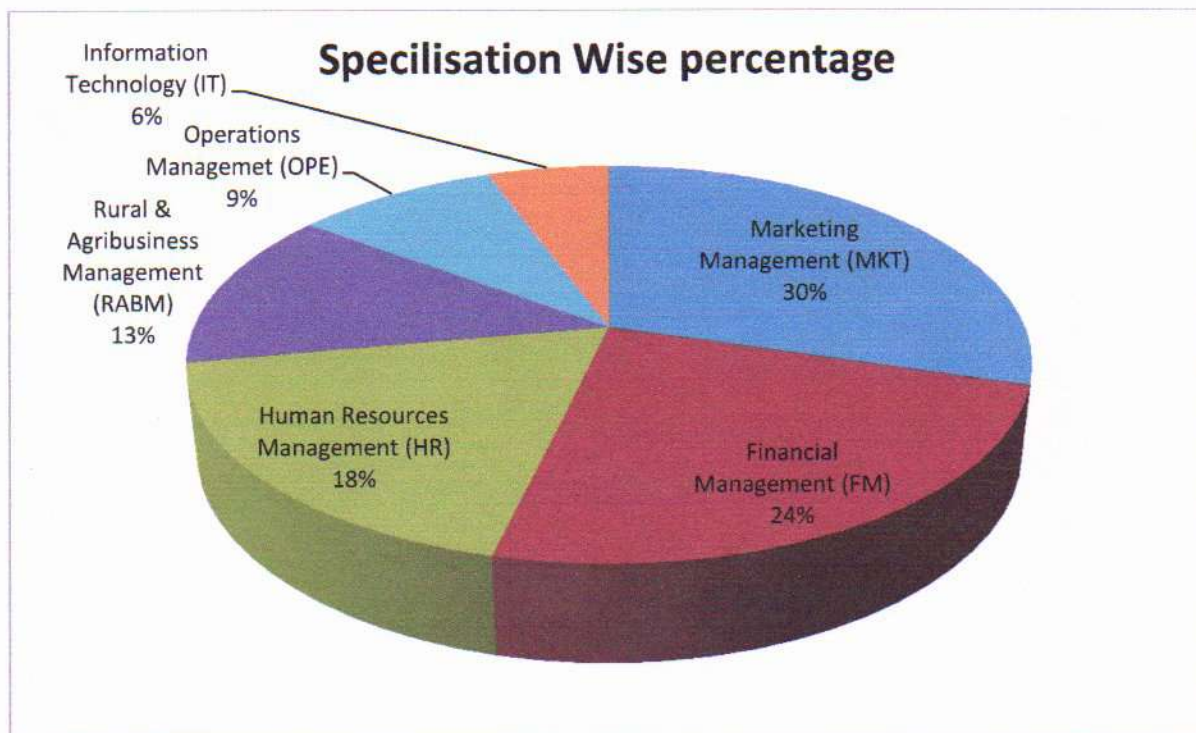


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Specialization Wise Student Placed in Last Five Year

Sr. No.	Name of specialization	2020-21	2019-20	2018-19	2017-18	2016-17	Total
1	Marketing Management (MKT)	4	4	3	2	3	16
2	Financial Management (FM)	2	2	5	3	1	13
3	Human Resources Management (HR)	2	2	2	1	3	10
4	Rural & Agribusiness Management (RABM)	3	2	0	2	0	7
5	Operations Management (OPE)	1	2	1	1	0	5
6	Information Technology (IT)	1	0	0	1	1	3
	Total	13	12	11	10	8	54



(Signature)

IQAC Co Ordinator
Sharadchandra Pawar
Institute of Management
 At Dumberwadi, Post Khamundi,
 Tal-Junnar, Dist-Pune 410504



(Signature)
Director

Sharadchandra Pawar Institute of Management
 Otur (Dumberwadi), Tal. Junnar. Dist.- Pune

LETTER OF EMPLOYMENT

(Private & confidential)

Date: 25 May 2021

Address: Mumbai BU Mumbai, Maharashtra, India, (Business Unit)

Name: Akashay N Bhor

Dear Akashay,

Based on our interactions with you, we are pleased to offer you the position of Executive in Farmer Sourcing at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). This letter of offer (the "**Offer Letter**") sets out the key terms and conditions of your employment with the Company.

A. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms of this Offer Letter, the effective date of your joining will be **25 June 2021**. Upon joining, you shall be initially reporting to **Area Manager** and, or, any other person as may be decided by the Company from time to time. This offer will remain valid for a period of two (2) business days from the date of this Offer Letter. If you do not accept or start by the required date, the Company reserves the right to revoke this offer of employment.

B. **Place of Work:** Your assigned place of work will be our office in **Mumbai**, situated at the address as may be communicated to you by the Company. However, the Company reserves the right to transfer, depute or second your services to any other place or offices of the Company or its affiliates, in India or abroad, as the Company may, from time to time, deem necessary. In such cases, your employment will be governed by the terms and conditions of service applicable at the new location/affiliates.

C. **Background Verification Process:** As a process, each and every employee has to go through the standard background verification and reference check process. Your continued employment will be subject to completion of such background and reference check to the absolute satisfaction of the Company and by accepting this Offer Letter, you hereby consent to the Company carrying out such checks. In the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed by you or that the background and reference checks are not satisfactory, in the Company's sole discretion, it shall constitute a breach of discipline and your services will be liable to be terminated for Cause.

Following are the terms and conditions associated with your offer of employment.

I. WORK & DUTIES

During the term of your employment, you shall perform such duties and responsibilities as are normally associated with your role and such duties assigned to you by the Company from time to time. During your employment with the Company, you will devote your best efforts to the interests of Company, will not engage in other employment or in any conduct in direct conflict with Company's interests that would cause a material and substantial disruption to Company and will otherwise abide by all of Company's policies and procedures. You agree to undertake such travel as may reasonably be required in connection with the performance of your duties.



2. REMUNERATION

You shall draw a total remuneration of 276000 (Rupees Two Lakh Seventy Six Thousand Only). The breakup of your remuneration is outlined in **ANNEXURE I**.

The Company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax arising in respect of payments made pursuant to your employment shall be borne solely by you. Your monthly basic salary and allowances, less all statutory deductions, shall be credited to your designated bank account by the end of every month.

Your remuneration has been determined based on numerous factors such as job role, skill, performance, experience and professional merit. You acknowledge and agree that your remuneration is a matter purely between you and the Company and you shall keep this information and any changes thereto, strictly confidential under any circumstances. Any breach of this confidentiality clause will subject you to disciplinary proceedings which could also lead up to termination.

Your remuneration is subject to periodic review and modification by the Company from time to time in accordance with its policies. Each of the benefits that you will be entitled to as part of your employment with the Company shall be provided in accordance with the Company's policies in this regard and the Company reserves the right to change or rescind any of its benefits plans and programs as the Company may deem fit, at its sole and absolute discretion.

3. PROBATION & CONFIRMATION

You will be on a training period for the initial twelve (12) working days from the Effective Date. In case you fail to successfully complete the training period to the satisfaction of your reporting manager, the Company may terminate your employment without giving any notice and shall not be liable to make any payments as set out in this Offer Letter. Upon successful completion of the training period, you shall be considered to be an employee of the Company and will be placed on probation for an initial period until completion of three (3) months from the Effective Date. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Company reserves the right to curtail or extend the probation period for an additional period of three (3) months in the event of unsatisfactory performance, behavior or attitude.

If, during the probation period, the Company determines that you are unfit for the appointed position, the Company may terminate your employment without providing any advance notice.

4. SEPARATION & TERMINATION

Resignation

You may terminate your employment with the Company by providing the Company, in advance, a written notice (by initiating the separation in Darwinbox) of 1 month(s) [30 Days] indicating your intention of resigning from the Company. The Company may, at its discretion, either waive such notice period or require you to serve out the same. It is hereby clarified that in case the Company waives your notice period upon your request, you will be required to make payment in lieu of such notice period to the Company. The Company also has the right to recover any funds owed by you to the Company and you agree that such funds can be withheld from any final payments owed to you.



ANNEXURE-I
COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,63,488	13,624
HRA	49,956	4,163
Employer PF	19,619	1,635
Employer ESI	6,937	578
Fixed Pay	2,40,000	20,000
Employee PF	19,619	1,635
Employee ESI	1,601	133
Professional Tax	2,400	200
Take Home	1,89,824	15,819
Additional Payouts		
Variable Pay Monthly	36,000	3,000
Petrol Allowance Paid Monthly		2,720
Effectively Monthly Payout		21,539



Clarifications

- **Professional tax** – In accordance with applicable law.
- **Income tax** - In accordance with applicable law.
- **ESI Contribution** – In accordance with applicable law.
- **PF contribution** - In accordance with applicable law.
- **Variable Pay** – Variable pay is a potential earning on your individual performance at your career level. Payment of such variable pay is up to the sole discretion of the Company. You will not be entitled to such variable pay in case you are serving your notice period with the Company on the date of payout.

Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout and will be paid with the subsequent month's salary. (For instance: variable pay for the month of January will be paid along with the salary for the month of February).

• **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout

• **Payroll cutoff:** Employee who join the Company on or before 20th day of the month, will be a part of the same months' payroll. If the joining date is on or after 21st day of the month, the first month salary would be paid along with second month payout. Salary will be paid on the last working day of each month.

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding**.

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,



Vasudevan Chinnathambil Co-Founder

I, Akashay Bhor (full name) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:



Sumit
Director
 Sharadchandra Pawar Institute of Management
 Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune

CIN : U74110MH2015PTC263281

Date: 2nd MAY 2021

Offer Letter

Mr. Gautam Salave

With reference to your interview with us, the management is pleased to offer you a position in our organization. We extend you very warm welcome to you. You will be appointed as Software Test Engineer and your joining date will be on **15th July 2021**.

You are appointed with us will be subject to the below mentioned term & conditions: -

1. Role/Position:

Your role of a **Software Test Engineer** is to coordinate the process for analyzing software enhancement. This process will involve creating and implementing Software testing methods, recording the test results, and providing recommendations to improve software testing based on the results. You will be responsible for designing and implementing Software test procedures to ensure that the process works as intended.

2. Place of posting:

Your primary place of posting will be at PUNE office. However, during employment with the Company, you may be transferred to any operating office or location of the Company or its Subsidiaries, Affiliates or Associates in India. Your service may be assigned or you may be send on deputation to any of the Group Companies/Affiliates, Associates, Subsidiaries of the Company as may be desired be the Company.

3. Employment Relationship:

Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).



4. Compensation & Other Benefits:

Your compensation on total Cost of Company (CTC) basic, as mutually agreed, is details in Annexure to this letter the composition of CTC will comprise of Base pay and Choice pay. Company shall as per applicable regulations, statutes without/deduct taxes, cess and levies from CTC.

The compensation details are strictly confidential between the Company and yourself and such confidentiality shall be maintained at all times. All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

5. Increment & Career Progression:

Any increase in your CTC/compensation in future and future career growth prospects in the Company shall depend entirely on your efficiency, hard work, good conduct and due compliance of Company's policies and internal regulations. In no case increase in compensation or career progression can be asked, demanded or deemed granted based on passage of time or automatic as a matter of right.

6. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

7. Intellectual Property Right:

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

8. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or



CIN : U74110MH2015PTC263281

knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

9. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use.

10. Leaves:

You will not be entitled to any type of leave for the first Six months of your probation. You could have more details of leave in the employee handbook. In addition to this, you will be eligible for 21 days of paid vacation leave per year. Paid time off is additional to sick days, bank holidays and days that the company does not operate.

11. Termination of Service:

Either party can terminate this employment by serving a notice of one month on the other, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

12. NCNS (No calls/No Show):

Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.

13. Conflict of Interest policy:

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

14. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on



CIN : U74110MH2015PTC263281

technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

15. Interpretation, Amendment and Enforcement:

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement by **9th July 2020**. Upon your acceptance of this employment offer, Exocoetus will provide you with the necessary paperwork and instructions.

In the meantime, please feel free to contact me via email or phone on provided digital signature, should you have any questions. We are looking forward to having you on our team.

With best Wish



Exocoetus Software Pvt Ltd.
HR Manager



8@exocoetussoft.com

+91 90282 89665

www.exocoetussoft.com

Office No. 504, 5th floor, Fortuna
Complex, above Radha Krishna Hotel,
opposite of Rainbow Plaza, Pimpri
Saudagar, Pune - 411027.



CIN : U74110MH2015PTC263281

Annexure – Salary Break Up

Name	Mr. Rahul Gaykar		
Title	Software Test Engineer		
Components	Per Monthly (All Figure in INR)	Per Yearly (All Figure in INR)	
BASIC	14,847	1,78,164	
HRA	7,424	89,088	
DA	800	9,600	
LTA	1,250	15,000	
Medical Allowance	8,166	97,992	
Special Allowance	6,681	80,172	
Total Pay	39,168	4,70,016	



Suнил
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbharwadi), Tal. Junnar, Dist. - Pune

17th March 2021

Mr. More Nikhil
Kalwadi Junnar
7020546445

Dear Avinash,

Subject: Letter of Offer

This is with reference to your application and the subsequent interview you had with Mswipe Technologies Private Limited ("Company"). We are pleased to offer you the position of 'Area Sales Officer - Retail Sales' with the Company. The effective date of your appointment is agreed on or before **17th March 2021**

You shall be paid an all-inclusive remuneration package (Fixed Cost-to-Company) of **Rs. 309,600/- (Three Lakh Nine thousand Six Hundred rupees only) per annum subject to statutory deductions.**

Your place of posting will be at **Pune**. The normal working days will be 6 days a week and 9 hours per day. Further, second and fourth Saturday's will be weekly off for **office category** employees, based on the business requirement and discretion of the business head. Work hours may have to be extended as and when the business of the Company so demands. The probationary period for this position is 6 months. Performance assessment will be conducted periodically. Continued employment is contingent upon your meeting the Company's expectations.

On your first day of work, you will also be required to confirm your acceptance and agreement on our terms of employment. These terms will be detailed in your Letter of Appointment and Mswipe Employee Policy document.

This Letter of Offer is contingent upon the successful completion and completion of joining documents, background and reference checks carried out by the Company. Please refer to the list of joining documents in Annexure B.

Please confirm your acceptance of this Letter of Offer by replying to our offer email, or by sending us your signed copy of the Letter of Offer within two (2) working days. Please note, by accepting this Letter of Offer, you are agreeing to the Terms laid out in your Letter of Appointment and Mswipe Employee Policy document and any subsequent changes made to Human Resource Policies from time to time. Please note that if you do not report on the reporting date, this Letter of Offer will stand withdrawn.



Mswipe Technologies Private Limited

Regd Office: Marathon FutureX, A-2602, 26th Floor, Mafatlal Mills Compd., N M Joshi Marg, Lower Parel, Mumbai - 400 013

CIN: U72300MH2011PTC215103 T 022 4922 4466 F 022 4922 4444 W www.mswipe.com

We look forward to your joining the Company and to a mutually rewarding working relationship.

Thanking you.

Yours faithfully,

For **MSWIPE TECHNOLOGIES PRIVATE LIMITED**



Sony Gupta
Sr. Manager - H.R.

Declaration:

I agree and accept this Letter of Offer which has been read, understood and accepted by me.

Signature

Name:

Date:



Mswipe Technologies Private Limited

Regd Office: Marathon FutureX, A-2602, 26th Floor, Mafatlal Mills Compd., N M Joshi Marg, Lower Parel, Mumbai - 400 013

CIN: U72300MH2011PTC215103 T 022 4922 4466 F 022 4922 4444 W www.mswipe.com

ANNEXURE A

Name: Mr. Nikhil Shantaram More
 Designation: Area Sales Officer - Retail Sales
 Department: Retail Sales
 Reporting to: Area Sales Manager -Retail Sales
 Date of Joining: 17th March 2021
 Location: Pune

Salary Components	Monthly	Yearly
Basic	10,000	120,000
House Rent Allowance (HRA)	5,000	60,000
City Compensation	8,167	98,004
Statutory Bonus	833	9,996
Gross Salary	24,000	288,000
<u>Contributions Made by Company</u>		
P.F. Employer Contribution	1,800	21,600
E.S.I.C. Employer Contribution	-	-
Total Employer Contribution	1,800	21,600
Cost to Company (CTC)	25,800	309,600
<u>Deductions</u>		
Professional Tax		-
P.F. Employees Contribution	1,800	21,600
E.S.I.C. Employees Contribution		-
Total Employee Deduction	1,800	21,600
Net Take Home Salary	22,200	264,000

Note

- (1) Please speak to HR in your first month to understand income tax deductions and the Provident Fund Scheme of the Company.
- (2) Net pay and salary breakup is subject to change as per Statutory Changes. (Income Tax, PF, ESIC, PT, TDS, etc.)
- (3) There will be additional monthly deductions towards your Medclaim insurance as per the Company Medclaim policy.



Mswipe Technologies Private Limited

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CIN: U72300MH2011PTC215103 T 022 4922 4466 F 022 4922 4444 W www.mswipe.com

Annexure B

List of Joining Documents

No.	Documents Required	Format	Remarks
1.	Aadhar Card	Photocopy	Mandatory document Aadhar card to have date of joining in DD/MM/YYYY format
2.	PAN Card	Photocopy	Mandatory document
3.	If address in Aadhar card is NOT where you are currently staying, please provide 'current residence address' proof	Photocopy	Optional document Voter ID, Ration card or Rent Agreement/ Landlord's Telephone or Electricity bill
4.	Highest Educational Qualification certificate	Photocopy	Mandatory
5.	Past employment record <u>Submit any one or more records</u> - Experience Certificate - Relieving Letter - Last pay slip/Bank Statement	Photocopy	Mandatory
6.	Last Financial Year Form 16 & Tax Returns	Photocopy	Optional
7.	Passport size e-Photograph pdf	e-photo	Mandatory
8.	Updated CV/ Biodata	Soft copy	Mandatory
9.	Existing Bank A/c details <u>Submit any one</u> - Cancelled Cheque - Passbook - online statement copy	Photocopy	Mandatory Your Name, A/c No., IFSC code should be printed on the cheque



Swunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist. - Pune

Mswipe Technologies Private Limited

Regd Office: Marathon FutureX, A-2602, 26th Floor, Mafatlal Mills Compd., N M Joshi Marg, Lower Parel, Mumbai - 400 013

CIN: U72300MH2011PTC215103 T 022 4922 4466 F 022 4922 4444 W www.mswipe.com

Ref: 830441/1969427/ELTP

08- MAY-2021

Mr. Jitesh Dnyandev Gadage
A/p- Ale Tal –Junnar Dist- Pune
412411
8652236154

Subject: Offer of Appointment

Dear **-

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Sales Engineer** at **Infrastructure and cloud services** under **Mumbai Division**
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



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 **INR15,000/- (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 **13-OCT-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 **Ashlesha Ramteke** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LIMITED, WING - 1, OBEROI GARDENS, CHANDIVALI, ANDHERI (E), MUMBAI - 400072., MAHARASHTRA**. 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 **campusjoining@techmahindra.com** by **13-OCT-2021**.

For Tech Mahindra Limited


Krishna Ramaswami
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:
Mr. Jitesh Dnyandeve Gadage

Page 2 of 26



ANNEXURE - A

NAME **Mr. Jitesh Dnyandeve Gadage**
TITLE **Sales Engineer**
BAND **Infrastructure and cloud services**
LOCATION **MUMBAI**

COMPONENTS

Per Annum
(All figures in INR)

BASIC (@30% OF TOTAL FIXED PAY)	89393
HRA (@50% OF BASIC)	62575
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10727
FLEXIBLE COMPONENTS OF TFP	12787
TOTAL FIXED PAY. (A)	223482
TOTAL VARIABLE PAY (TVP). (B)	24831
ADDITIONAL BENEFITS. (C)	11687
GRATUITY	4300
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	7387
TOTAL COST TO COMPANY. (D) = (A) + (B) + (C)	260000

- 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):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune.



RICH CROP SCIENCE PVT LTD

Mfg.of Biopesticides, Biochemical & Biofertilizers

Offer Letter

Date- 12 May 2021

Mr. Kolhe Vaibhav Bhausaeb

With reference to your interview with us, the management is pleased to offer you a position in our organization. We extend you very warm welcome to you. You will be appointed as SoftwareTest Engineer and your joining date will be on **10th July 2021**.

You are appointed with us will be subject to the below mentioned term & conditions: -

1. Role/Position:

Your role of an **Accounting Head** is to coordinate with track and evaluate day-to-day activities. You are responsible for establishing financial status by developing and implementing systems for collecting, analyzing, verifying and reporting information.

Your Responsibility will as follow.

Manage and oversee the daily operations of the accounting department including:

- accounts payable/receivable
- month and end-year process
- cash receipts
- general ledger
- payroll and utilities
- treasury, budgeting
- cash forecasting
- revenue and expenditure variance analysis
- capital assets reconciliations
- trust account statement reconciliations,
- check runs
- fixed asset activity
- debt activity

Your salary will be 23,000/- month. The salary amount would be transfer to your salary account

Your primary place of posting will be at head office. However, during employment with the Company, you may be transferred to any operating office or location of the Company or its Subsidiaries, Affiliates or Associates in India. Your service may be assigned or you may be send on deputation to any of the Group Companies/Affiliates, Associates, Subsidiaries of the Company as may be desired be the Company.

For Rich Crop Science Pvt. Ltd.

Director

Sunil
Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist. - Pune



Address: 123, Shivajinagar, Industrial Estate, Markai MIDC, Markai Tal. Khed, Dist. Pune.

Contact Us:

8975941091, 7721850505

richcropsciencepvtltd@gmail.com



संतकृपा नागरी सहकारी पतसंस्था मर्यादित

नोंदणी क्र: टि.एन.ए. /(टि.एन.ए)/ आर. एस.आर./(सी.आर)/१३८०/ सन २००२

प्रशासकीय कार्यालय : १२, विजयवर्धन मिल्डींग, सुदर्शन कॉलनी, राजत शाकेजवळ, ठाणे (पु) - ४०० ६०३ दुरध्वनी :- ०२२-२५३२९६७४.

Date:- 12 November 2021

To,
Mr. Gadage Ashok Bhimaji
Sharadchandra Pawar Institute
of Management Otur

Sub: Job offer letter for Branch Manager

Dear candidate,

We are very pleased to send you this offer letter in order to work for our financial Institution name as the Santkrupa Nagari Sahakari Patsanatha Maryadit as post of Branch Manager at Thane branch Mumbai

Your duties will be to help our department of accounts in accounting for the given projects within the given time. You have to work hard and with accuracy to complete the tasks of this department. You have to be good in the job of accounting for the salaries and other payments. Your salary will be Rs. 27,000/ per month.

You will get other benefits and the appointment letter after the completion of your probationary period six month of joining you have to report to our head of the accountancy department on 1st December 2020

We are delighted to send you this offer letter for the job of accountant which you have to sign in front of the issuing authority of this letter on the first day of your job.

We are waiting to work with you.

Thank you very much,

Sunil

Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune



[Signature]
अध्यक्ष



BAJAJSONS LIMITED

Nasik Unit

31, M.I.D.C. Area, Satpur, Nashik- 422 007.

Phone : 0253 - 6610020/21, 2365761/71

Fax: 0253-2361515, Email : nashik@bajajsons.com

Date 16/11/2021

Mr. Nitin Sampat Daundkar

Address

SPIOM Otur Tal- Junnar Dist- Pune

Dear Mr. Nitin

ABC is pleased to officially offer you the position of Administrative Assistant at Bajaj Sons Ltd As discussed, you'll be responsible for the administrative support function of the Branch. The duties and responsibilities you'll be required to perform are detailed in the attached job description (Attachment 1). You'll report directly to the Branch Manager and your normal hours of work should be from 9:00 am to 5:00 pm, Monday to Friday. Your departure date will be December 1st 2021

Your compensation plan includes a monthly salary of payable monthly, health insurance, life and disability insurance, sick leave, vacation leave and personal days under the employee benefits plan. Please see our Employee Benefits Guide (Attachment 2) for more details.

This job offer depends on your success in mandatory drug testing. This will be arranged once you have acknowledged your acceptance of this job offer.


Please signify your acceptance of this offer by signing and dating this letter at the locations indicated below and by signing and dating the Standard Privacy Agreement (Attachment 3). These documents may be returned directly to my attention using the enclosed reply envelope. Attached you'll find a copy of each of these documents attached for your records. We require acceptance by December 1, 2021.

We are looking forward to welcoming you to our company. Please let me know if you need more information, I can be contacted directly at 0253-6610020

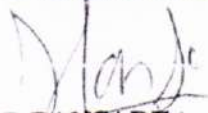
Sincerely,

Director of Human Resources

By signing and dating this letter, I, Nitin Dundkar is accepting this job offer from ABC.

Date of signature: 

For **BAJAJSONS LIMITED.**


(S.D.PANSARE)
MANAGER - HRD.




Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist. - Pune



Cocoa & Chocolate

MORDE FOODS PVT. LTD.

At Post Manchar, Taluka Ambegaon, Dist. Pune - 410503 Maharashtra, India
Tel.: 02133 - 226333 / 223282 / Fax : 02133 - 223365 Email : factory@morde.com

OFFER LETTER

Date: 20 Sept 2021

Dear Miss. Doke Priyanka Anil

Morde Foods Pvt. Ltd. Manchar is pleased to offer you employment with the Company on the terms described below.

1. Position. You will start in a full-time position as **Administration Head (HR Admin)** and you will initially report to Mr. Manoj Waman. You shall perform such duties as may be directed by Mr. Manoj from time to time. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

2. Compensation and Employee Benefits. You will be paid a salary at the rate of Rs. 3 lakh per year, payable on the Company's regular payroll dates. As a regular employee of the Company you may be eligible to participate in a number of Company-sponsored benefits, which the Company may make available from time to time.

3. Restricted Stock. Reference is hereby made to the Restricted Stock Purchase Agreement (the "**Restricted Stock Agreement**") dated as of even date hereof between you and the Company.

4. Confidential Information. You agree, at all times during the term of your employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, and not to disclose to any person, firm, corporation or other entity, without written authorization from the Company in each instance, any confidential or proprietary information of the Company. This letter agreement is intended to supplement, and not to supersede, any rights the Company may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.

5. Intellectual Property.

(a) *Inventions Retained and Licensed*. You have attached hereto, as Exhibit A, a complete list describing with particularity all Inventions (as defined below) that, as of the Effective Date, belong solely to you or belong to you jointly with others, and that relate in any way to any of the Company's proposed businesses, products or research and development, and which are not assigned to the Company hereunder or pursuant to the Restricted Stock Agreement; or, if no such list is attached, you represent that there are no such Inventions at the time of signing this Agreement.





Cocoa & Chocolate

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Tel.: 02133 - 226333 / 223282 / Fax : 02133 - 223365 Email : factory@morde.com

(b) *Use or Incorporation of Inventions.* If in the course of your employment, you use or incorporate into a product, process or machine any Invention not covered by Section 5(d) of this letter agreement in which you have an interest, you will promptly so inform the Company. Whether or not you give such notice, you hereby irrevocably grant to the Company a nonexclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Invention and to make, have made, copy, modify, make derivative works of, use, sell, import, and otherwise distribute under all applicable intellectual properties without restriction of any kind.

(c) *Inventions.* You understand that "**Inventions**" means discoveries, developments, concepts, designs, ideas, know how, improvements, inventions, trade secrets and/or original works of authorship, whether or not patentable, copyrightable or otherwise legally protectable. You understand this includes, but is not limited to, any new product, machine, article of manufacture, biological material, method, procedure, process, technique, use, equipment, device, apparatus, system, compound, formulation, composition of matter, design or configuration of any kind, or any improvement- thereon. You understand that "**Company Inventions**" means any and all Inventions that you may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of your employment, except as otherwise provided in Section 5(g) below.

(d) *Assignment of Company Inventions.* You agree that you will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all your right, title and interest throughout the world in and to any and all Company Inventions. You further acknowledge that all Company Inventions that are made by you (solely or jointly with others) within the scope of and during the period of the Relationship are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by your salary and the entry by the Company into the Restricted Stock Agreement. You hereby waive and irrevocably quitclaim to the Company or its designee any and all claims, of any nature whatsoever, that you now have or may hereafter have for infringement of any and all Company Inventions.

(e) *Maintenance of Records.* You agree to keep and maintain adequate and current written records of all Company Inventions made by you (solely or jointly with others) during the term of your employment with the Company. The records may be in the form of notes, sketches, drawings, flow charts, electronic data or recordings, laboratory notebooks, or any other format. The records will be available to and remain the sole property of the Company at all times. You agree not to remove such records from the Company's place of business except as expressly permitted by Company policy which may, from time to time, be revised at the sole election of the Company for the purpose of furthering the Company's business.





Cocoa & Chocolate

MORDE FOODS PVT. LTD.

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Tel.: 02133 - 226333 / 223282 / Fax : 02133 - 223365 Email : factory@morde.com

(f) *Patent and Copyright Rights.* You agree to assist the Company, or its designee, at its expense, in every proper way to secure the Company's, or its designee's, rights in the Company Inventions and any copyrights, patents, trademarks, mask work rights, moral rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company or its designee of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordations, and all other instruments which the Company or its designee shall deem necessary in order to apply for, obtain, maintain and transfer such rights, or if not transferable, waive such rights, and in order to assign and convey to the Company or its designee, and any successors, assigns and nominees the sole and exclusive right, title and interest in and to such Company Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. You further agree that your obligation to execute or cause to be executed, when it is in your power to do so, any such instrument or papers shall continue during and at all times after the end of the Relationship and until the expiration of the last such intellectual property right to expire in any country of the world. You hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorney-in-fact, to act for and in your behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters of patents, copyright, mask work and other registrations related to such Company Inventions. This power of attorney is coupled with an interest and shall not be affected by your subsequent incapacity.

(g) *Exception to Assignments.* You understand that the Company Inventions will not include, and the provisions of this letter agreement requiring assignment of inventions to the Company do not apply to, any invention which qualifies fully for exclusion under the provisions of applicable state law, if any. In order to assist in the determination of which inventions qualify for such exclusion, you will advise the Company promptly in writing, during and after the term of your employment, of all Inventions solely or jointly conceived or developed or reduced to practice by you during the period of the Relationship.

6. Employment Relationship. Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations which may have been made to you are superseded by this offer. This letter agreement, together with the Restricted Stock Agreement, are the full and complete agreements between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company.





Cocoa & Chocolate

MORDE FOODS PVT. LTD.

At Post Manchar, Taluka Ambegaon, Dist. Pune - 410503 Maharashtra, India
Tel.: 02133 - 226333 / 223282 / Fax : 02133 - 223365 Email : factory@morde.com

7. Outside Activities. While you render services to the Company, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees or consultants of the Company, without the prior written consent of the Company.

8. Withholding Taxes. All forms of compensation referred to in this letter are subject to applicable withholding and payroll taxes.

9. Entire Agreement; Severability. This letter agreement, together with the Restricted Stock Agreement, set forth the entire agreement and understanding of the parties relating to the subject matter thereof and supersedes all prior agreements and understandings, both oral and written, between the parties with respect to the subject matter thereof. If one or more provisions of this letter agreement are held to be unenforceable under applicable law, the remainder of the provisions of this letter agreement shall remain in full force and effect and shall in no way be affected, impaired or invalidated so long as the economic or legal substance of the transactions contemplated hereby are not affected in any manner materially adverse to any party. Upon such a determination, the parties agree to renegotiate such provision in good faith to attempt to give effect to the original intent of the letter agreement to the fullest extent possible.

10. Successors and Assigns. The provisions of this letter agreement shall be binding and inure to the benefit of, and be enforceable by, the Company's successors and assigns. Neither party may assign any of their rights or obligations under this Agreement without the prior written consent of the other party hereto.

11. Governing Law. This letter agreement and all acts and transactions pursuant hereto and the rights and obligations of the parties hereto shall be governed, construed and interpreted in accordance with the laws of the State of Delaware, without giving effect to principles of conflicts of law.

12. Counterparts; Effectiveness. This letter agreement may be executed in any number of counterparts, each of which shall be an original, with the same effect as if the signatures thereto and hereto were upon the same instrument. This letter agreement shall be deemed effective upon the date first written above. No provision of this letter agreement is intended to confer any rights, benefits, remedies, obligations or liabilities hereunder upon any person other than the parties hereto and their respective successors and permitted assigns and transferees.



Sunil
Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune

कुशल अॅग्रोफार्मर प्रोड्यूसर कंपनी लिमिटेड

उब्रज रस्ता, खामुंडी, ता- जुन्नर जि- पुणे पिन- ४१०५०४ Web: www.kushalagrofpcc.com Email: kushalagrofpcc@gmail.com

कृषी माहिती, सल्लाकेंद्र कृषी सेवा केंद्र शेतमालसंकलन केंद्र शेतमालप्रक्रिया केंद्र कृषी पर्यटन केंद्र

Date 10/08/2021

To,
Mr. Lalage Ganesh Balu
Paraner Ahemadnagar

8169429115

Sub: Job offer letter for Procurement officer for Vegetables

Dear,

Mr, Ganesh

We are very pleased to send you this offer letter in order to work for our FPC Kushal Agro Farmer Producer Company Ltd Khamundi as Procurment Officer for Vegetables

Your duties will be to help our department of vegetables procurements for the given projects within the given time. You have to work hard and with accuracy to complete the tasks of this department. You have to be good in the job of accounting for the salaries and other payments. Your salary will be Rs. 18,000/ per month. You will get other benefits and the appointment letter after the completion of your probationary period six month of joining you have to report to our head of the accountancy department on 1st November 2021.

We are delighted to send you this offer letter for the job of **Procurement officer** which you have to sign in front of the issuing authority of this letter on the first day of your job.

We are waiting to work with you.

Thank you very much,



P.B. Barle
Kushal Agro Farmer Producer
Company Limited

Add:- 578, A/P Khamundi,
Tal. Junnar, Pune-414005

अध्यक्ष-दिलीप बोडके
संचालक मंडळ-

श्री. नवनाथ शिंगोटे श्री. गणेश आभाळे श्री. विजय चव्हाण श्री. संकेत कदम श्री. जालिंदर शिंगोटे श्री. जितेंद्र रोखडे श्री. संतोष शिंगोटे श्री. रविंद्र शिंगोटे श्री. सचिन डुंबरे श्री. राहुल बोडके



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune

Mitcon Udyog Prabodhini, Agriculture College Campus, Near DIC Office,
Shivajinagar, Pune - 411005. Ph: 020- 66289314, 65221384. Fax: 020 - 25521607

17th October 2021

Mr. Tushar Dumbre
7387689289

Dear Tushar,

Subject: Letter of Offer for post of 'Rural Business project Head

This is with reference to your application and the subsequent interview you had with MITCON HEAD OFFICE PUNE. We are pleased to offer you the position of '**Rural Business project Head** - with the Company. The effective date of your appointment is agreed on or before **17 October 2021**

You shall be paid an all-inclusive remuneration package (Fixed Cost-to-Company) of **Rs. 296000/- (two Lakh Ninety Six thousand rupees only) per annum subject to statutory deductions.**

Your place of posting will be at **Pune head office**. The normal working days will be 6 days a week and 9 hours per day. Further, second and fourth Saturday's will be weekly off for **office category** employees, based on the business requirement and discretion of the business head. Work hours may have to be extended as and when the business of the Company so demands. The probationary period for this position is 6 months. Performance assessment will be conducted periodically. Continued employment is contingent upon your meeting the Company's expectations.

On your first day of work, you will also be required to confirm your acceptance and agreement on our terms of employment. These terms will be detailed in your Letter of Appointment and MITCON Employee Policy document.

This Letter of Offer is contingent upon the successful completion and completion of joining documents, background and reference checks carried out by the Company. Please refer to the list of joining documents in Annexure B.

Please confirm your acceptance of this Letter of Offer by replying to our offer email, or by sending us your signed copy of the Letter of Offer within two (2) working days. Please note, by accepting this Letter of Offer, you are agreeing to the Terms laid out in your Letter of Appointment and MITCON Employee Policy document and any subsequent changes made to Human Resource Policies from time to time. Please note that if you do not report on the reporting date, this Letter of Offer will stand withdrawn.

We looking forward to joining the company and go mutually rewarding working relationship



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. Pune



20th November 2021
Mr. Pavan Vijay Pawar
8879108621

Subject: Letter of Employment for post of Project Manager

This is with reference to your application and the subsequent interview you had with Head office Akurdi Pune . We are pleased to offer you the position of **Project Manager** with the Company. The effective date of your appointment is agreed on or before **20 November 2021**

You shall be paid an all-inclusive remuneration package (Fixed Cost-to-Company) of **Rs. 280400/- (two Lakh Eighty thousand four Hundred Rs only) per annum subject to statutory deductions.**

There is specific place for your job. As per project performance you have to work on this place the normal working days will be 6 days a week and 9 hours per day. Further, second and fourth Saturday's will be weekly off for office category employees, based on the business requirement and discretion of the business head. Work hours may have to be extended as and when the business of the Company so demands. The probationary period for this position is 6 months. Performance assessment will be conducted periodically. Continued employment is contingent upon your meeting the Company's expectations.

On your first day of work, you will also be required to confirm your acceptance and agreement on our terms of employment. These terms will be detailed in your Letter of Appointment and MITCON Employee Policy document. This Letter of Offer is contingent upon the successful completion and completion of joining documents, background and reference checks carried out by the Company. Please refer to the list of joining documents in Annexure B.

We looking forward to joining the company and go mutually rewarding working relationship
All the Best



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune



GURUDEV TECHNIQUE (I) PVT. LTD

Gat No. 624/1, Alandi Phata, At Post Kuruli (Chakan) Tal. Khed, Dist. Pune - 41050

8805420505 ✉ gurudevtechnique@gmail.com / gurutech18@gmail.com

Ref: 145441/196/CCPE

08-NOV-2021

Mr. MR. POKHARKAR SAURABH
Pune (Mah) -
Mobile: 7977789001

Subject: Offer of Appointment

Dear **MR. POKHARKAR SAURABH**

It is our pleasure to welcome you to **Gurudev Technique Pvt. Ltd..**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Plant Manager**
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - ✓ The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - ✓ Meeting the set eligibility criteria at the end of your academic course
 - ✓ Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - ✓ Submission of all necessary legal documentation pertaining to your employment.
7. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
8. You are required to join on **13-Dec-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.
9. 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.
10. Kindly confirm your acceptance of this offer of appointment to gugutech@gmail.com

Swapnil S. Sonawane

Director



Swapnil
Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist.- Pune

Ref: DSGS/ HRD/2019-20/5192

17-Jan-2021

Mr. Vaibhav Vishwanath Badve
Pune

Contact No: 9921960430
PAN No: AKUPB3553B

Dear Vaibhav,

Subject: Employment Letter

We ("the Company") are pleased to offer you the position of **Software Consultant (CLG 200)** subject to the following:

- (1) You are required to join the Company from **27-Feb-20**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
- (2) This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
- (3) You will initially be based at the Company's office at **Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.)**, Flagship Infrastructure (P) Ltd., SEZ, S. No. **123, Fourth Floor at Building IT09, Rajiv Gandhi InfoTech Park, Phase -I, Hinjewadi, Pune- 411 057** unless communicated otherwise by the Company prior to your joining.
- (4) Upon joining, your compensation will be as described in Annexure A
- (5) Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
- (6) Based on your interview and the Company's assessment, your relevant experience on records will be taken as **6 Years 0 Months**.
- (7) You shall keep the contents of this offer and any Annexure hereto confidential.
- (8) This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.



35

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Mr. Pankaj Deshpande** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address:

**Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.),
Flagship Infrastructure (P) Ltd., SEZ, S. No. 123,
Fourth Floor at Building IT09, Rajiv Gandhi InfoTech Park,
Phase -I, Hinjewadi, Pune- 411 057**

We understand that you may have queries during your joining period. We would encourage you to contact **Mr. Ajinkya Chintalwar** (on Email ID: ajinkya.chintalwar@3ds.com/ Tel: 7887880114)

We welcome you into the 3dPLM family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Dassault Systemes Global Services Private Ltd.,**

Shirish Bavdekar
Head – Talent Acquisition

I have read and understood the terms of this Employment letter and all Annexure thereto. I accept this employment letter and my tentative date of joining is _____.

Name: _____

Date: _____

Signature: _____

Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.)
Corporate Office - IT09 Building | 4th Floor | Blue Ridge Qubix SEZ | Rajiv Gandhi Infotech Park, Hinjawadi |
Pune 411057 | INDIA | Tel. no: +91 (20) 6690 1000
Regd. Office - Plant 11, 3rd Floor, Pirojshanagar (East), Mumbai - 400 079
CIN: U72900MH2014PTC259502 | www.3ds.com



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Name: Mr. Vaibhav Vishwanath Badve
Business Title: Software Consultant
CLG: 200
Location: Pune

ANNEXURE A

Compensation Components:

A. Basic Salary	Monthly	Annually
Basic	31,078	372,940
Sub Total A	31,078	372,940
B. Allowances		
House Rent Allowance	15,539	186,470
Flexible Benefits	23,594	283,123
Statutory Bonus	3,600	43,200
Superannuation Contribution	-	-
Sub Total B	42,733	512,793
Total (A+B)	73,811	885,733
C. Variable Compensation		
Variable Pay	3,885	46,618
Sub Total C	3,885	46,618
On Target Earning -OTE (A+B+C)	77,696	932,350
D. Benefits		
PF Contribution	3,729	44,753
Gratuity (As Per Act)	1,495	17,938
Medical & Personal Accident Insurance	417	5,000
Sub Total D	5,641	67,691
CTC (A+B+C+D)	83,337	1,000,041

For Dassault Systemes Global Services Private Ltd.,

Shirish Bavdekar
Head – Talent Acquisition

Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.)
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Note:

- Annual Compensation Revision (ACR) for all eligible employees is processed in April as per company policy. Employee joining on or before 30th September in the current year is eligible for Annual Compensation Revision in the subsequent year effective 1st April, on pro-rated basis. Compensation revision will be decided on the basis of your performance and organization's decision on compensation revision.
- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.
- The Basic salary component will be used for computation of your retiral benefits.
- The female employees employed in our organization will be entitled for maternity benefits in accordance with the provisions of the maternity benefit act of 1961.

SALARY COMPONENT'S DESCRIPTION:

1. Flexible Benefits

Flexible Benefits component shows total entitlement from which employee can claim a legitimate tax-free income as far as admissible under statute.

2. Telephone Reimbursement (as per the Company's existing policy):

You can claim reimbursement of expenses incurred on telephone, mobile or internet connection against valid original bills (i.e. original bills for the period you are in employment with the Company issued in your name within the same financial year in which the claim is made). Any amount that is not supported by valid original bills, will be paid along with salary for March, subject to deduction of tax at source.

3. Lunch Allowance:

Lunch Allowance is an optional component in your salary which if opted, will be paid in form of Sodexo Meal Card on a monthly basis. If you do not opt for Sodexo, then the above indicated amount will be added to Flexible Benefits in the monthly salary.

4. LTA (Leave Travel Assistance)

You can opt for monthly or one-time disbursement. Monthly disbursement will be subject to deduction of tax at source. Taxability of the one-time disbursement will be subject to production of valid travel proof and applicable tax laws.

5. Statutory Bonus

Statutory Bonus is paid on monthly basis and it includes bonus payout under Payment of Bonus Act (if applicable).

6. Superannuation

Employees at CLG 400 and above levels are entitled for this optional benefit.



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7. Variable Pay

Variable Pay is currently paid on quarterly basis. The amount of Variable Pay specified above is only an indicative figure and actual payout will be based on Company's Variable Pay scheme in existence from time to time.

8. Employer's contribution to Provident Fund

Your Provident Fund membership begins on the date of joining the Company. The salary structure as offered to you contains the Employer's PF contribution on your actual monthly basic salary.

9. Insurance Benefits

It covers contribution to Group Medical Insurance, Group Personal Accident Insurance and Group Life Insurance as per applicable company policy



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**ANNEXURE B
TERMS AND CONDITIONS**

1. You may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.
2. You may be required to work in shift system as per requirements of your job position.
3. While you are based in India, you will earn leave at the rate of 34 working days paid vacation per financial year (April – March). e.g. Earned Leave (12), Casual Leave (10), Sick Leave (12). This is as per prevalent leave policy.
4. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.
5. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.
6. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexures thereto) and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.
7. **Termination by the Company** – The Company may terminate your services at any time with or without Cause subject to the following:

If the Company terminates your services without Cause, it shall (a) provide you notice of 90 (ninety) days or such other period stated in the Company's policy prevailing at the time of such termination, or (b) pay you an amount equivalent to the fixed salary for the shortfall in such notice period.

If the Company terminates your services with Cause - Your services may be terminated by the Company without notice for Cause.

"Cause" shall mean:

- a) Your breach of any of these terms or any other agreement signed by you with the Company, or
- b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
- c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or

Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.)
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Regd. Office - Plant 11, 3rd Floor, Pirojshanagar, (West), Mumbai - 400 079
CIN: U72900MH2014PTC259502 | www.



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- d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
 - e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
 - f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
 - g) Your Unauthorized absence from work; or
 - h) Your insubordination; or
 - i) Your misconduct
8. **Termination by Employee** – If you wish to resign from the services of the Company, you shall provide the Company notice of 90 (ninety) days or such other period stated in the Company's policy prevailing at the time of such resignation. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company.
9. **Termination on Retirement** - Your employment will automatically terminate on retirement. Retirement will occur at the end of the month in which you complete 60 years of age.
10. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
11. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment. A copy of the Confidentiality and IPR Agreement can be provided to you, if you so request.
12. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.
13. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.
14. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.



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15. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Mumbai, India.

Schedule 1 to Annexure B (applicable only for new joiners)

It is mandatory that you submit the following documents on the date of joining:

- a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
- b) Photocopies of service certificates from all the previous employers
- c) Photocopy of any document issued by your last employer that shows that you have been relieved from their services.
- d) Photocopy of Last pay slip / salary certificate.
- e) Your PAN number or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
- f) Doctor's Certificate in original which must mention the following:
 - (i) Certificate Date (not more than one week prior to date of joining)
 - (ii) Your Full Name
 - (iii) Your Age
 - (iv) Certification that you are of sound physical and mental health and also that you are not suffering from any contagious disease.
 - (v) Blood group.

Please bring the originals of the documents specified under a), b), c) and d) above, for verification.

You are also requested to carry the following with you on the date of joining:

- a) Two stamp size and four passport size color photographs with white background.
- b) A photocopy of the information pages of your passport
- c) A photocopy of your four-wheeler driving license
- d) If you have a Savings account with ICICI bank or HDFC bank, your account number for the same.

Acknowledgement by Candidate

I hereby confirm to submit the above listed documents on my date of joining;

Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.)
Corporate Office - IT09 Building | 4th Floor | Blue Ridge Qubix SEZ | Rajiv Gandhi Infotech Park, Hinjawadi |
Pune 411057 | INDIA | Tel. no: +91 (20) 6890
Regd. Office - Plant 11, 3rd Floor, Piroj Shah Road, Vile Parle (East), Mumbai - 400 079
CIN: U72900MH2014PTC259592 | www.dassault-systemes.com



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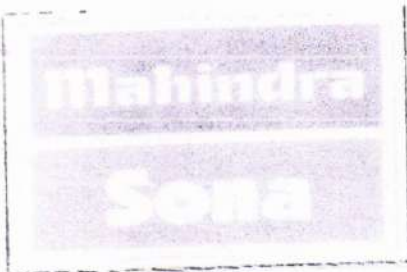
Name: _____ Date: _____

Signature: _____

Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.)
Corporate Office - IT09 Building | 4th Floor | Bldg. Qubix SEZ | Rajiv Gandhi Infotech Park, Hinjawadi |
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Regd. Office - Plant 11, 3rd Floor, P. Nagar, V. Nagar (West), Mumbai - 400 079
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Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune



MAHINDRA SONA
Plot No. 89/1 MIDC
Satpur, Nashik - 422007
Tel No. 022-22624895
022-226976211

TO
Mr. Tushar Ashok Shelar
Junnar Pune
Mobile:9011090707

Subject: Offer of Appointment

Dear Candidate

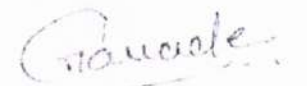
It is our pleasure to welcome you to **Mahindra Sona Ltd Nashik**. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Marketing Manager**. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,85,000 (Two Lakh Eighty Five Thousand Rs Only)**.

Please refer **Annexure B** for details on the compensation and statutory deductions. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever. This offer is valid subject to your fulfilling the following:-

- ✓ The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
- ✓ Meeting the set eligibility criteria at the end of your academic course
- ✓ Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
- ✓ Submission of all necessary legal documentation pertaining to your employment.

Your employment with us will be governed by terms and conditions as specified in **Annexure C**. You are required to join on **13-Dec-2020** 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.

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. Kindly confirm your acceptance of this offer of appointment to visyntex@yahoo.com


Mr. Sharad D Gavade
(Human Resource)

MAHINDRA SONA LTD.
Plot No.89/1.MIDC
Satpur,Nashik-422007
Tel No. 022-22624895




Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune

Ref: 145441/196/CCPE

10-NOV-2020

Mr. Gorde Vivek Bhausaheb
Junnar Pune
Mobile: 8810125210

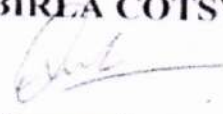
Subject: Offer of Appointment

Dear Mr. Gorde Vivek Bhausaheb

It is our pleasure to welcome you to **Birla Cotsyn Limited Buldhana Maharashtra**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Marketing Manager**
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,85,000 (Two Lakh Eighty Five Thousand Rs Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - ✓ The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - ✓ Meeting the set eligibility criteria at the end of your academic course
 - ✓ Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - ✓ Submission of all necessary legal documentation pertaining to your employment.
7. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
8. You are required to join on **13-Dec-2020** 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.
9. 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.
10. Kindly confirm your acceptance of this offer of appointment to visyntex@yahoo.com

For BIRLA COTSYN { I } LTD.


{O.B.Sharma}
General Manager {P&A}




Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist. - Pune



MAHINDRA SONA
Plot No 89/1, MIDC,
Satpur, Nashik - 422007
Tel No: 022-2262489
022 22697811

TO
Miss Manali Thakare
Junnar Pune
Mobile: 9730451252

Subject: Offer of Appointment

Dear Candidate

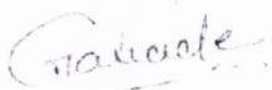
It is our pleasure to welcome you to **Mahindra Sona Ltd Nashik**. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Marketing Manager**. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training, will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,85,000 (Two Lakh Eighty Five Thousand Rs Only)**.

Please refer **Annexure B** for details on the compensation and statutory deductions. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever. This offer is valid subject to your fulfilling the following:-

- ✓ The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
- ✓ Meeting the set eligibility criteria at the end of your academic course
- ✓ Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
- ✓ Submission of all necessary legal documentation pertaining to your employment.

Your employment with us will be governed by terms and conditions as specified in **Annexure C**. You are required to join on **13-Dec-2020** 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.

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. Kindly confirm your acceptance of this offer of appointment to visyntex@yahoo.com


Mr. Sharad D Gavade
(Human Resource)

MAHINDRA SONA LTD
Plot No.89/1.MIDC
Satpur,Nashik-422007
Tel No. 022-22624895




Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune.

E-9, MIDC Industrial Area, Anand Nagar,
Addl. Ambernath, Dist. - Thane, Maharashtra - India - 421506
TEL: 9552509801

Offer Letter

Date- 12 May 2020

Mr. Phapale Dhananjay Namdev
A/p- Otur Tal- Junnar Dist- Pune
892156230

With reference to your interview with us, the management is pleased to offer you a position in our organization. We extend you very warm welcome to you. You will be appointed as SoftwareTest Engineer and your joining date will be on **1 July 2020**.

You are appointed with us will be subject to the below mentioned term & conditions: -

Your role of a **Finance Manager** main role to track and evaluate day-to-day activities. You are responsible for establishing financial status by developing and implementing systems for collecting, analyzing, verifying and reporting information.

Your Responsibility will as follow.

Manage and oversee the daily operations of the accounting department including:

- accounts payable/receivable
- month and end-year process
- cash receipts
- general ledger
- payroll and utilities
- treasury, budgeting
- cash forecasting
- revenue and expenditure variance analysis
- capital assets reconciliations
- trust account statement reconciliations,
- check runs
- fixed asset activity
- debt activity

Your primary place of posting will be at head office. However, during employment with the Company, you may be transferred to any operating office or location of the Company or its Subsidiaries, Affiliates or Associates in India. Your service may be assigned or you may be send on deputation to any of the Group Companies/Affiliates, Associates, Subsidiaries of the Company as may be desired be the Company.

Your salary will be 24,000/- month. The salary amount would be transfer to your salary account

Sincerely,
Mr. Nilesh Kute
(Quality Department)
Ash International Pvt Ltd
Ambernath, Mumbai



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist. - Pune



RICH CROP SCIENCE PVT LTD

Mfg.of Biopesticides, Biochemical & Biofertilizers

To,
Mr. Ashish Dangat
A/p Umbraj Tal- Junnar Dist- Pune
412412
Date- 12 Nov 2020

Subject: Employment Letter

We ("the Company") are pleased to offer you the position of Sales Executive subject to the following:

1. You are required to join the Company from 1st December 2020. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. You are required to join the Company from 27-Feb-20. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
3. You will initially be based at Pune District Area but reporting office is head office.
4. Upon joining, your compensation will be as described in Annexure A
5. Based on your interview and the Company's assessment, your relevant experience on records will be taken as 6 Years 0 Months.
6. You shall keep the contents of this offer and any Annexure hereto confidential.
7. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by 09.30 AM on the date of joining mentioned above. Please ask for Mr. manoj kumar to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

We understand that you may have queries during your joining period. We would encourage you to contact Mr. sandesh nalawade (on Email ID: sandeshnalawade@gmail.com / Tel: 7562125326)

For Rich Crop Science Pvt. Ltd.

Director



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune

Address: 19/4, Bhuminayak, Industrial Estate, Markal MIDC, Markal Tal. Khed, Dist. Pune.

Contact Us:

Mob: 8975941091, 7721850505

Email: richcropsciencepvtltd@gmail.com

Varroc Elastomers Pvt. Ltd.

M-191/2, MIDC, Industrial Area
Waluj, Aurangabad 431136
Maharashtra, India

Tel +91 240 2552830 / 2552831
Fax +91 240 2552832

email : enquiry@varrocelastomers.com
www.varrocelastomers.com
CIN : U29190MH2005PTC157474



To,
Miss. Gunjal Aishvarya
SPIOM Otur
Date:- 1 August 2020

Sub: Job offer letter for accountant

Dear candidate,

We are very pleased to send you this offer letter in order to work for our company Varroc Elastomers Pvt. Ltd. As an accountant.

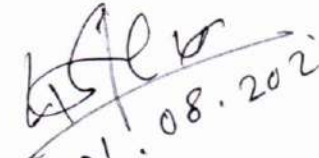
Your duties will be to help our department of accounts in accounting for the given projects within the given time. You have to work hard and with accuracy to complete the tasks of this department. You have to be good in the job of accounting for the salaries and other payments. Your salary will be Rs. 18,000/ per month.

You will get other benefits and the appointment letter after the completion of your probationary period six month of joining. You have to report to our head of the accountancy department on 10 August at 09:00 am.

We are delighted to send you this offer letter for the job of accountant which you have to sign in front of the issuing authority of this letter on the first day of your job.

We are waiting to work with you.

Thank you very much,


01.08.2020
Mr. Wamein P. M.




Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune



Rashmi Yarns Limited

Manufacturer of Synthetic Yarn

Surat Regd. Office :
405, Metro Tower, Ring Road,
Surat, Gujarat (India)
Tel.: 91-261-234 4031 / 326 8501
Fax: 91-261-230 1644

Mumbai Sales Office :
35, Mint Road, 3/30 Bhanushali Bldg.,
Fort, Mumbai - 400 001. (India)
Tel.: 91-22-3254 4181
Telefax: 91-22-2263 0784

Factory : Unit 1
Plot No. 6, S. No. 30/1,
M. D. Industrial Estate, Basra Road,
Village - Masat, Silvasa (Ut of D N & H)
Tel.: 0260-309 8525 / 26

Factory : Unit 2
Plot No. 47, Block No. 219,
Village - Karaj, Tal. Mandvi,
Dist. Surat (Guj) India

Offer Letter

Date- 12 April 2019

Mr. Kalekar Prashant Manik

A/p- Pimpalwandi Tal- Junnar

Dist- Pune 412412

9730451285

With reference to your interview with us, the management is pleased to offer you a position in our organization. We extend you very warm welcome to you. You will be appointed as **Finance Manager** and your joining date will be on **1 June 2019**.

You are appointed with us will be subject to the below mentioned term & conditions: -

1. Your appointment on the post of **Finance Manager** main role to track and evaluate day-to-day activities. You are responsible for establishing financial status by developing and implementing systems for collecting, analyzing, verifying and reporting information.
2. Your appoint would be on temporary basis. The final permanent order would be finalized after you performance in next six month.
3. You job location is our head office
4. Your daily reporting time at office 9.30 am and out time is 6.30 pm
5. You have to handle all banking transaction on behalf of company
6. You are responsible for collecting Outstanding amount from debtor
7. You have to maintain record of all accounting transactions
8. Your salary will be 18 000/- month. The travelling allowances would be applicable only for office work travel

This offer is valid up to **1 June 2019**.

For RASHMI YARNS LIMITED

K. P. Mehta

KARAN MEHTA

(FINANCE MANAGER)



Sunil

Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune

Employment Letter

Date: 13/04/2017

Dear Miss. Gondane Pallavi Gowardhan

Enpro Industries Pvt. Ltd. is pleased to offer you employment with the Company on the terms described below.

1. Position. You will start in a full-time position as **Human Resource Manager** and you will initially report to Mr. Gurav Kumar. You shall perform such duties as may be directed by Mr. Sushant from time to time. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.
2. Compensation and Employee Benefits. You will be paid a salary at the rate of Rs. 2.60 lakh per year, payable on the Company's regular payroll dates. As a regular employee of the Company you may be eligible to participate in a number of Company-sponsored benefits, which the Company may make available from time to time.
3. Restricted Stock. Reference is hereby made to the Restricted Stock Purchase Agreement (the "**Restricted Stock Agreement**") dated as of even date hereof between you and the Company.
4. Confidential Information. You agree, at all times during the term of your employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, and not to disclose to any person, firm, corporation or other entity, without written authorization from the Company in each instance, any confidential or proprietary information of the Company. This letter agreement is intended to supplement, and not to supersede, any rights the Company may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.
5. Intellectual Property.
 - (a) *Inventions Retained and Licensed*. You have attached hereto, as Exhibit A, a complete list describing with particularity all Inventions (as defined below) that, as of the Effective Date, belong solely to you or belong to you jointly with others, and that relate in any way to any of the Company's proposed businesses, products or research and development, and which are not assigned to the Company hereunder or pursuant to the Restricted Stock Agreement; or, if no such list is attached, you represent that there are no such Inventions at the time of signing this Agreement.

Manager - HR



(b) *Use or Incorporation of Inventions.* If in the course of your employment, you use or incorporate into a product, process or machine any Invention not covered by Section 5(d) of this letter agreement in which you have an interest, you will promptly so inform the Company. Whether or not you give such notice, you hereby irrevocably grant to the Company a nonexclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Invention and to make, have made, copy, modify, make derivative works of, use, sell, import, and otherwise distribute under all applicable intellectual properties without restriction of any kind.

(c) *Inventions.* You understand that “**Inventions**” means discoveries, developments, concepts, designs, ideas, know how, improvements, inventions, trade secrets and/or original works of authorship, whether or not patentable, copyrightable or otherwise legally protectable. You understand this includes, but is not limited to, any new product, machine, article of manufacture, biological material, method, procedure, process, technique, use, equipment, device, apparatus, system, compound, formulation, composition of matter, design or configuration of any kind, or any improvement- thereon. You understand that “**Company Inventions**” means any and all Inventions that you may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of your employment, except as otherwise provided in Section 5(g) below.

(d) *Assignment of Company Inventions.* You agree that you will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all your right, title and interest throughout the world in and to any and all Company Inventions. You further acknowledge that all Company Inventions that are made by you (solely or jointly with others) within the scope of and during the period of the Relationship are “works made for hire” (to the greatest extent permitted by applicable law) and are compensated by your salary and the entry by the Company into the Restricted Stock Agreement. You hereby waive and irrevocably quitclaim to the Company or its designee any and all claims, of any nature whatsoever, that you now have or may hereafter have for infringement of any and all Company Inventions.

(e) *Maintenance of Records.* You agree to keep and maintain adequate and current written records of all Company Inventions made by you (solely or jointly with others) during the term of your employment with the Company. The records may be in the form of notes, sketches, drawings, flow charts, electronic data or recordings, laboratory notebooks, or any other format. The records will be available to and remain the sole property of the Company at all times. You agree not to remove such records from the Company’s place of business except as expressly permitted by Company policy which may, from time to time, be revised at the sole election of the Company for the purpose of furthering the Company’s business.


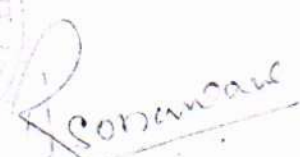


Manager – HR

(f) *Patent and Copyright Rights.* You agree to assist the Company, or its designee, at its expense, in every proper way to secure the Company's, or its designee's, rights in the Company Inventions and any copyrights, patents, trademarks, mask work rights, moral rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company or its designee of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordations, and all other instruments which the Company or its designee shall deem necessary in order to apply for, obtain, maintain and transfer such rights, or if not transferable, waive such rights, and in order to assign and convey to the Company or its designee, and any successors, assigns and nominees the sole and exclusive right, title and interest in and to such Company Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. You further agree that your obligation to execute or cause to be executed, when it is in your power to do so, any such instrument or papers shall continue during and at all times after the end of the Relationship and until the expiration of the last such intellectual property right to expire in any country of the world. You hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorney-in-fact, to act for and in your behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters of patents, copyright, mask work and other registrations related to such Company Inventions. This power of attorney is coupled with an interest and shall not be affected by your subsequent incapacity.

(g) *Exception to Assignments.* You understand that the Company Inventions will not include, and the provisions of this letter agreement requiring assignment of inventions to the Company do not apply to, any invention which qualifies fully for exclusion under the provisions of applicable state law, if any. In order to assist in the determination of which inventions qualify for such exclusion, you will advise the Company promptly in writing, during and after the term of your employment, of all Inventions solely or jointly conceived or developed or reduced to practice by you during the period of the Relationship.

6. Employment Relationship. Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations which may have been made to you are superseded by this offer. This letter agreement, together with the Restricted Stock Agreement, are the full and complete agreements between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company.



Manager – HR

7. Outside Activities. While you render services to the Company, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees or consultants of the Company, without the prior written consent of the Company.


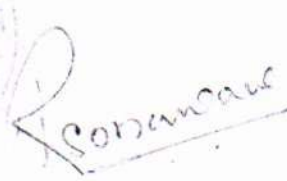
8. Withholding Taxes. All forms of compensation referred to in this letter are subject to applicable withholding and payroll taxes.

9. Entire Agreement; Severability. This letter agreement, together with the Restricted Stock Agreement, set forth the entire agreement and understanding of the parties relating to the subject matter thereof and supersedes all prior agreements and understandings, both oral and written, between the parties with respect to the subject matter thereof. If one or more provisions of this letter agreement are held to be unenforceable under applicable law, the remainder of the provisions of this letter agreement shall remain in full force and effect and shall in no way be affected, impaired or invalidated so long as the economic or legal substance of the transactions contemplated hereby are not affected in any manner materially adverse to any party. Upon such a determination, the parties agree to renegotiate such provision in good faith to attempt to give effect to the original intent of the letter agreement to the fullest extent possible.

10. Successors and Assigns. The provisions of this letter agreement shall be binding and inure to the benefit of, and be enforceable by, the Company's successors and assigns. Neither party may assign any of their rights or obligations under this Agreement without the prior written consent of the other party hereto.

11. Governing Law. This letter agreement and all acts and transactions pursuant hereto and the rights and obligations of the parties hereto shall be governed, construed and interpreted in accordance with the laws of the State of Delaware, without giving effect to principles of conflicts of law.

12. Counterparts; Effectiveness. This letter agreement may be executed in any number of counterparts, each of which shall be an original, with the same effect as if the signatures thereto and hereto were upon the same instrument. This letter agreement shall be deemed effective upon the date first written above. No provision of this letter agreement is intended to confer any rights, benefits, remedies, obligations or liabilities hereunder upon any person other than the parties hereto and their respective successors and permitted assigns and transferees.



Manager - HR


Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune



Sai Prasad Foods Ltd.

CR 1 Bldg, Empire Estate, Off. No 202/203,
Wundar Pune Road, Chinchwad, Pune - 411 019
Tel: 020-66333100 to 199 Fax: 020-66333102
website: www.sai-prasadfoods.com

Date 04/03/2017

Mr. Hande Sanket Balu
Address
SPIOM Otur Tal- Junnar Dist- Pune

Dear Mr. Sanket

ABC is pleased to officially offer you the position of Administrative Assistant at Bajaj Sons Ltd As discussed, you'll be responsible for the administrative support function of the Branch. The duties and responsibilities you'll be required to perform are detailed in the attached job description (Attachment 1). You'll report directly to the Branch Manager and your normal hours of work should be from 9:00 am to 5:00 pm, Monday to Friday. Your departure date will be 1st May 2017

Your compensation plan includes a monthly salary of payable monthly, health insurance, life and disability insurance, sick leave, vacation leave and personal days under the employee benefits plan. Please see our Employee Benefits Guide (Attachment 2) for more details.

This job offer depends on your success in mandatory drug testing. This will be arranged once you have acknowledged your acceptance of this job offer.

Please signify your acceptance of this offer by signing and dating this letter at the locations indicated below and by signing and dating the Standard Privacy Agreement (Attachment 3). These documents may be returned directly to my attention using the enclosed reply envelope. Attached you'll find a copy of each of these documents attached for your records. We require acceptance by December 1, 2021.

We are looking forward to welcoming you to our company. Please let me know if you need more information, I can be contacted directly at 0253-6610020

Sincerely,

Director of Human Resources

By signing and dating this letter, I, Hande Sanket Balu is accepting this job offer from ABC.

Date of signature:

MR. Pritpal Singh Mann
Sr. Product Manager
Product Department
Head Office, Chinchwad



Sunil
Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar. Dist.- Pune



OFFER LETTER

Date: 20 Sept 2020

Dear Miss. Dhole Akanksha Vijay

Sharekhan Limited Nashik is pleased to offer you employment with the Company on the terms described below.

1. Position. You will start in a full-time position as **Administration Head (HR Admin)** and you will initially report to Mr. Sushant Shing. You shall perform such duties as may be directed by Mr. Sushant from time to time. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

2. Compensation and Employee Benefits. You will be paid a salary at the rate of Rs. 2.90 lakh per year, payable on the Company's regular payroll dates. As a regular employee of the Company you may be eligible to participate in a number of Company-sponsored benefits, which the Company may make available from time to time.

3. Restricted Stock. Reference is hereby made to the Restricted Stock Purchase Agreement (the "**Restricted Stock Agreement**") dated as of even date hereof between you and the Company.

4. Confidential Information. You agree, at all times during the term of your employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, and not to disclose to any person, firm, corporation or other entity, without written authorization from the Company in each instance, any confidential or proprietary information of the Company. This letter agreement is intended to supplement, and not to supersede, any rights the Company may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.

5. Intellectual Property.

(a) *Inventions Retained and Licensed*. You have attached hereto, as Exhibit A, a complete list describing with particularity all Inventions (as defined below) that, as of the Effective Date, belong solely to you or belong to you jointly with others, and that relate in any way to any of the Company's proposed businesses, products or research and development, and which are not assigned to the Company hereunder or pursuant to the Restricted Stock Agreement; or, if no such list is attached, you represent that there are no such Inventions at the time of signing this Agreement.



SHAREKHAN LIMITED





(b) *Use or Incorporation of Inventions.* If in the course of your employment, you use or incorporate into a product, process or machine any Invention not covered by Section 5(d) of this letter agreement in which you have an interest, you will promptly so inform the Company. Whether or not you give such notice, you hereby irrevocably grant to the Company a nonexclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Invention and to make, have made, copy, modify, make derivative works of, use, sell, import, and otherwise distribute under all applicable intellectual properties without restriction of any kind.

(c) *Inventions.* You understand that "**Inventions**" means discoveries, developments, concepts, designs, ideas, know how, improvements, inventions, trade secrets and/or original works of authorship, whether or not patentable, copyrightable or otherwise legally protectable. You understand this includes, but is not limited to, any new product, machine, article of manufacture, biological material, method, procedure, process, technique, use, equipment, device, apparatus, system, compound, formulation, composition of matter, design or configuration of any kind, or any improvement- thereon. You understand that "**Company Inventions**" means any and all Inventions that you may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of your employment, except as otherwise provided in Section 5(g) below.

(d) *Assignment of Company Inventions.* You agree that you will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all your right, title and interest throughout the world in and to any and all Company Inventions. You further acknowledge that all Company Inventions that are made by you (solely or jointly with others) within the scope of and during the period of the Relationship are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by your salary and the entry by the Company into the Restricted Stock Agreement. You hereby waive and irrevocably quitclaim to the Company or its designee any and all claims, of any nature whatsoever, that you now have or may hereafter have for infringement of any and all Company Inventions.

(e) *Maintenance of Records.* You agree to keep and maintain adequate and current written records of all Company Inventions made by you (solely or jointly with others) during the term of your employment with the Company. The records may be in the form of notes, sketches, drawings, flow charts, electronic data or recordings, laboratory notebooks, or any other format. The records will be available to and remain the sole property of the Company at all times. You agree not to remove such records from the Company's place of business except as expressly permitted by Company policy which may, from time to time, be revised at the sole election of the Company for the purpose of furthering the Company's business.





(f) *Patent and Copyright Rights.* You agree to assist the Company, or its designee, at its expense, in every proper way to secure the Company's, or its designee's, rights in the Company Inventions and any copyrights, patents, trademarks, mask work rights, moral rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company or its designee of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordations, and all other instruments which the Company or its designee shall deem necessary in order to apply for, obtain, maintain and transfer such rights, or if not transferable, waive such rights, and in order to assign and convey to the Company or its designee, and any successors, assigns and nominees the sole and exclusive right, title and interest in and to such Company Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. You further agree that your obligation to execute or cause to be executed, when it is in your power to do so, any such instrument or papers shall continue during and at all times after the end of the Relationship and until the expiration of the last such intellectual property right to expire in any country of the world. You hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorney-in-fact, to act for and in your behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters of patents, copyright, mask work and other registrations related to such Company Inventions. This power of attorney is coupled with an interest and shall not be affected by your subsequent incapacity.

(g) *Exception to Assignments.* You understand that the Company Inventions will not include, and the provisions of this letter agreement requiring assignment of inventions to the Company do not apply to, any invention which qualifies fully for exclusion under the provisions of applicable state law, if any. In order to assist in the determination of which inventions qualify for such exclusion, you will advise the Company promptly in writing, during and after the term of your employment, of all Inventions solely or jointly conceived or developed or reduced to practice by you during the period of the Relationship.

6. Employment Relationship. Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations which may have been made to you are superseded by this offer. This letter agreement, together with the Restricted Stock Agreement, are the full and complete agreements between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company.





7. Outside Activities. While you render services to the Company, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees or consultants of the Company, without the prior written consent of the Company.

8. Withholding Taxes. All forms of compensation referred to in this letter are subject to applicable withholding and payroll taxes.

9. Entire Agreement; Severability. This letter agreement, together with the Restricted Stock Agreement, set forth the entire agreement and understanding of the parties relating to the subject matter thereof and supersedes all prior agreements and understandings, both oral and written, between the parties with respect to the subject matter thereof. If one or more provisions of this letter agreement are held to be unenforceable under applicable law, the remainder of the provisions of this letter agreement shall remain in full force and effect and shall in no way be affected, impaired or invalidated so long as the economic or legal substance of the transactions contemplated hereby are not affected in any manner materially adverse to any party. Upon such a determination, the parties agree to renegotiate such provision in good faith to attempt to give effect to the original intent of the letter agreement to the fullest extent possible.

10. Successors and Assigns. The provisions of this letter agreement shall be binding and inure to the benefit of, and be enforceable by, the Company's successors and assigns. Neither party may assign any of their rights or obligations under this Agreement without the prior written consent of the other party hereto.

11. Governing Law. This letter agreement and all acts and transactions pursuant hereto and the rights and obligations of the parties hereto shall be governed, construed and interpreted in accordance with the laws of the State of Delaware, without giving effect to principles of conflicts of law.

12. Counterparts; Effectiveness. This letter agreement may be executed in any number of counterparts, each of which shall be an original, with the same effect as if the signatures thereto and hereto were upon the same instrument. This letter agreement shall be deemed effective upon the date first written above. No provision of this letter agreement is intended to confer any rights, benefits, remedies, obligations or liabilities hereunder upon any person other than the parties hereto and their respective successors and permitted assigns and transferees.



Sunil
Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist. - Pune





मागासवर्गीय नागरी सहकारी पतसंस्था मर्या., जुन्नर

॥ सहकारेन समानता ॥

रजि. नं. पीएनए/जेएनआर/बीएनके (ओ)/४०९/१९८४-८५ रजि. दि. १०/५/१९८४

दिल्ली पेठ, मु. पो. ता. जुन्नर, जि. पुणे ४१०५०२ ☎ (०२१३२) २२३४६८

Date 12 Feb 2017

To,
Mr. Pujari Shashank Anand
A/p- Khamundi Tal- Junnar Dist Pune

Sub: Job offer letter for Branch Manager

Dear candidate,

We are very pleased to send you this offer letter in order to work for our financial Institution name as the Magasvargiy Nagari Sahakari patsantha maryadit Junnar as post of Branch Manager at Otur branch

Your duties will be to help our department of accounts in accounting for the given projects within the given time. You have to work hard and with accuracy to complete the tasks of this department. You have to be good in the job of accounting for the salaries and other payments. Your salary will be Rs. 12,000/ per month.

You will get other benefits and the appointment letter after the completion of your probationary period six month of joining you have to report to our head of the accountancy department on 1st December 2017

We are delighted to send you this offer letter for the job of accountant which you have to sign in front of the issuing authority of this letter on the first day of your job.

We are waiting to work with you.

Thank you very much,



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar Dist. - Pune

मुख्यकार्यकारी अधिकारी
मागासवर्गीय नागरी सह. पतसंस्था मर्या. जुन्नर

ACCURATE INDUSTRIES

MANUFACTURER

Date- 28 JAN 2017

To,
Mr. Badhe santosh Vasant
At- Nagadwadi Post- Kandali
Tal- Junnar Dist- Pune
9561831204

SUB- Letter of Employment

With reference to your interview with us, the management is pleased to offer you a position in our organization. We extend you very warm welcome to you. You will be appointed as Finance Manager and your joining date will be on 15 May 2017.

You are appointed with us will be subject to the below mentioned term & conditions: -

1. Your appointment on the post of Finance Manager main role to track and evaluate day-to-day activities. You are responsible for establishing financial status by developing and implementing systems for collecting, analyzing, verifying and reporting information.
2. Your appoint would be on temporary basis. The final permanent order would be finalized after you performance in next six month.
3. You job location is our head office
4. Your daily reporting time at office 9.30 am and out time is 6.30 pm
5. You have to handle all banking transaction on behalf of company
6. You are responsible for collecting Outstanding amount from debtor
7. You have to maintain record of all accounting transactions
8. Your salary will be 16 000/- month. The travelling allowances would be applicable only for office work travel



Mr. Kiran Jadhav



Sunil
Director
Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist.- Pune

A/p- Bhosari , Gala No. 27,T106/2 Rajgurunagar Industrial Complex MIDC

Bhosari Pune-411026 Maharashtra ,India.

PRECISION TOOLINGS – CHAKAN

Survey No. 2139/4 Nanekarwadi, opp.Vijay oil mills
CHAKAN P.O., Dist. PUNE – 410501.

Offer Letter

Date- 16 MAY 2018

Mr. Khandage Pratik Raghunath
Narayangaon Junnar
Dist- Pune 412412
8605667330

With reference to your interview with us, the management is pleased to offer you a position in our organization. We extend you very warm welcome to you. You will be appointed as **Finance Manager** and your joining date will be on **15 June 2018**.

You are appointed with us will be subject to the below mentioned term & conditions: -

1. Your appointment on the post of **Finance Manager** main role to track and evaluate day-to-day activities. You are responsible for establishing financial status by developing and implementing systems for collecting, analyzing, verifying and reporting information.
2. Your appoint would be on temporary basis. The final permanent order would be finalized after you performance in next six month.
3. You job location is our head office
4. Your daily reporting time at office 9.30 am and out time is 6.30 pm
5. You have to handle all banking transaction on behalf of company
6. You are responsible for collecting Outstanding amount from debtor
7. You have to maintain record of all accounting transactions
8. Your salary will be 16 000/- month. The travelling allowances would be applicable only for office work travel

Kindly note if you found fail in result then your salary will be reduce 20 %



Sunil
Director

Sharadchandra Pawar Institute of Management
Otur (Dumbarwadi), Tal. Junnar, Dist.- Pune

