



S.I.W.S.  
N.R. SWAMY COLLEGE OF COMMERCE & ECONOMICS  
AND SMT. THIRUMALAI COLLEGE OF SCIENCE  
337, Major R. Parameshwaran Marg, Sewri-Wadala Estate,  
Wadala, Mumbai - 400031


Criteria-5.2.1

INDEX

ACADEMIC YEAR-2018-19

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24.	Aditya Shirke	6-8
25.	Arshin Shaikh	6-8
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Commerce & Economics and  
Smt. Thirumalai College of Science



**S.I.W.S.**  
**N.R. SWAMY COLLEGE OF COMMERCE & ECONOMICS**  
**AND SMT. THIRUMALAI COLLEGE OF SCIENCE**  
337, Major R. Parameshwaran Marg, Sewri-Wadala Estate,  
Wadala, Mumbai – 400031


**Criteria-5.2.1**

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**ACADEMIC YEAR-2018-19**

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31.	Khushboo Rajnath Vishwakarma-9136874464	11
32.	Tiwari Shivkumar Lalchand-8080633932	12
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49.	Nadar Tibakar Perumal Vasantha	51-53
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ACADEMIC YEAR-2018-19

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May 27, 2021.

**TO WHOMSOEVER IT MAY CONCERN**

We confirm that **Mr. Beyosin Selvaraj Nadar (Employee Code: 9612220)** was employed with our organization from **February 07, 2019 to March 31, 2021.**

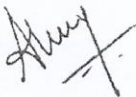
He was designated as '**Trainee Engineer EMV**' based at our **Juinagar** office.

His last working day with the Organization was March 31, 2021.


We also certify that his full and final settlement of account has been cleared with the Organization.

Yours Sincerely,

For **CMS Info Systems Limited,**



**Aftab Akhtar Khan**  
**Senior Manager – HR**

  
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**Commerce & Economics And**  
**Smt. Thirumala College of Science**  
**Wadala, Mumbai - 400 031.**





11 April 2020

**PRIVATE & CONFIDENTIAL**

To whom it may concern,

**Re: Mutharasan Ponsamy**  
**Address: , Mumbai**

This letter is to confirm that **Mutharasan Ponsamy** is currently employed at Amazon Data Services India Private Limited.

**Mutharasan Ponsamy** is employed as a **DCO Tech 2** and commenced employment with Amazon on **13 April 2020**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of  
**Amazon Data Services India Private Limited**

Kind Regards,

Arijit Basu  
Sr. Manager, HR Operations – HR Services

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Wadala, Mumbai - 400 031.



REGISTERED OFFICE:

Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi – 110 019  
Telephone: +91 80 3342 0300, Fax: +91 80 3062 5685  
CIN: U74999DL2016FTC301945



**TECHNOSERVE**  
BUSINESS SOLUTIONS TO POVERTY

## Report to SIWS N. R. Swamy College of Commerce and Economics

### Principal and Head Coordinators

#### Subject: Training Report 2018-19

Stream	Batch Start No.	Batch Completion No.	Date Started	Date Complete	Placed No.	Trainer
BCom	33	33	12/11/2018	12/12/2018	16	Steffi Cherian
BMS& BBI	61	29	08/01/2019	20/03/2019	21	Steffi Cherian
BAF	35	18	08/01/2019	20/03/2019	15	Steffi Cherian
	129	80			52	

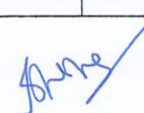
Total Placed students through TechnoServe is 52. We are continuing to place the remaining trained students.

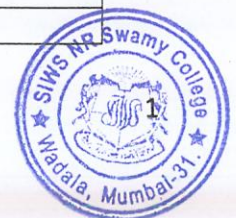
#### Summary of training:

The students have enrolled for a 100-hour program including Personal effectiveness, Communication Readiness, Career Readiness and Work Readiness. 60 hours of training is delivered in class and 40 hours of mandatory training is made available to students on TechnoServe's proprietary online learning platform. The students also undergo individual counselling during the program.

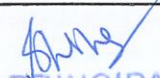
#### Summary of placements:

Company Name	Number of Students Placed	Salary Offered
5Paisa Capital Limited	2	₹ 1,80,000-2,40,000
Asit C. Mehta	1	₹ 1,39,000
ConnectQ Business Solutions	3	₹ 1,44,000
Epicenter Technologies	2	₹ 1,20,000-1,60,000
Eclerx	2	₹ 1,61,280
ICICI Bank	2	₹ 1,68,000
Policy Boss	3	₹ 1,44,000-2,16,000
ICICI Lombard	4	₹ 1,32,000
Axis Securities	3	₹ 1,26,000
Sitel	1	₹ 1,68,000-2,40,000
HDB Financial Services	11	₹ 1,37,988- 1,80,000
HDFC Life Insurance	5	₹ 2,20,000
IndusInd Bank	1	₹ 1,50,000 – 2,50,000
Kotak Mahindra Bank	5	₹ 1,70,000- 1,80,000
ICICI Prudential	2	₹ 2,40,000
Jana Bank	1	₹ 1,60,000
Reliance Jio	4	₹ 1,68,000
Total	52	

  
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S. No.	Name of Student	Course	Company
1	Abdul Azim	Bcom	Axis Securities
2	Abdul Hafeez	Bcom	
3	Aishwarya Shinde	Bcom	
4	Akshay Agravat	Bcom	
5	Alphiya Khan	Bcom	
6	Ankita Sharma	Bcom	Axis Securities
7	Deepak Ghosh	Bcom	Axis Securities
8	Deepmala Rajbhar	Bcom	Policy Boss
9	Huzaifa Shaikh	Bcom	ICICI Lombard
10	Jay Fulwaria	Bcom	Asit C Mehta
11	Jemi Carelin	Bcom	ICICI Bank
12	Karan Siddula	Bcom	
13	Kavita Pillai	Bcom	Epicenter Technologies
14	Mahalakshmi S. Rani	Bcom	
15	Mandar Juvekar	Bcom	HDFC Life Insurance
16	Naina Barai	Bcom	
17	Nasima Siddiqui	Bcom	Policy Boss
18	Neha Jain	Bcom	
19	Pooja Prajapati	Bcom	
20	Pushpa Prajapati	Bcom	
21	Rachna Vishwakarma	Bcom	Sitel
22	Ramesh Paliya	Bcom	
23	Reema Gupta	Bcom	
24	Sandhya Chaurasiya	Bcom	IndusInd Bank
25	Sangeeta Malik	Bcom	Epicenter Technologies
26	Saniya Shaikh	Bcom	
27	Shaikh Aafrin	Bcom	
28	Shazma Shaikh	Bcom	
29	Subhasini Naidu	Bcom	
30	Suman Gupta	Bcom	Policy Boss
31	Sunita Dhangar	Bcom	HDB Financial Services
32	Tejaswita Jadhav	Bcom	HDFC Life Insurance
33	Vishal Thopte	Bcom	
34	Anubhav Patel	BBI	
35	Aruna Yadav	BBI	ConnectQ Business Solutions
36	Ayesha Pathan	BBI	
37	Hariharan Chettiar	BMS	ICICI Prudential
38	Himanshi Ajgaonkar	BBI	ConnectQ Business Solutions
39	Kajol Singh	BBI	HDB Financial Services
40	Karan Sandesaria	BMS	Kotak Mahindra Bank
41	Kedar Bhatti	BBI	HDB Financial Services
42	Meghna Selvaraj	BMS	ICICI Lombard
43	Menaka Devendran	BBI	
44	Minal Sawant	BBI	Reliance Jio
45	Namrata Rai	BBI	HDB Financial Services
46	Naved Mohammed	BMS	

  
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47	Nitin Gupta	BBI	Jana Bank
48	Pooja Chaudhary	BMS	HDB Financial Services
49	Prabhakar Sandiwel	BBI	HDB Financial Services
50	Priti Joshi	BBI	
51	Priti Yadav	BMS	
52	Rahul Gupta	BMS	HDB Financial Services
53	Rajeshri Koriya	BMS	ICICI Lombard
54	Rakshita Kunder	BMS	
55	Ravi Dubey	BMS	HDB Financial Services
56	Ruchita Gupta	BBI	Kotak Mahindra Bank
57	Satyam Singh	BMS	ICICI Lombard
58	Sebastian Jency	BMS	Reliance Jio
59	Shaikh Afreen	BMS	Reliance Jio
60	Shaikh Anjum	BMS	HDB Financial Services
61	Sushil Patel	BMS	
62	Vishal Yadav	BBI	HDB Financial Services
63	Abhishek Giri	BAF	HDB Financial Services
64	Abhishek Gupta	BAF	ConnectQ Business Solutions
65	Aditya Nirgude	BAF	ICICI Prudential
66	Aditya Shirke	BAF	Kotak Mahindra Bank
67	Akash Raut	BAF	5Paisa Capital Limited
68	Arshin Shaikh	BAF	Kotak Mahindra Bank
69	Gyan Prakash	BAF	
70	Pratik Yadav	BAF	HDFC Life Insurance
71	Pravin Sahu	BAF	HDFC Life Insurance
72	Rohan Thakkar	BAF	ICICI Bank
73	Shalini Pasi	BAF	
74	Shubham Pawar	BAF	
75	Srushti Shinde	BAF	Kotak Mahindra Bank
76	Sunil Mishra	BAF	Reliance Jio
77	Teja Yadav	BAF	5Paisa Capital Limited
78	Twinkle Chitroda	BAF	Eclerx
79	Yashashree Tate	BAF	Eclerx
80	Yogesh Tak	BAF	HDFC Life Insurance

*Anne*

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Wadala, Mumbai - 400 031.







Nikhil Mamaniya &lt;nikhilmamaniya@gmail.com&gt;

**Drive Data**

1 message

tejal.somaiya@wipro.com &lt;tejal.somaiya@wipro.com&gt;

Thu, Jun 27, 2019 at 10:54 AM

To: nikhilmamaniya@gmail.com

Cc: sahely.mukherjee@wipro.com, seemeen.kharbe@wipro.com, lionel.almeida1@wipro.com

Hi Nikhil,

PFA drive data as requested


Thanks and Regards

**Tejal Somaiya****Sr. Executive | Talent Acquisition- Digital Operations and Platforms**

Mob No.- 8369962236

Unit-301,3<sup>rd</sup> Floor, A-Wing, Kensington SEZ, Hiranandani Business Park ,Powai, Wipro Ltd,400076

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 **NR Swamy college.xlsx**  
11K

  
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Wadala, Mumbai - 400 031.



Sr no.	Name	Contact	Address	Process	Status
1	Clinton Amuldas	8655528265	Wadala	Technical	Technical process at Airoli
2	Suman Gupta	7977436705	Wadala	NA	Reject- Comms
3	Imran Munshi	8451939982	Wadala	NA	VNA reject- Fedex
4	Afrin Shaikh	8268824962	Wadala	NA	Reject- Comms
5	Aadesh Agrahari	8433762442	Wadala	NA	KT in 6th sem
6	Aakash Kharade	8691833012	Kurla	NA	Reject- Comms
7	Roshni Alad	9967807093	Parel	NA	Not ok with shifts
8	Rahul Dandu	9987642675	Mumbai c	NA	outside boudary
9	Deepmala Rajbhar	9967630588	Wadala	NA	Reject- Comms
10	Pratik Sarfare	8108085045	Kurla	NA	Reject- Comms
11	Anil Bomani	9930984629	Sion	NA	Reject- Comms
12	Ravi Yadav	8452010842	Wadala	NA	Reject- Comms
13	Brijnandan Gupta	9022688389	Wadala	NA	Reject- Comms

*[Handwritten Signature]*

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Wadala, Mumbai - 400 031.





# VIDYA UTKARSH MANDAL

## English Medium School

Society Register No. MHC 923/Thane Trust Register No. F-852 Thane, Est. 1961 No. 505/PPS/1MV/32321-25  
 At - Belapur, Po - Konkan Bhavan, Tal & Dist - Thane, Navi Mumbai - 400 614, Ph No. 022-2757 6926  
 UDISE CODE - 27211008807 - Primary UDISE CODE - 27211008811 - Secondary

Outward : 143 / 2018-19

Date : 10/04/2019.

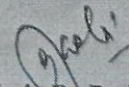
To,  
 Miss. **Khushboo Vishwakarma**  
 Assistant Teacher (Primary Section)

**Sub : Termination of your services.**

With reference to your appointment letter dated June 2018 this is to inform you that you were appointed as an Asst. Teacher for the academic year 2018 - 19 and your services are terminated from 30.04.2019.

If you wish to continue for the next academic year you are requested to apply again within 15 days for the same and this is for your kind information.

Yours faithfully,

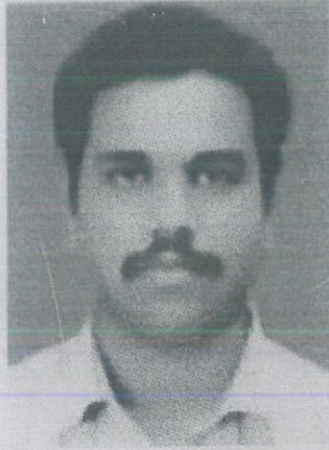
  
 (Shri B.D. Koli)

PRESIDENT  
 Vidya Utkarsh Mandal's  
 English Medium School  
 Belapur, Navi Mumbai  
 Dist-Thane.



*Lifex Fire Fighting Industries Pvt. Ltd.*

Regd. Office: Ground Floor, 24, Regal Industrial Estate,  
A. D. Marg, Sewri (W), Mumbai - 400 015



Name : Shivkumar L Tiwari  
Designation : Supervisor  
D. O. B. : 25-04-1992  
Contact No. : 8080633932

*Radhika Aravani*



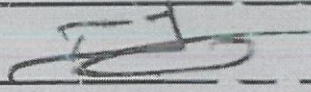

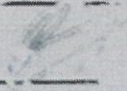
Authorised Signatory

In case of Emergency please contact:  
27686540/24136140

Storage Terminal 1: D-25/9, T.T.C. Industrial Area, M.I.D.C., Turbhe  
Storage Terminal 2: W-215, T.T.C. Industrial Area, M.I.D.C., Pawne  
Navi Mumbai



*AMS*  
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Wadala, Mumbai - 400 031.

 <p>(S M Rao) Lt Col - Arms</p> <p>Unit Stamp for Commanding Officer</p> <p>Signature of Security Officer</p> <p>Date of Issue 08-10-20</p>	 <p>Temporary Identity Card IN 151 05.01.22</p>	
	<p>No. <b>478377</b></p>	
	<p>Name of Unit <u>INS SATAVAHANA</u></p>	
	<p>Valid upto</p> <p>07-04-21</p>	<p>Signature of Security Officer</p> 
<p>Signature of Security Officer</p> <p>07.07.21</p>	<p>Signature of Security Officer</p> 	
<p>Signature of Security Officer</p> <p>06.10.21</p>	<p>Signature of Security Officer</p> 	

**TEMPORARY TEMPORARY IDENTITY CARD**

Name: **ANIKET BALASAHEB KATKAR**

Person ID No. **254960 F** Rank **EM (P) II**

Date of Birth **25-11-1998** Height (in cm) **170**

Colour of Eyes **BLACK** Colour of Hair **BLACK**


Visible Identification Mark **A MOLE ON LEFT ARM**

Reason for Issue **ON EXPIRY OF OLD TY I CARD NO. 466674**

Leather Impression **0-ve** Blood Group **B**

Signature of the Commanding Officer, INS Anjali, U/o Fisheries, Mumbai-400 031.



  
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 Smt. Thirumalai College of Science  
 Wadala, Mumbai - 400 031.

Date: 07/10/2021

To,  
**Thevar Elango Vanumamali**

**Subject: Offer Letter**

Dear **Sunil**,

We have pleasure in informing you that you have been selected as **Officer (Thane)** at our Client Place **Avenue E-Commerce Ltd.** Salary Offered to you is **Rs. 11845/-** Net. We expect you to contribute towards the long- term growth of the company. Your Salary Structure shall be as per Annexure A.

You should join duty on **11/10/2021**. Please note, that if you fail to join on this date without prior intimation, the management reserves the right to cancel this offer of Appointment.

**Following Documents will be required at the time of joining.**

1. Resume copy
2. Four latest passport size photographs.
3. I.D Proof (Driving License or Passport or Election ID)
4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
5. Copies of Educational Certificates.
6. Copy of previous Employment Certificates i.e. (Work Experience letter or Relieving letter, Salary Slip if any)
7. Cancelled Cheque of your savings bank account.
8. Pan Card & Aadhar Card (Mandatory)

Kindly, sign the Duplicate copy of this offer letter as confirmation of your Acceptance with resignation mail/letter with acceptance of your resignation. Wishing you a long and successful career at Prompt.

**For, PROMPT PERSONNEL PVT LTD.**



**Authorized Signatory**



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Commerce & Economics And  
Smt. Thirumalai College of Science  
Wadala, Mumbai - 400 031.



**Offer accepted (signature)**



Name: Thevar Elango Vanumamali

Designation: Officer

**ANNEXURE 'A'**

**STATEMENT OF GROSS WAGES**

Sr NO.	PARTICULARS	PM	PA
1	Basic	13062	156744
2	DA	0	0
3	HRA	653	7836
4	Admissible Allowances	0	0
(A)	Employee's Gross Salary...	13715	164580
(B)	Employee Deduction...		
1	P.F @ 12 % On Gross-HRA	1567	18804
2	E.S.I.C @ 0.75% On Gross	103	1236
3	PT	200	2500
(C)	Employee's Net Take home salary...(A-B=C)	11845	142140
(D)	Employer's Contribution....		
1	P.F @ 13 % On Gross-HRA	1698	20376
2	E.S.I.C @ 3.25% On Gross	446	5352
3	Mobile Reimbursement	0	0
(E)	CTC	15859	190308

• Bonus Applicable as per Company Norms

Kindly, sign the Duplicate copy of this offer letter as confirmation of your Acceptance and confirm the date of joining. Wishing you a long and successful career at Prompt.

**For, PROMPT PERSONNEL PVT LTD.**



**Authorized Signatory**

I Thevar Elango Vanumamali have read the above terms and conditions and accept this order of Offer.

Date: 07/10/2021

*Signature*  
**PRINCIPAL**  
 S.I.W.S.R.R. Swamy College of  
 Commerce & Economics And  
 Smt. Thevarmalai College of Science  
 Wadala, Mumbai - 400-031.



**Signature**



# Joining in TCS- 13 Jan 20



Inbox



**Jasmine Nair** 1/6/2020

to



Dear Candidate,

Your date of joining in TCS is 13 Jan 20.


Please find attached the hard copy of medical fitness letter, the form should be duly filled and signed by your Doctor, carry the same on the day of joining, registration number and stamp is mandatory.

You will receive provisional offer letter please accept the same and then we will send the final offer letter, kindly check campus portal for the same.

Medical fitness letter and acceptance of final offer letter is mandatory, failing of which your onboarding will not happen

You will receive venue details for the joining by Tomorrow if you do not receive the mail please do



  
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 Wadala, Mumbai - 400 031.





ZENCRAFT CONSULTANCY PVT LTD

703, G Square, Jawahar Road, Ghatkopar (E), Mumbai 400077

Date: 15-08-21

To,

SANTOSHI GUPTA  
Employee Code: ZC-02

Subject: Confirmation Letter

Dear SANTOSHI GUPTA

Further to your appointment letter dated 15/02/21 we are pleased to inform you that You have been confirmed in the services of our Company effective from 15/08/21.

All other conditions would remain the same as mentioned in your appointment letter.

Post successful completion Probation period, we look forward for outstanding performance from you and we are sure that you will keep up with the organization expectations.

We wish you All the Best Luck in your career with our organization.

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CS

26 July 2019

Mr. Priyesh Suresh Banne,  
Block No. 201, Flat No. 2392, C.G.S Colony,  
Sector 6, Antop Hill, (Near King Circle, Sign, Wadala Station)  
Mumbai - 400037.

Dear Priyesh,

Further to our discussions, the following is a summary of terms and conditions applicable to your association with Whitehat Education Technology Private Limited ("Company"). Once you accept this offer, the terms will be crystallized in the form of an employment agreement.

**1. Position:** You will be employed in a full-time position, as 'Software Engineer'. Your primary duties will include, but not limited to:

Software development support to the Technical Team

By signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties.

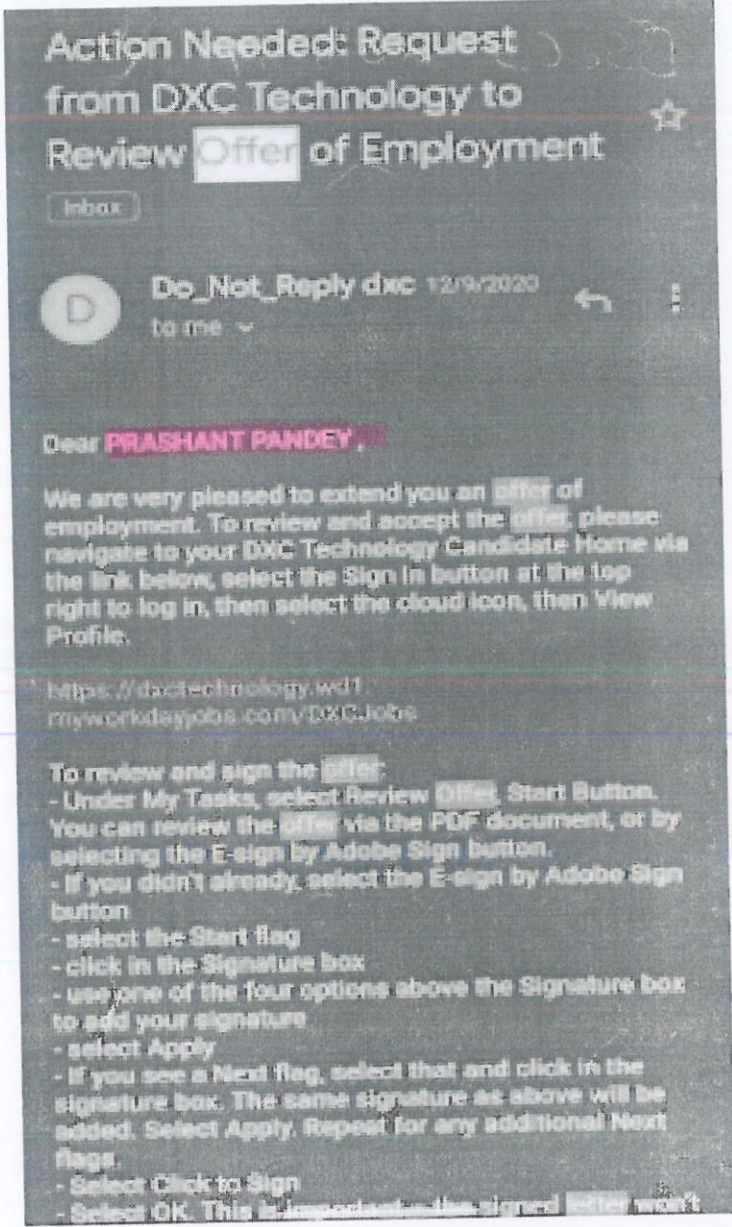
**2. Date of Joining:** Your date of joining the employment will be not later than 29<sup>th</sup> July 2019, after which date we shall have the unilateral right to terminate this offer.

*[Handwritten Signature]*

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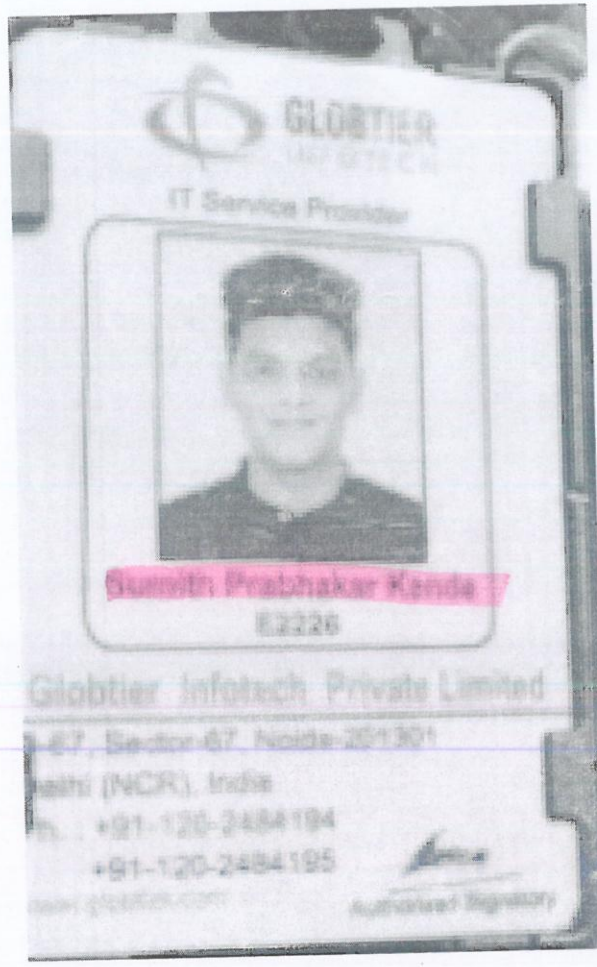
CS



*Shree*

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*ANS*

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Smt. Thirumalai College of Science  
Wadga, Mumbai - 400 031





# PRIME SOFTWARE SOLUTION

SOFTWARE CONSULTANT & DEVELOPERS

20 October 2021

Manish Rokade  
C/63 Amardeep Building,  
Ground Floor, D. L. Marg,  
Kalachowki,  
Mumbai-400033

Dear **Manish Rokade**

We are pleased to offer an employment in Prime Software Solution. The terms and condition of your employment are as below

a) Role / Job Band : Assistant Software Engineer

b) Gross Salary : Rs. 10,000/- per month

Compensation Details

1. Basic Salary : Rs. 10,000/- per month
2. Train Conveyance : As Applicable

c) Joining Date : 20-October-2021

d) Required Document Submission

1. Passport-size Photograph
2. Address Proof
3. Photo-id Proof

e) Increment and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis in April.

f) Notice Period

You will be required to give two month's notice in case you decide to leave our services subject to company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to

*Handwritten signature*

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# ABS INDIA

January 30, 2020

ABS/HR/TRAINEE ENGAGEMENT/2019-20/06

Mr. Thevar Manikandan Velu  
A/42, Ramabai Nagar, Ambedkar road  
Matunga Labour camp Mumbai-19

Dear Mani,

## SUB: LETTER OF ENGAGEMENT

With reference to your application and subsequent discussion we had with you, we are pleased to engage you as a **TECHNICAL TRAINEE** in **CS101 – Level** on the following terms and conditions:

1. Your initial place of training would be at our **Mumbai** Office in Customer Support Department reporting to **Regional Head - Service Delivery West**.
2. Your **stipend** will be Rs. 212,000/- Per Annum. The details are as follows:

Particulars	Per Month	Per Annum
Basic	4,387	52,641
Special Allowance	10,236	122,828
<b>Gross Salary (A)</b>	<b>14,622</b>	<b>175,469</b>
Company Contribution to PF @ 12% of Gross Salary	1,755	21,056
Company Contribution to ESIC @ 3.25% of the Gross Salary	475	5,703
Company Contribution to Gratuity @ 15 days Basic Salary per year	211	2,532
Company Contribution to Personal Accident insurance premium	20	240
<b>Contribution (B)</b>	<b>2,461</b>	<b>29,531</b>
Company Contribution to Statutory bonus	-	7,000
<b>CTC (A+B)</b>	<b>17,083</b>	<b>212,000</b>

3. The offer of engagement for Training will be for a fixed period of **ONE YEAR** with effect from the date of joining and subject to cancellation at any time at the sole discretion of the Management.



Date: Nov 20, 2021.

Dear Deepak,

We have great pleasure in offering you the position of **Trainee** in Grade **T**, in **Mumbai** on the terms of remuneration as discussed, accepted and recorded in this office.

**Terms of association:**

1. This offer is valid subject to your BGV being clear
2. Offer and appointment letter containing the terms and conditions of the employment will be issued to you on the day of joining.
3. You have to carry the following testimonials (Original) at the time of joining:
  - 10h Mark sheet.
  - 10<sup>th</sup> Passing Certificate.
  - 12<sup>th</sup>/Diploma Mark sheet.
  - 12<sup>th</sup>/Diploma passing certificate.
  - Graduation all semester/ year marksheet or Consolidation mark sheet.
  - Graduation final/ Provisional degree (in any).
  - Post-Graduation all semester/ Year mark sheet or Consolidation mark sheet (if any).
  - Post-Graduation Final/ Provisional Degree (if any).
  - PAN Card-Mandatory. In colour.
  - Passport (if having). In colour.
  - Passport size Photograph (3.5 cm \* 3.5 cm) in white background.
  - Cancelled cheque of existing ICICI Bank a/c – 12 Digits (if any). Joint a/c is not accepted.
  - "Permanent Address Proof"-Mandatory.
  - "Current Address Proof" if any.
  - Relieving/ Experience letters of all previous organizations.

Kindly report at the following address for the joining formalities **Nov 24, 2021**.

**Tower # 5, 4th Floor, International Infotech Park, Vashi, Navi Mumbai – 400703, India**

We welcome you to this organization, we look forward a mutually rewarding association with you.

Please confirm your acceptance of the above terms. If you have any query kindly let me know

Thanks & Regards,

Rakesh Nair  
Talent Acquisition Group

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Wadala, Mumbai - 400 031.



Date: Nov 20, 2021.

Dear Deepak,

We are pleased to make an offer to you to join at **Azentio Software Private Limited**. The details of the offer are as follows:

**Position: Trainee**  
**Title: Trainee**  
**Joining Date: Nov 24, 2021**  
**Reporting Manager: Ravi Mirani**

Detailed Salary Structure:

Location	Navi Mumbai
Grade	T
Designation	Trainee
Components	Per Annum (INR)
Basic	1,73,652
HRA	0
LTA	0
Supplementary Allowance	66,929
P.F. (Co's Contribution - 12% of Basic)	21,600
<b>Total Fixed Pay</b>	<b>2,70,000</b>
ESIC	7,819
<b>Total CTC</b>	<b>2,70,000</b>

**Note:**

- Your Salary is subject to deduction of Income Tax in accordance with the provision of the Income Tax Act.
- You may treat this communication as a confirmation of the offer. Please proceed with resignation /exit formalities with your current employer as soon as possible and finalize the relieving date.
- Please note that the soft copy of the offer letter provided is valid. You will receive the same hardcopy at the time of your joining.
- Upon receiving your acceptance, we will proceed with the on boarding processes that include two emails you will be receiving to access our Step-In portal and other information for first day preparation and logistics arrangements.
- Please be aware that Azentio follows a stringent background verification policy. By accepting this offer, you agree to submit all required documents to formally initiate the background verification process.
- Please inform your recruiter immediately, should there be change in your employment terms.

Thank you and we look forward to your early acceptance.

**Thanks & Regards,**

**Rakesh Nair**  
**Talent Acquisition Group**

*[Signature]*  
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Utkarsh Small Finance Bank

## Appointment Letter

USFB/HRD/ 2020-21

Date: March 25, 2021

Mr Akshay Sudhir Bagwe (32763 )

Address: S/O : Sudhir , E Ward , Mahatma Gandhi Srumti Vasahat , Jerbai Wadia Road , Parel , Mumbai,,  
District: Mumbai, Pin: 400012

### Sub: Letter of Appointment

Dear Akshay,

With reference to your job application, subsequent briefing/ discussions and interview, we are pleased to appoint you as Senior Executive- Operations in the grade of Senior Executive (105) in our organization with effect from March 22, 2021 on the following terms and conditions.

### Remuneration

The monthly emoluments that will be paid to you, is detailed in **Annexure 1**.

### Posting

You are being initially posted at **Central Processing Center- Mumbai branch, Mumbai Zone**. However, you may be transferred to any divisions/ locations/ office of the Company or subsidiary or group Company of UTKARSH, within the country, at the sole discretion of the management.

### Reporting

You will report to the **Chief Manager- CPC Operations**.

### Probation

As a **Senior Executive- Operations** , you will be on probation for a period of six (6) months. You are required to put your best effort to perform on the job. At the end of the 6 months period your performance level will be evaluated and if found satisfactory, you will be confirmed in the job. However, if your performance is not found satisfactory, your probation may be extended for further period of time as deemed fit by the company

### Exit Clause:

- This contract of appointment can be terminated by either party by giving one month's notice or payment of one month's emoluments in lieu thereof during probation period and by giving one month's notice or payment of one month's emoluments in lieu thereof after confirmation of service.
- In your absence from duty without sanction for more than 3 days, you will lose lien on your appointment.
- Further, in case no enquiry or proceeding is contemplated against you and you remain unauthorized absent more than 15 days, it shall be deemed that you are not interested in Continuing with the Company and are deliberately avoiding to submit formal resignation. In such circumstances, You shall be deemed to have resigned from service w. e. f. the date you are absent from service. you shall be liable to pay the notice period salary.
- Even in case you leave the company, you will not use any information acquired during your tenure in the organization, for any purpose against or extraneous to the company's interest. Further all relevant materials and documents related to the company will be handed over by you, to company representative, along with other company assets before separation.



*[Signature]*  
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Wadala, Mumbai

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CIN: U65992UP2016PLC082804 | Tel.: +91-542-2500596 | Website: www.utkarsh.bank



Utkarsh Small Finance Bank

Name: Akshay Sudhir Bagwe

Employee ID: 32763

**Work discipline and ethics:-**

You will be governed by all the terms and conditions of service as stipulated by the company policies and procedures from time to time. Non - compliance to the same will be considered misconduct and will attract actions as deemed fit.

If you are found withholding any information or providing the same to any third party, you will be liable to disciplinary/legal action including penalties and compensation as may be deemed fit by the management.

You are expected to act in professional and competent manner in all aspect of your work be it performance, learning , productivity or behaviour. The company expects from you the highest standard of integrity and conduct in all matters.

Throughout the duration of your employment with us, you will:

- Not engage yourself in any other full/part time employment or any business directly or indirectly.
- Since you are being trained to be as **Senior Executive- Operations**, you need to learn to discharge the roles and responsibilities accordingly. For your reference the job responsibilities of the as **Senior Executive- Operations**, is attached in **Annexure II**.

**Undertaking**

I have joined Utkarsh Small Finance Bank Ltd knowing it to be a financial services Company. I shall be liable to pay or reimburse to the company any loss or damage which is / may be caused due to my negligence, connivance or any civil or criminal act or omission in performance of my duties. In case I fail to pay or deposit the aforesaid loss or damage, the company shall be entitled to recover the same like a civil recovery from me, as per procedure prescribed under law.

**Confidentiality**

Data and information of the company should not be shared with anyone outside the company

**Jurisdiction**

All the dispute are subject to Jurisdiction of Varanasi Civil Court Only.

Welcome to UTKARSH family.

For

**UTKARSH SMALL FINANCE BANK LIMITED**

**Ravi Ranjan Kumar Tiwari**  
Manager- HR & Training



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Utkarsh Small Finance Bank

Enclosures:

- Annexure I- Details of salary payable and benefits
- Annexure II- Job Description: Will be provided separately
- Distribution:
- Personal File

I acknowledged with thanks the receipt of this appointment letter and accept the terms and conditions stipulated herein. I have joined the company on \_\_\_\_\_.

**Signature:**

**Name:**

**Date:**



*S.I.W.S.*

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Utkarsh Small Finance Bank

Name: Akshay Sudhir Bagwe

Employee ID: 32763

Salary Component	Rs. Per Annum	Rs. Per Month
Basic Pay	144000	12000
Medical Allowance	9000	750
Statutory Bonus	24240	2020
Fuel Allowance	18000	1500
Other Allowance	33360	2780
<b>Gross Salary</b>	<b>228600</b>	<b>19050</b>
Employer PF	21600	1800
Employer Gratuity	6924	577
<b>CTC</b>	<b>257124</b>	<b>21427</b>


#### Non Cash Benefits

- Leave & Leave Encashment
- Monthly Performance Payout/Annual performance bonus subject to performance of the company- As Applicable
- Medical Insurance
- Term Insurance
- Mobile Bills- As per the policy of the company

Please take a note that this salary structure is applicable to the place of posting as mentioned in the appointment letter. In case your posting is changed from current location to other location, you will be eligible for the salary structure applicable for that location”

“Please note that breakup of structure of salary may be reviewed and there may be some change in the component of salary. However, it will be ensured that there is no negative impact on your overall CTC”.



  
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Utkarsh Small Finance Bank

March 25, 2021

### Joining Report

It has been decided to post the under mentioned employee as follows

S.No	Name Of Staff	Staff ID	Branch Name	Date Of Appointment	Date Of Joining At Department	Signature Of Branch Manager/Reporting Manager
1.	Akshay Sudhir Bagwe	32763	Central Processing Center- Mumbai	March 22, 2021	March 22, 2021	

The employee mentioned above has to join the department March 22, 2021

Please ensure joining

Your Sincerely,

Ravi Ranjan Kumar Tiwari  
Manager- HR & Training



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CIN: U65992UP2016PLC082804 | Tel.: +91-542-2500596 | Website: www.utkarsh.bank

October 24, 2019

Ms. Twinkle Dhiru Chitroda  
Kumbharwada 3rd Wadi  
Near Ram Mandir 60 Feet Road  
Dharavi-400017

Dear Twinkle,

Congratulations!!!

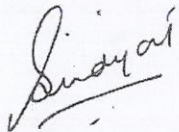
We are extremely pleased to extend you a warm welcome to the eClerx family. We wish you a successful and professionally rewarding career with us.

Please find attached your letter of appointment with eClerx. The letter sets out the terms and conditions of your employment. We request you to acknowledge the duplicate copy of this letter and return it to us as a token of your acceptance.


Your HR Business Partner will soon reach out to you to introduce themselves. Should you have any queries or concerns they will be glad to assist you.

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

With Best Regards,



Srividya Ramnath  
Program Manager – Human Resources



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Office Address  
eClerx Services Limited  
Building # 11, 4<sup>th</sup>, 5<sup>th</sup> & 6<sup>th</sup> Floor,  
K Raheja Mindspace, Plot # 3,  
TTC Industrial Area, Thane Belapur Road, Airoli,  
Navi Mumbai – 400 708, Maharashtra, India.  
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292  
[www.eClerx.com](http://www.eClerx.com)

Registered Office  
eClerx Services Limited  
Sonawala Building, 1<sup>st</sup> Floor, 29 Bank Street, Fort,  
Mumbai - 400 023, Maharashtra, India.  
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655  
E-mail ID: [contact@eClerx.com](mailto:contact@eClerx.com) | [www.eClerx.com](http://www.eClerx.com)  
[CIN: L72200MH2000PLC125319]

October 24, 2019

Dear Twinkle

Further to your Offer Letter dated **October 18, 2019**, we are pleased to appoint you as **Analyst** in the **ARROW** program. Your employment with us will commence on **Thursday, October 24, 2019**.

The terms and conditions of your appointment are as follows.

## 1. Work Location

1.1. Your initial work location will be Mumbai. Though you have been engaged for a specific position and location, the Company reserves the right to transfer you, with reasonable notice, to any other location, department, establishment, or branch of the Company / group / affiliates (whether in India or abroad) as the Company may deem fit including new locations to be set up in future. You shall be bound by the policies, rules and regulations of the office at the location you are posted in at any given point in time.

1.2. In the event of your resignation from the Company from your date of relocation / transfer within a stipulated time period as mandated by the relevant transfer policy, you shall be liable to pay to the Company, all the expense incurred towards movement of your household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer including cost incurred by Company on account of your training.

## 2. Background Verification

2.1. Your appointment is contingent on successful verification of all documents and information provided by you as a part of your recruitment/joining process.

2.2. The Company reserves the right to end this employment agreement with you should the results of your background investigation come out as negative. HR team will contact you as soon as there is any insufficiency / discrepancy identified in your background check process.

2.3. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. If the reports of such testing are found to be positive, the organisation withholds the right to initiate suitable action against you, including termination of services.

## 3. Compensation

3.1. Your compensation details will be as per Annexure I. The remuneration as indicated in the annexure is

Office Address  
eClerx Services Limited  
Building # 11, 4<sup>th</sup>, 5<sup>th</sup> & 6<sup>th</sup> Floor,  
K Raheja Mindspace, Plot # 3,  
TTC Industrial Area, Thane Belapur Road, Airoli,  
Navi Mumbai – 400 708, Maharashtra, India.  
Ph: +91 (022) 4183 2777 | Fax: +91 (022) 4194 3292  
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Wadala, Mumbai - 400 031

Sonawala Building, 1<sup>st</sup> Floor, 29 Bank Street, Fort,  
Mumbai - 400 023, Maharashtra, India.  
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655  
E-mail ID: contact@eClerx.com | www.eClerx.com  
[CIN: L72200MH2000PLC125319]

comprehensive and all-inclusive and hence it shall be deemed to include all the liabilities of the Company including keeping into account any extra hours worked.

#### 4. Probation

4.1. Your first three months with the Company constitutes a training / probationary period. This will exclude any leave of absence or such other period, which is not treated as duty as per the regulations of the organization. The probation period can be extended at the discretion of the manager. During this period, the company or you may terminate this agreement by giving 15 days' notice or payment in lieu of notice period. The Company reserves the right not to accept the payment in lieu of notice.

4.2. Notwithstanding the above mentioned clause, the company reserves the right to put you under a training module as per the requirement of the specific business, the successful completion of which would determine the confirmation of your employment. On your being unsuccessful on assessment parameters as defined by the company after the training completion period, the company reserves the right to either extend your probation period as per the Confirmation Policy, or terminate your employment with 15 days of notice or salary in lieu of such notice, in case your skills sets are found to be misfit for the business skills as per the assessment parameters of your training program.

4.3. On successful completion of probation, you will be confirmed as a permanent employee and the rules regarding your employment then will be governed by relevant policies and code of conduct that apply all employees in a permanent capacity.

#### 5. Training

5.1. You may need to undergo designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product expertise, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as you.

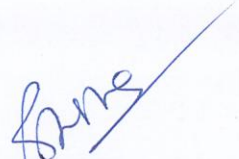
5.2. In such cases, you may be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.

5.3. Breach of the agreement may call upon necessary recovery from your full and final settlement

#### 6. Leaves

6.1. You are eligible for 24 working days of leave in a year. All leaves applied for will need to be approved by the reporting manager well in advance. Any unapproved leave will be treated as loss of pay and repetition of such instances will attract action in line with the leave policy.



  
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6.2. You are required to acquaint yourself with all the rules and regulations pertaining to leave and attendance upon joining the company in order to avoid such instances.

## 7. Separation

7.1. Post confirmation of your employment, your services can be terminated, with or without reasons, by giving a notice of 30 days or payment in lieu of notice period. Payment in lieu of shortfall of notice period will be equivalent to monthly total compensation earned for an equivalent period of time. This is applicable to terminations initiated by you or by the Company.


7.2. The company further reserves the right to terminate your employment with immediate effect in case you have not been permitted to work during the Notice Period. The Company reserves the right to require you not to attend at the Company's premises during the notice period and / or not to perform some or all of your duties during that period.

7.3. Without prejudice to any clause in this contract, the Company also reserves the right to terminate your employment for Reasons mentioned below with immediate effect without any payment in lieu of notice period, whereupon you shall cease to be in the employment of the Company and you shall have no claim whatsoever against the Company for damages or otherwise by reason of such determination.

7.4. For the purposes of this Clause, 'Reason' shall mean as under:

- a. Negligence or misconduct by you in complying with your duties, responsibilities, obligations and / or covenants or undertakings, which are either incapable of remedy or otherwise not remedied by you within 30 (thirty) days of a written notice being serviced on you by the Company stating the breach; or
- b. You becoming unable, for any reason whatsoever including the imposition of any court order, to efficiently perform your duties hereunder for 60 (sixty) working days in aggregate in any period of 12 (twelve) consecutive months; or
- c. You becoming of unsound mind; or
- d. You are convicted of a criminal offence; or
- e. You becoming bankrupt or compound with all your creditors or enter into any deed of arrangement with all your creditors; or
- f. You commit any breach of any of your duties or obligations under the Employment Documents; or
- g. You refuse or neglect to comply with any lawful and reasonable orders or directions given to you by the Company; or
- h. You are guilty of any misconduct whether or not in the performance of your duties or commit any act which in the opinion of the Company is likely to bring the Company or any of its officers or other employees into disrepute whether or not such act is directly related to the affairs of the Company; or
- i. You becoming prohibited by law or any order from any regulatory body or government authority from being an employee of the Company; or
- j. You are unable to achieve and maintain a satisfactory level of performance and produce the desired results after



  
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- undergoing the procedures laid down in Performance Coaching and Improvement Plan of the Company; or
- k. Causing damage to company's property; or
  - l. Going on or abetting a strike in contravention of any law for the time being in force; or
  - m. Committing theft, fraud or dishonesty
  - n. You being found guilty of any unlawful activity including but not limited to threatening of employees, security breaches, harassment including sexual harassment, etc.

The list above is suggestive and by no means exclusive. The company further reserves the right to add/amend this list without prior notice, within reasonable limits.

7.5. In the event of continued absence from work without prior information and authorization, the Company can initiate disciplinary action against you as specified in the relevant separations policy and may lead to termination of your employment.

7.6. You will automatically retire from the service of the Company on attaining the age of 60 (sixty) years, if not terminated earlier, [unless otherwise agreed between the parties].

7.7. On termination of your employment, all works carried out by you – both in physical and digital form – during your employment shall be immediately returned forthwith to the Company, without exception and with no copy (either part or whole thereof) retained by you in any form.

7.8. When your employment with the Company ends, for whatever reason, you will promptly deliver to the Company all originals and copies of all documents, records, software programs, media and other materials containing any confidential information. You will also return to the Company all equipment, files, software programs and other personal property belonging to the Company. In the event of your failure to do so, you shall be liable to face legal proceedings and compensate the company for any material loss of business as determined by the company at its sole discretion. The Company may withhold your exit clearance and / or full and final settlement until it is able to recover the losses incurred by it on account of your breach of the Company's rules and regulations.

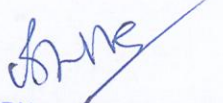
## 8. Working Hours

8.1. The working hours applicable to you will be the same as are observed depending upon your process and program. The initial shift, location or program awarded to you may change at any time during the period of employment as decided by eClerx management.

## 9. Conflict of Interest

9.1. During your service with the company you are expected to devote your whole time and attention to the company's affairs and refrain from directly or indirectly engaging in any other business. You will not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly in any trade or business, during your employment with the Company. This restriction applies whether or



  
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not the other activity is of a similar nature to or competes in any material respect with any of the businesses of the Company.

9.2. You will not seek membership of any local, public or political bodies or undertake any other business, assume any public office, honorary or remunerative, without the specific written permission of the HR Head. In the event of your becoming member of any local or public or political bodies or undertaking any business, assuming any public office without following due process as prescribed by the Company, you shall be deemed to have contravened the terms and conditions of employment and the Company reserves the right to take appropriate action as it deems fit including forthwith terminating your employment with the Company as provided in the Employment Documents.

9.3. In case you join or are transferred to the Financial Markets vertical, you may be required to disclose the details of Demat / Trading account held by you and your family members to meet the compliance requirements of the client.

## 10. Non-Disclosure

10.1. You hereby agree to sign and enter into a Non-Disclosure / Confidentiality Agreement on your date of joining or at any time thereafter in the format prescribed by the Company. You further agree that you shall keep the Company's Confidential Information (as defined in the Non-Disclosure / Confidentiality Agreement), whether or not prepared or developed by you, in the strictest confidence.


10.2. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and the Company will automatically be indemnified against any breach thereof.

## 11. Non-Solicitation of Employees and Clients and Non-Compete

11.1. During the term of your employment with the Company and for a period of 12 months thereafter immediately following the termination of employment with the Company for any reason, you shall not –

- a. Directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment with the Company, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company.
- b. Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company.
- c. Join the services or be associated with any former employee of the Company who is undertaking any activity competing with the business of the Company.
- d. All business opportunities known to you or made known to you at any time, with respect to and / or connected with the business of the Company are not referred to any third party but are referred only to the Company and are undertaken in any other company only with the prior written consent of the Board of Directors of the Company (hereinafter referred to as 'the Board').
- e. Neither directly nor indirectly own, conduct, engage in, manage, operate, join, control, finance, invest in, bid for, advise or otherwise participate in or in any manner be associated or connected with, whether for or without



  
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remuneration, in any business, individual, partnership, firm, corporation, limited liability company or other entity whatsoever similar to or competing directly or indirectly with the business of the Company, its subsidiaries or affiliates nor undertake or be engaged, directly or indirectly in any activities or do any act or thing which would, or is likely to, be detrimental to the interests, business or reputation of the Company, its subsidiaries or affiliates.

## 12. Jurisdiction

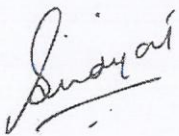
12.1. In case of any dispute or difference arising out of or under this contract, resulting into any proceeding before any Authority, Courts etc. in respect of this contract, the same will be subject to the jurisdiction of Mumbai.

13. You will be governed by the Company's rules and regulations (and practices) as enforced from time to time on matters whether specified herein or not, including on matters such as designation, emoluments and the structure thereof, working hours, etc. Company's decisions on all such matters shall be final and binding on you

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


Yours faithfully,

For eClerx Services Limited



Srividya Ramnath  
Program Manager– Human Resources



  
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**ANNEXURE I**

Name: Twinkle Dhiru Chitroda  
 Designation: Analyst  
 Program :ARROW  
 Date of Joining: October 24, 2019

Salary Component	Amount (INR)
Basic Pay	7,550
House Rent Allowance	378
Other Allowance	5,595
<b>Monthly Fixed Compensation</b>	<b>13,523</b>
Retiral Fund	1,577
<b>Monthly Total Compensation</b>	<b>15,100</b>
<b>Annual Total Compensation</b>	<b>181,200</b>
Performance Bonus (Upto)	36,240
<b>Cost To Company</b>	<b>217,440</b>
Gratuity <sup>3</sup>	4,358
<b>Total Cost To Company</b>	<b>221,798</b>

The Company is also pleased to extend the following benefits to you:

**1. Group Medical Insurance**

- You are eligible for floater medical insurance cover of INR 100,000 which covers yourself
- The insurance is inclusive of pre-existing disease cover from the date of joining
- You may also opt for additional cover for your family including your spouse, children and parents / parents-in-law post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary

**2. Group Personal Accident Insurance**

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents

**3. Executive Health check-up:**

- All employees aged 35 years and above are eligible for an executive health check-up once a year. Details on the appointment booking procedure will be made available to you subsequently.

**4. Night Shift Allowance**

- In case you are required to work in the night shift on account of process or client requirements, you will be eligible to receive Night Shift Allowance
- The amount paid to you will depend on your designation, number of nights shifts worked and all other rules as may be specified by the company policies.



*[Signature]*  
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**5. Language Allowance**

- a. In case you're hired for a role that requires proficiency on a foreign language, you shall be eligible to be paid a Language Allowance along with your monthly salary  
 b. The same will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency

**6. Transport**

- a. eClerx offers subsidized transport to all its employees basis the local transport policy  
 b. Should you wish to avail, an amount of INR 700 will be deductible from your fixed compensation every month

**Other Notes:****1. Taxation**

- a. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from your compensation.  
 b. The Company shall be entitled to deduct from your compensation, income tax, other taxes and levies which it is liable to deduct at source.

**2. Provident Fund**

- a. Since you have opted not to participate in the Employees' Provident Fund Scheme, the Retiral Fund amount will be paid as a part of your Monthly Fixed Compensation.

**3. Gratuity**

- a. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter

**4. Performance Bonus (Upto)**

- a. The performance bonus mentioned in the aforementioned table includes complete liability of the company on bonus payments to you including those required by statute.  
 b. Bonus pay out is contingent on your performance and will be prorated basis the date of joining or changes in salary as per company policy  
 c. From the performance bonus, a fixed bi-monthly bonus of 2% would be paid to you every two months, post confirmation of your services with the Company. The balance 8% of your annual bonus would be paid basis your performance as evaluated at the end of the financial year. Non-payment of the bi-monthly bonus, if any, may be on account of performance gap, disciplinary action, or client escalation.

*Srividya*

Offered By: Srividya Ramnath  
 Designation: Program Manager – Human Resources

Accepted by: TWINKLE DHURU CHITRODA

(Name and Signature)

*Twinkle*

Date: 24/10/2019



*Principal*  
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# QUNTAPLUS SOLUTIONS

**MAHESH P. DONGRE**

Room no2,Chawl No. 2,  
Shanti Nagar,Safed pool,  
K.A road Sakinaka  
Mumbal - 400072

## WELCOME

With reference to your application and subsequent interview, we have the pleasure to inform you that you had been appointed as Management Trainee for the post of Research Analyst at Quntaplus solutions, with following terms and conditions.

Your appointment will effect from 9<sup>st</sup> August 2021 You will be on a probation period of 6 months and based on your performance efficiency and effectiveness, your service may be confirmed. However, the company has every right to extend your probation if they feel necessary. You are eligible to enjoy the benefits of Company's leave rules on your confirmation on the company's service

If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absent from duty or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your service may be terminated without notice.

## JOB OUTLINE

An outline of your job duties is as following:

1. Attend promptly each day Monday to Friday.
2. Read through the daily overnight news and research reports.
3. Read and research the daily economic events for the day.
4. Provide feedback on your research done for each week.

## COMPENSATION PACKAGE

Following is your compensation package:

Salary will be Rs.15000/- per month as CTC inclusive of all subject to your regular attendance on duty.

During the period of your employment with the organization, you will devote full time to the work of company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or kind or otherwise without the prior written permission of the company.

If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absent from duty or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your service may be terminated without notice.



*[Signature]*  
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keva, Art Guild house phoenix market city ,Kurla MUMBAI 400070

Tel: +919619266398

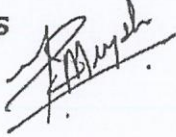
# QUNTAPLUS SOLUTIONS

This appointment letter is issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussion. If it transpires that you have made false statement, that the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

In any case if you desire to leave Quntaplus solutions, you have to submit **one month advance notice in writing** .If you would like to accept this position. Please sign below and return this letter.

For QUNTAPLUS SOLUTIONS

Authority Signatory



Name of Employee :-

Mahech Dongare

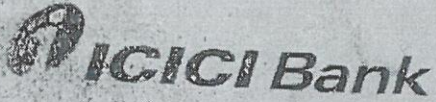
Signature of Employee :-

Mahech



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**PRIVATE AND CONFIDENTIAL**

Reference No. - 1383932223  
Applicant ID - 3821721

24-Oct-2019

**Manthan Gudekar**

Dear Manthan,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in Branch Banking at KALHER\_BR. Your internship would take place at KALHER\_BR. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Sales and Relationship Banking.

The following are the terms and conditions of the appointment.

**Commencement/Term:**

- You shall be required to join our Bank on 29-Oct-2019 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

**Remuneration:**

- (a) During Training Period
- You will be paid an all-inclusive lump sum stipend of Rs. 7,600/- (Rupees Seven Thousand Six Hundred only) per month.
- (b) On successful completion of on-the-job training period as Senior Officer.



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ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

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Fax: (91-22) 2653 1122  
Website www.icicibank.com  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodra 39C 007, India.

*Manthan Gudekar*  
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Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

Reference No. - 1383932223

: 2 :

Manthan Gudekar

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

**Supplementary Allowances:**

- You will be eligible for a Supplementary Allowance of Rs. 87,900/- (Rupees Eighty-Seven Thousand and Nine Hundred) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 38,100/- (Rupees Thirty-Eight Thousand and one Hundred only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

**Superannuation Allowances:**

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

**Benefits:**

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

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Wadala, Mumbai - 400 031*Manthan Gudekar*

Reference No. - 1383932223

: 3 :

Manthan Gudekar

### Other Terms and Conditions of Service:

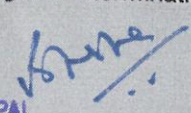
- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

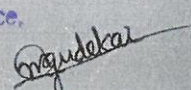


  
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Mumbai 400 051, India.

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Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

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Vadodara 390 007, India.



Reference No. - 1383932223

: 5 :

Manthan Gudekar

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of:
    - a) Any breach of the conditions mentioned in this letter on your part
    - b) Any incorrect information furnished by you like:
      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc. and
    - c) Suppression of any material information by you.
    - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
  - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/marksheets at the time of joining.
  - You will be bound by the Rules and Regulations of the Bank.
  - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,  
Vemuri Sai Sowmya  
HR MANAGER

Digitally signed by VEMURI SAI SOWMYA  
Date: 2019.10.24 17:08:01 +05:30  
Reason: Offer Letter  
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant



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ICICI Bank Tower,  
Bandra-Kurla Complex,  
Mumbai 400 051, India

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Reference No. - 1383932223  
Manthan Gudekar

: 4 :

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.



*S.H.W.*  
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*Manthan Gudekar*

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Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

## Remuneration Details

Name : Manthan Gudekar  
Position : Senior Officer Trainee  
Group : RETAIL BANKING GROUP

	Senior Officer Trainee	
	Monthly	Quarterly
Basic	3,500	10,500
HRA	1,750	5,250
Allowances	2,350	7,050
PF**	702	2,106
Total	8,302	24,906

\*\* This total amount is subject to PF and Professional Tax Deductions

Date: 24-Oct-2019

Digitally signed by VEMURI SAI  
SOWMYA  
Date: 2019.10.24 17:08:01 +05:30  
Reason: Offer Letter  
Location: Mumbai



*[Handwritten Signature]*  
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Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

# SBFC

Date: Sep 02, 2021

Applicant ID- 73840

Ms.Pooja Gupta,

1807, A-2 Building, Janu Bhoje Nagar,

S.R.A Co-operative Housing Soc Ltd, Kurar Village, Malad (East),

Mumbai - 400097

Dear Pooja Gupta,

We are pleased to offer you the position of **Officer Finance** at Grade **Officer (L10-O)**. This position will be based in **HO**.

You will report to **Gaurav Bhardwaj**.

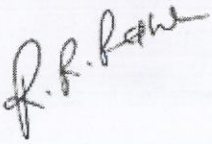
Your date of joining will be **November 01, 2021**.

Your Compensation as discussed and agreed upon is detailed in the annexure attached to this letter. A formal "Appointment Letter" detailing the terms and conditions of appointment will be issued on your joining.

Looking forward to your joining and a long, fruitful association.

Yours Sincerely,

for SBFC Finance Private Limited



Rajendra Ramakant Rane

Head - HR Operations

Please Note: This offer is contingent to your joining on the said date and background verification. Any change in the date of joining will require our consent.

Enclosed: (i) Compensation details (Annexure I)  
(ii) List of Documents to be submitted (Annexure II)



SBFC Finance Private Limited

(Erstwhile Small Business FinCredit India Private Limited)

Registered Office: Unit No. 103, 1<sup>st</sup> Floor, C&B Square, Sangam Complex, Andheri Kurla Road, Village Chakala, Andheri (East) Mumbai - 400 059

T. : +91-22-67875300 □ F : +91-22-67875334 □ www.SBFC.com

CIN No : U67190MH2008PTC178270

PRINCIPAL

S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

# SBFC

## Compensation Structure

Name	Pooja Gupta	Role	Officer Finance
Grade	Officer	Location	HO
Department	Finance	Date of Joining	November 01, 2021

### Salary Breakup:

Particulars	Amount (in INR per month)	Amount (in INR per annum)
Basic Salary	9926	119112
House Rent Allowance	5956	71467
Conveyance Allowance	1600	19200
Medical	1250	15000
Statutory Bonus	1985	23822
Other Allowance	4479	53742
Exgratia	1000	12000
Prof Development	496	5956
Gross salary	26692	320299
<b>COMPANY'S CONTRIBUTION</b>		
Leave Travel Allowance	0	0
Employer PF	1191	14293
Gratuity	477	5729
<b>TOTAL COST TO THE COMPANY IN Rs.</b>	<b>28360</b>	<b>340320</b>



**SBFC Finance Private Limited**  
**(Erstwhile Small Business Finance Credit India Private Limited)**

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CIN No. U67140MH2008PTC178270

*[Signature]*  
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Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031**



# SBFC

## Other Benefits :

Personal Accident Cover	Personal accidents cover for self in case of death or disability.
Mediclaime	Covered under ESIC or Mediclaime insurance for self, spouse and two children.
Gratuity	As per Gratuity Act.

**Note:** Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anyone other than your department head or HR is liable for disciplinary action.

## Annexure II

### List of Documents to be submitted

Sr.No.	Documents
1	PAN Card Copy
2	Aadhar Card Copy
3	Current Address Proof
4	Last 2 Relieving letters along with resignation acceptance
5	Class 10th Marksheet / Passing Certificate
6	12th/ Matriculation Marksheet/ Passing Certificate
7	Graduation Marksheets / Passing Certificate
8	Post Graduation Marksheets / Passing Certificate
9	Other Qualifications Marksheets / Passing Certificate
10	Medical Fitness Certificate
11	3 Colour Photographs
12	Resignation Acceptance

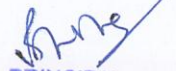


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CIN No : U67190MH2008PTC178270

  
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Wadala, Mumbai - 400 031

# OXALIS LABS

OXA/OFF/HO/00008/20  
01/10/2020

Ms DEEPALI SANJAY JADHAV

Dear Ms **DEEPALI JADHAV**

This has reference to your application and subsequent personal interview you had with us. We are pleased to offer you the post of **JR. OFFICER** in our **ACCOUNTS** department in our organization at our **OXALIS LABS - HO** on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by **01/10/2020**.

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

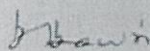
You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) PAN Card Xerox & AADHAR Card Copy.
- vi) Copy of permanent address proof.
- vii) Medical Certificate of fitness duly signed by a qualified Doctor (Not less than a MBBS).

We look forward for your long & happy association with Oxalis Labs

With best regards,

For Oxalis Labs



Partner

**Acceptance:**

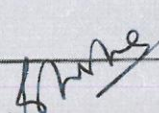
I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 01/10/20



Ms DEEPALI SANJAY JADHAV

Oxalis Labs

Regd. Office:  
201, Mahavir Industrial Estate,  
Near Pagar boy Off. Mahakali

  
PRINCIPAL

S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science  
Wadala, Mumbai - 400 031



REGISTERED OFFICE : "RELIABLE HOUSE", Opp. Huma Mall, L.B.S. Marg, Kanjurmarg (West), Mumbai - 400 078. (INDIA)  
Tel. : +91 22 6774 3900 • Fax : 91 22 6774 3917 • e-mail : info@reliablespace.com • www.reliablespace.com

## APPOINTMENT LETTER

Date :- January 7, 2022

**Tibakar Perumal Nadar**  
C Wing Room No 16,  
Sai Bhavani Chs, Dharavi 400017

Dear Tibakar,

On behalf of Reliable Exports (India) Pvt. Ltd., we are pleased to appoint you for the position of Internal Auditor - Audit on the following terms and conditions.

Your employee Code will be **REIM10251** for official purpose.

You will be paid total emoluments of Rs. 240000/- per annum (Rupees Two Lacs Forty Thousand Only).

### Terms & Conditions

- Date of Joining:** Your appointment will be effective from January 07, 2022
- Remuneration:** Your annual compensation structure on a total cost basis shall be as detailed in Annexure A. This includes Basic salary, Taxable and Nontaxable allowance and benefits.
- Deputation/Transfer:** Your initial place of work will be at Mumbai. Your services are transferrable and you can be seconded or deputed by the company in any operation / projects or any other establishment in India or abroad, at the sole discretion of the Management.  
During the first year of your employment with the company, if you are sent for a specialized training as required by the company to any of its offices or any other training programs, you will be required to enter into a training agreement and a bond for a stipulated period with the company prior to your departure for the same.
- Probation / Confirmation:** You will be on a probation period for 12 months. The probation may be extended by 3 months basis your performance. If your services are not confirmed in writing, it shall be automatically deemed to be on probation. However, unless you are confirmed in writing, you shall not be deemed to be permanent.



CIN : U70100MH2013PTC251204

**PRINCIPAL**  
S.N.V.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Andhera, Mumbai - 400 708. (INDIA)

CORPORATE OFFICE : Reliable Tech Park, Gut No. 31, Thane-Belapur Road, Airoli, Navi Mumbai - 400 708. (INDIA)  
Tel : +91 22 6255 0000 / 6255 0010 • Fax : +91 22 6255 0099

REIPL/2021/11

# Reliable Exports (India) Pvt. Ltd.

REGISTERED OFFICE : "RELIABLE HOUSE", Opp. Huma Mall, L.B.S. Marg, Kanjurmarg (West), Mumbai - 400 078. (INDIA)  
Tel. : +91 22 6774 3900 • Fax : 91 22 6774 3917 • e-mail : info@reliablespace.com • www.reliablespace.com

5. **Resignation from Services:** During probation and post confirmation the notice period for resignation will be 30 days.

**Involuntary-Asked to Resign/ Termination:** During probation and post confirmation, the notice period for resignation at all Levels will be 0 days from either side.

**Abscinding:** The absence of an employee from work for consecutive Three days without informing the respective supervisor will be considered as "No Call No Show" (NCNS). This will make you ineligible for any compensation, salary, dues, experience or relieving letter and what so ever.

**Termination of Employment:** If the company believes on reasonable grounds that you have:

- Committed any act of dishonesty, or other gross misconduct, or gross incompetence or gross neglect of duty; or
- Been absent from duty without permission; or
- Acted in manner detrimental to the Company's Interest; or
- Performance is found below agreed standards and KPIs. Company reserves right to share the feedback in form of written or oral communication in this case; or
- Misrepresented details and facts regarding previous salary, health and medical reports, academic qualifications or any other material fact that contributed directly or indirectly to the appointment to this position; or
- Committed an act of sexual harassment; or
- Violate any one or more terms of this letter, the company may terminate your employment with immediate effect (without notice or payment in lieu of notice).

6. **Working Hours:** Your work timings and shifts may vary from time to time based on the business and customer service requirements. You will be advised by the Management of working hours, break periods and weekly rest day(s).

7. **Leave:** You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service. You shall be guided by the leave policy of the company.

8. **Service Rules:** Any unauthorized absence from duty or overstay the sanction leave for a continuous period of 3 consecutive working days, you will be deemed to have abandoned the service voluntarily without giving due notice and employment will be struck off the rolls. Any act / acts of misconduct, you would be liable for suspension / termination of the services with immediate effect. In case you commute by the transportation provided by the organization, it shall be entirely at your own risk and the company shall not be liable or responsible, under any circumstances.

CIN : U70100MH2013PTC251204

CORPORATE OFFICE : Reliable Tech Park, Gut No. 31, Thane-Belapur Road, Airoli, Navi Mumbai - 400708. (INDIA)  
Tel. : +91 22 6255 0000 / 6255 0010 • Fax : +91 22 6255 0099



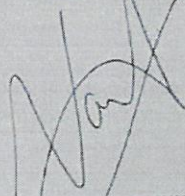
PRINCIPAL  
S.N.R. Swamy College of  
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Smt. Thirumala College of Science,  
Wadala, Mumbai - 400 031  
REIPL/2021/1136

# Reliable Exports (India) Pvt. Ltd.

REGISTERED OFFICE : "RELIABLE HOUSE", Opp. Huma Mall, L.B.S. Marg, Kanjurmarg (West), Mumbai - 400 078. (INDIA)  
Tel. : +91 22 6774 3900 • Fax : 91 22 6774 3917 • e-mail : info@reliablespace.com • www.reliablespace.com

9. The company is obliged to deduct income tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of any non-compliance and if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payment and you shall allow the company to comply with these requirements without objection.
10. All disputes arising out of this letter will be subject to the jurisdiction of the Mumbai Court. And that the courts, tribunals and/or authorities at Mumbai only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times.
11. This employment is subject you being found medically fit.  
The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

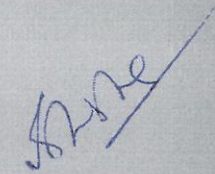
For Reliable Exports (India) Pvt. Ltd..



Naresh Alva  
Group Head - Human Resource  
Reliable Group of Companies

I, hereby accept the above terms and conditions.

Employee Name: Tibakar Perumal Nadar  
Employee Code: REIM10251  
Date:  
Place:



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Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

CIN : U70100MH2013PTC251204

CORPORATE OFFICE : Reliable Tech Park, Gut No. 31, Thane-Belapur Road, Airoli, Navi Mumbai - 400 708. (INDIA)  
Tel.: +91 22 6255 0000 / 6255 0010 • Fax : +91 22 6255 0099

REIPL/2021/1131

Date: Monday 23<sup>rd</sup> September, 2020

EMP CODE: 1063 /SISPL/HO/24882/1479

To,

Mr. Akash Shivaji Raut

Aadhaar Card No.: - 4269 8116 6715; PAN Card No.: CMGPR2197P

T.O.O.I: Tuesday, 22<sup>nd</sup> September, 2020



Aadhaar	Address	
	Current Residential	Permanent
S/o, Shivaji Raut	S/o, Shivaji Raut	S/o, Shivaji Raut
S.A.O 136/2/2, Gaywali Chawl, Hanuman Mandir, Subhash Nagar, Jarimari, Kurla (West), Mumbai - 400072 Maharashtra	S.A.O 136/2/2, Gaywali Chawl, Hanuman Mandir, Subhash Nagar, Jarimari, Kurla (West), Mumbai - 400072 Maharashtra	S.A.O 136/2/2, Gaywali Chawl, Hanuman Mandir, Subhash Nagar, Jarimari, Kurla (West), Mumbai - 400072 Maharashtra

Mobile No.:- 9860 987 063

E-mail ID. :- raut6777@gmail.com

**SUBJECT: OFFER LETTER**

Mr. Akash Shivaji Raut,

This has reference to your application and subsequent interview you had with us; we are pleased to inform you that you have been selected as "Account Assistant" and your designated office is "SISPL, Head office, Andheri, Mumbai".

Please Note that your Appointment is subject to background check reference /checks/pre-employment checks as applicable.

**Terms & Conditions:**

**1. Working:**

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1063/SISPL/HO/24882/1479 - Page 1 of 5

Corporate Office:

**SINGH INTELLIGENCE SECURITY PVT LTD**

MLD Commercial Center, G-3/1,

Cross Road A, MIDC, Andheri (E), Mumbai

T: (+91) 22 67302300 / F: (+91) 22 67302301

Info@sispIndia.in Website: www.sispIndia.in

CIN-U74920MH2004PTC145720



*Handwritten signature and date: 23-9-2020*  
**PRINCIPAL**  
S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031





SISPL

**2. Responsibilities:**

You will render all reasonable duties expected of you. During the tenure, you will devote your full time and abilities to the performance of the assignments assigned to you. You will be required to be flexible in this position and must undertake such work as may be assigned to you by the Company from time to time.

**3. Compensation:**

You will be entitled to a Monthly Fixed salary / Yearly Fixed salary along with incentives based on individual and group performance. The compensation package shall as per our agreed terms and condition at the time of interview.

**4. Performance Review:**

Your performance shall be reviewed on such intervals at the discretion of the Company. You will be required to produce documents as per discretion of the company. You will be on probation for the first six months from the date of joining. If your performance is found unsatisfactory up to the mark of the company, your services will be liable to terminated without any salary and benefits.

**5. Separation:**

Your employment is subject to termination by either party by giving one-month notice. However, your employment can be terminated with immediate effect without any prior notice in the event of you committing (i) breach of contract of service (ii) non-performance (iii) misconduct and you will be liable for prosecution.

**6. Code of Conduct:**

You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in this document, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

**7. Confidentiality:**

You are expected to maintain utmost secrecy in regard to affairs of the Company and shall keep any information of company, whether written or oral, confidential. Please note that the terms and conditions of your services with Singh Intelligence Security Pvt. Ltd., shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company.

1063/SISPL/HO/24882/1479 - Page 2 of 5



*[Handwritten Signature]*  
23-9-2020  
*[Handwritten Signature]*  
PRINCIPAL  
S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumala College of Science,  
Wadala, Mumbai - 400 031



**8. Exclusive Employment and Conflict of Interest:**

During the term of your employment, you cannot take up any employment, profession, vocation or calling either by yourself or through partnership or any other form of association, subject to the exceptions that such restrictions will not apply to your hobbies like contributing articles to technical and other publications, music, photography, sports and other similar activities. You are also restricted from pursuing any activities that will create conflict of interests to your employment and / or work with Singh Intelligence Security Pvt. Ltd.

**9. Personal Indebtedness:**

Singh Intelligence Security Pvt. Ltd. shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Singh Intelligence Security Pvt. Ltd. You understand and accept that you shall have no authority to pledge the credit of the company to any person or entity without the company's prior written authorization.

**10. Miscellaneous:**

- a) On acceptance of the job, it is sole discretion of Company to transfer you to any of group companies its branches and/or any other department and/or location its associates and/or establishment forming part of company and/or Group Company. (In any part of India).
- b) This appointment letter for your probation period is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- c) This letter is valid only after submitting the following documents as it is a mandatory requirement for any appointment with the company. You are requested to submit below mentioned documents.
  1. One Original Educational Certificates (any)
  2. Copies of Employment / Previous experience certificate
  3. Proof of Residence
  4. Your latest passport size photographs 5 (Five) Nos.
  5. Relieving letter from last organization
  6. Last Salary Slip
  7. ID proof (Photo ID) (Pan card/Election Card/Driving License)

1063/SISPL/HO/24882/1479 - Page 3 of 5



*23-9-2020*  
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Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031





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8. Investment details like Home Loans or Insurance policies etc. (along with the copy of the valid documents) as a supportive for the Tax Deduction or else TDS would be deducted as applicable.
  9. PCC compulsory to be submitted within 15 Days of Date of Joining.
- d) You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Any damage, loss or any inability to return such assets, the cost of it would be debited to your reimbursements.
  - e) No resignation would be accepted via courier, email, post or through any third logistic. The final clearance would be only processed after personal visit at HR Department at the registered head office (Mumbai HO).
  - f) You won't be eligible for any salary advances loans or any leave during your probation Period.
  - g) Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
  - h) If you leave the service of the company within the first 45 days of your probation period you will not be eligible for any reimbursement, salary and allowances.
  - i) During the probation period your services can be terminated with immediate effect or as decided by the company. From your side you need to give a notice period of minimum Thirty days. The termination date would be solely decided by the company subject to a proper handing over and taking over of your services, responsibilities and clearance from other department and your HOD. If your services are found satisfactory during the probation period and after your Services are confirmed in the present position and thereafter your services can be terminated on one month's notice on either side. The final clearance would be conducted within 60 (Sixty) days from the last day of the notice period for processing the final clearance and NOC from the other entire department. Simultaneously the final remuneration and all the original documents submitted during the appointment would be handed over, subject to final clearance. No resignation would be accepted via courier, email, post or through any third logistic. The final clearance would be only processed after personal visit at HR Department at the registered head office (Mumbai HO).
  - j) The company reverse to itself the right at any time during your employment to amend, alter or vary any of the terms and conditions of your service with the company including Salary, Commission, perquisites and other eligibilities and / or service Rules.

1063/SISPL/HO/24882/1479 - Page 4 of 5



*[Signature]*  
23-9-2020  
PRINCIPAL  
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Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031



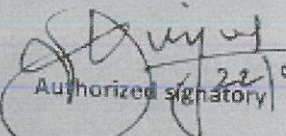
SISPL

k) All matters and dispute between the company and you relating to your appointment, achievement of target, assign duties / job responsibilities or arising there shall be jurisdiction of the Courts in Mumbai and HO.

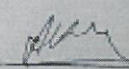
Kindly sign and return the duplicate copy of this letter to signify your acceptance of above terms and conditions. We warmly welcome you at Singh Intelligence Security Pvt. Ltd., and sincerely trust that will have long and mutually beneficial association.

Thanking you,

Yours Sincerely,  
For Singh Intelligence Security Private Limited

  
Authorized signatory 22/9/20

I have read and understood the above contents of this letter and the service rule booklet and agree to accepted & admitted by the same.

Name AKASH RAUT Signature: 


Date: 23-9-2020 Place: Mumbai

Date of Joining: - Tuesday, 22 September, 2020

Kindly acknowledge the letter and the attachment and submit it within 3 days from the date of receipt

1063/SISPL/HO/24882/1479 - Page 5 of 5



  
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Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031



PRIVATE AND CONFIDENTIAL

Reference No. - 1383919292

Applicant ID - 3837980

27-Sep-2019

Pravin Sahu

Dear Pravin,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in Branch Banking at MUM - SANTACRUZ (E) -VAKOLA\_BR. Your internship would take place at MUM - SANTACRUZ (E) -VAKOLA\_BR. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Sales and Relationship Banking.

The following are the terms and conditions of the appointment.

**Commencement/Term:**

- You shall be required to join our Bank on 30-Sep-2019 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

**Remuneration:**

(a) During Training Period

- You will be paid an all-inclusive lump sum stipend of Rs. 7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as Senior Officer.



ICICI Bank Limited  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.  
Tel: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website www.icicibank.com

Regd. Office : "Landmark",  
Race Course Circle,  
Vadodra 390007, India.

*Bahu*  
*AMS*  
PRINCIPAL  
S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

Reference No. - 1383919292

Pravin Sahu

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

### Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 99,900/- (Rupees Ninety-Nine Thousand and Nine Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 38,100/- (Rupees Thirty-Eight Thousand and one Hundred only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

### Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

### Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

ICICI Bank Limited  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel. (91-22) 2653 1414  
Fax. (91-22) 2653 1122  
Website www.icicibank.com

Regd. Office: "Landmark",  
Race Course Circle,  
Vadodara 390007, India.



*Pravin Sahu*  
*Pravin*  
PRINCIPAL  
S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

: 3 :

Reference No. - 1383919292

Pravin Sahu

## Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.


- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

**ICICI Bank Limited**  
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Website [www.icicibank.com](http://www.icicibank.com)

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Reference No. - 1383919292

Pravin Sahu

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any form of strike or agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

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*Pravin Sahu*  
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Wadala, Mumbai - 400 031

Reference No. - 1383919292  
Pravin Sahu

- **Termination of Employment:** Your services with the Bank are liable to be terminated:
  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of:
    - a) Any breach of the conditions mentioned in this letter on your part
    - b) Any incorrect information furnished by you like:
      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc. and
    - c) Suppression of any material information by you.
    - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.
- **General:**
  - Your appointment and continuation in employment are *subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/smartsheets at the time of joining.*
  - You will be bound by the Rules and Regulations of the Bank.
  - You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Digitally signed by SUDHIR  
Date: 2019.09.27 16:03:33 +05:30

Reason: Offer Letter  
Sudhir Saha  
ZONAL RECRUITMENT HEAD

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

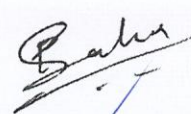
Signature of Applicant

ICICI Bank Limited  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel. (91-22) 2653 1414  
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October 24, 2019

Ms. Yashashree Balasaheb Tate  
B/402, Omkar Chs, Plot Nos D-113,  
Sec-20, Navi Mumbai,  
Nerul West-400706

Dear Yashashree,

Congratulations!!!

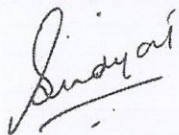
We are extremely pleased to extend you a warm welcome to the eClerx family. We wish you a successful and professionally rewarding career with us.

Please find attached your letter of appointment with eClerx. The letter sets out the terms and conditions of your employment. We request you to acknowledge the duplicate copy of this letter and return it to us as a token of your acceptance.

Your HR Business Partner will soon reach out to you to introduce themselves. Should you have any queries or concerns they will be glad to assist you.

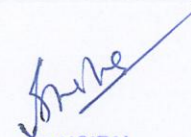
Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy and exciting association with you.

With Best Regards,



Srividya Ramnath  
Program Manager – Human Resources



  
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**ANNEXURE I**

Name: Yashashree Balasaheb Tate  
 Designation: Analyst  
 Program :ARROW  
 Date of Joining: October 24, 2019

Salary Component	Amount (INR)
Basic Pay	7,550
House Rent Allowance	378
Other Allowance	5,595
<b>Monthly Fixed Compensation</b>	<b>13,523</b>
Retiral Fund	1,577
<b>Monthly Total Compensation</b>	<b>15,100</b>
<b>Annual Total Compensation</b>	<b>181,200</b>
Performance Bonus (Upto)	36,240
<b>Cost To Company</b>	<b>217,440</b>
Gratuity <sup>3</sup>	4,358
<b>Total Cost To Company</b>	<b>221,798</b>

The Company is also pleased to extend the following benefits to you:

**1. Group Medical Insurance**

- You are eligible for floater medical insurance cover of INR 100,000 which covers yourself
- The insurance is inclusive of pre-existing disease cover from the date of joining
- You may also opt for additional cover for your family including your spouse, children and parents / parents-in-law post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary

**2. Group Personal Accident Insurance**

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents

**3. Executive Health check-up:**

- All employees aged 35 years and above are eligible for an executive health check-up once a year. Details on the appointment booking procedure will be made available to you subsequently.

**4. Night Shift Allowance**

- In case you are required to work in the night shift on account of process or client requirements, you will be eligible to receive Night Shift Allowance
- The amount paid to you will depend on your designation, number of nights shifts worked and all other rules as may be specified by the company policies.



*[Signature]*  
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**5. Language Allowance**

- a. In case you're hired for a role that requires proficiency on a foreign language, you shall be eligible to be paid a Language Allowance along with your monthly salary
- b. The same will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency

**6. Transport**

- a. eClerx offers subsidized transport to all its employees basis the local transport policy
- b. Should you wish to avail, an amount of INR 700 will be deductible from your fixed compensation every month

**Other Notes:****1. Taxation**

- a. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from your compensation.
- b. The Company shall be entitled to deduct from your compensation, income tax, other taxes and levies which it is liable to deduct at source.

**2. Provident Fund**

- a. Since you have opted not to participate in the Employees' Provident Fund Scheme, the Retiral Fund amount will be paid as a part of your Monthly Fixed Compensation.

**3. Gratuity**

- a. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter

**4. Performance Bonus (Upto)**

- a. The performance bonus mentioned in the aforementioned table includes complete liability of the company on bonus payments to you including those required by statute.
- b. Bonus pay out in contingent on your performance and will be prorated basis the date of joining or changes in salary as per company policy
- c. From the performance bonus, a fixed bi-monthly bonus of 2% would be paid to you every two months, post confirmation of your services with the Company. The balance 8% of your annual bonus would be paid basis your performance as evaluated at the end of the financial year. Non-payment of the bi-monthly bonus, if any, may be on account of performance gap, disciplinary action, or client escalation.

*Srividya*

Offered By: Srividya Ramnath  
Designation: Program Manager – Human Resources

Accepted by: Yashashree Balasahib Tate

(Name and Signature)

*Yashashree*

Date: 24/10/2019



*Yashashree*  
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00 031 9 of 9



07-OCT-2019

Letter Of Appointment

To,  
Mr. Krishna Sahu  
4-1 Jay Bharat Housing Society, Sunder Baug,  
Kamari  
Kurla

Dear Mr. Krishna,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1331083/  
BOM/Business Process Outsourcing Services/BTN dated 04-Oct-2019 and your completing joining  
formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to  
appoint you as BPO Trainee in grade BPOS with effect from 07-OCT-2019.

Your Trainee ID is 1811430.

I take this opportunity to extend you a warm welcome to the TCSL Family!

Yours sincerely,  
For TATA Consultancy Services Limited

*Handwritten signature*

GIRISH V NANDIMATH  
Global Head - Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
TCS House, Ravelling Street, Fort, Mumbai 400 001, Maharashtra, India  
Tel: 91 22 6778 9000 Fax: 91 22 6778 9000 website: www.tcs.com  
Registered Office: Nirmal Building, 5th Floor, Nariman Point, Mumbai 400 021

TCS Private & Confidential



*Handwritten signature*  
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S.I.W.S. N.R. Swamy College of  
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Wadala, Mumbai - 400 031

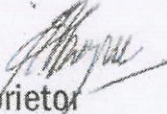


**TO WHOM SO EVER IT MAY CONCERN**

This is to certify that, Miss. **Rashmi Patil** has been appointed as Accounts Assistant on 29<sup>th</sup> May, 2021. Her nature of work includes daily accounting entries and assisting to Senior Accountant. She is on payroll of the company from January 2022.

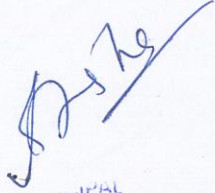
For Sundaram Art Printing Press

For Sundaram Art Printing Press

  
Proprietor  
Proprietor  
(Ashok Bagwe)

Date : 28<sup>th</sup> January , 2022  
Place : Mumbai



  
Smt. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

**Sundaram Art Printing Press**

12, Wadala Udyog Bhavan, Naigaum X Road, Wadala, Mumbai 400 031.

+91 22 2412 6942 / 6944 +91 22 2412 6921 info@sundaramprint.com www.sundaramprint.com

Ref: – 270921-11

Senior Accountant.

Date: 30/09/2019

**Miss Bhagyashree B Naik,**  
Bamboo Bazaar Road,  
Hiriur, Chitradurga -  
577598

**Sub: OFFER LETTER**


**Dear Miss. Bhagyashree B Naik**  
**Congratulations!!**

Welcome to M/s. Vijay Spheroidals Pvt. Ltd.!

It gives us great pleasure to offer the role of Senior Accountant, for which you were interviewed by us. Details of the terms and conditions of your offer are as mentioned below:

1. You will be designated as **Senior Accountant** and will be based at our Office in Bangalore & Tumkur Locations.
2. Your date of commencement of Employment will be on or before **07/10/2019**.
3. You will be entitled to receive compensation and benefits of **Rs 3,57,328 CTC** (Three Lakhs, Fifty-Seven Thousand and Three Twenty-eight rupees Only) per annum as per the enclosed Annexure.
4. Your employment would be subject to the Terms & Conditions, as mentioned in your appointment letter, which will be issued to you on your joining.
5. You will be on probation for a period of 6 months from the date of joining.
6. Please bring along the below listed documents / details on your day of joining. The originals will be returned after verification.
  - a) Date of Birth proof certificate (Passport / Birth certificate / S.S.L.C Marks card)
  - b) Address Proof & ID Proof (Aadhaar card / Ration Card / Driving License etc.)



  
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- c) Original Academic Certificates (all from 10<sup>th</sup> to Highest)
  - d) Original Experience Certificates from your previous employers.
  - e) Original Resignation Letter with acknowledgement in case you are serving your notice period before joining us.
  - f) Relieving letter from previous employer in case you have got relieved from the employer (Original)
  - g) Proof of compensation last drawn (3 Months - Original)
  - h) Passport size photographs (Recent)
  - i) References from your previously employed organization.
7. You will be reporting to: Mr. Kiran Narayan (Account Head)
  8. ***This offer letter is not a final proof of your employment with our Company and would be confirmed with the issue of appointment letter to you after you join our Company.***
  9. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.
  10. For any queries, please contact the HR Department – Mr. Manoj Kumar P

We look forward to you joining our team. We are sure that you will have a bright career with our company.

Yours faithfully

Accepted & Agreed

for **Vijay Spheroidals Pvt. Ltd.**



**AUTHORISED SIGNATORY**



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Signed:.....

Date:.....

### Annexure – 1: Salary Breakup

Name:	Miss Bhagyashree B Naik		
Date:	30/09/2019		
Designation:	Senior Accountant		
Department:	Account Department		
Level:	Accountant		
Location:	Bangalore & Tumkur		
	Salary Heads	Amount	
		Monthly Payments	Annual Payment
I (A)	<b>FIXED EARNINGS</b>		
a	Basic + DA	14500	1,74,000
b	HRA	6000	72,000
c	Conveyance	1,600	19,200
d	LTA	-	-
e	Special Allowance	1,840	22,080
	<b>GROSS PER MONTH (GPM)</b>	23,940	2,87,280
(B)	<b>ANNUAL PAYMENTS</b>		
a	Medical **		15,000
b	Earned Leave Encashment**		8,365
c	Bonus**		14,544
(C)	<b>Retiral Benefits</b>		
a	PF (Employer Contribution)	1885	22,620
	<b>ANNUAL GUARANTEED PAY (A+B+C)</b>		<b>3,47,809</b>
II	<b>Fixed Benefits</b>		
a	Medical Insurance (Group Medical Policy)		
b	ESIC	0	0
c	Gratuity **		9,519
	<b>COST TO THE COMPANY (I+II)</b>		<b>3,57,328</b>
(D)	<b>DEDUCTIONS</b>		
	PF (Employee Contribution)	1740	
	ESI (Employee Contribution)	0	
	Professional Tax	200	
	<b>Take Home (A-D)</b>	<b>22,000</b>	
<b>Note:</b>			
**Annual payments / Fixed Benefits applicable as per Company Policy & Statutory norms			
Local Conveyance will be paid on actuals as per the grade eligibility & the Company Policy			
*Income tax will be deducted at source on the basis of your income tax planning for the financial year and as per the current income tax laws. (if applicable),			


Yours sincerely,  
for VIJAY SPHEROIDALS PVT. LTD.

  
Authorized signatory



Accepted

Signature

  
PRINCIPAL  
S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

Date: 31-Jan-22

To,  
Mr Kiran Moolya

Nahur

Subject: Offer for Employment

Dear Kiran Moolya,

With reference to your application and subsequent interviews you had with us, we are pleased to offer you employment in our organization as "Quality Analyst" on the terms & conditions discussed and agreed between us.

You are being posted on an assignment **Onemi Technology Solutions Pvt Ltd** having its office at **Nahur**.

You are requested to join your duty on or before **19-Dec-20**. The detailed appointment letter containing all the terms and conditions will be issued to you on joining the duty. You shall be on probation for a period of Six months from the date of your joining, during which period your appointment is terminable at the option of either side without assigning any reason whatsoever and the company will not be bound to give you a notice or pay in lieu thereof. Unless you are confirmed in writing, your initial period of probation shall be deemed to have been extended

Please return the duplicate copy of this letter duly signed by you in token of your acceptance of this offer for employment.

We welcome you to the family of the UNH Management Services Pvt. Ltd and look forward for a long happy and mutually beneficial association.

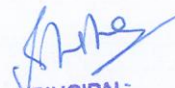
Yours sincerely,

For UNH Management Services Pvt. Ltd



Authorized Signatory



  
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Wadala, Mumbai - 400 031

**M/s. UNH MANAGEMENT SERVICES PRIVATE LIMITED**

Office No. 102, RadhaSahniwas, Opp. Stickbowl Restaurant, Uthalsar Naka, Thane(W) 400 601. Phone No. +91 8356832405 Email: support@unhmnagement.co.in CIN :U74120MH2012PTC237119



Annexure – Date:31-Jan-22

Name :	Kiran Moolya	
Designation :	Quality Analyst	
Location :	Nahur	
Employee ID	UNH10240	
CTC BREAKUP	ANNUALY	MONTHLY
Basic	134952	11246
HRA	13500	1125
Other Allowance	4692	391
Medical Reimbursement	0	0
Bonus	11244	937
Education Allowance	0	0
City Compensatory Allowance	0	0
<b>FIXED/GROSS SALARY</b>	<b>164388</b>	<b>13699</b>
Fixed Food Coupons		
REIMBURSEMENTS		
PF - Employer Contribution	23400	1950
ESIC Employer Contribution	5352	446
Bonus	0	0
MLWF	0	0
STATUTORY CONTRIBUTIONS	28752	2396
<b>TOTAL BASE SALARY</b>	<b>193140</b>	<b>16095</b>
Performance based incentives (at target performance)		
<b>TOTAL COST TO COMPANY (CTC)</b>	<b>193140</b>	<b>16095</b>
Total Deduction	20388	1699
PF - Employee Contribution	16752	1396
ESIC Employee Contribution	1236	103
MLWF	0	0
PT	2400	200
<b>Monthly In Hand</b>	<b>144000</b>	<b>12000</b>
<b>Attendance Incentive 1500 will be paid separately</b>		



*[Signature]*  
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Wadala, Mumbai - 400 031



**M/s. UNH MANAGEMENT SERVICES PRIVATE LIMITED**

Office No. 102, RadhaSahniwas, Opp. Stickbowl Restaurant, Uthalsar Naka, Thane(W) 400 601. Phone No. +91 8356832405 Email: support@unhmanagement.co.in CIN :U74120MH2012PTC237119

If you need any further assistance on your queries please contact us on below no.

**8356832405 / 9372737838**

Or else you can write us mail on below email ids

**helpdesk@sourceitt.com**

Also you can access your employee portal by clicking on below link.

**<https://sourceitt.spinehr.in/>**

**User ID: Associate Employee ID (Offer Letter ID)**

**Password: Associate Employee ID (Offer Letter ID)**


**Steps to be followed to generate salary slip.**

**Go Dash Board**

**Self Service**

**Pay Slip**



  
**PRINCIPAL**  
**S.I.W.S. N.R. Swamy College of**  
**Commerce & Economics and**  
**Smt. Thirumalai College of Science,**  
**Wadala, Mumbai - 400 031**

**M/s. UNH MANAGEMENT SERVICES PRIVATE LIMITED**

Office No. 102, RadhaSahnias, Opp. Stickbowl Restaurant, Uthalsar Naka, Thane(W) 400 601. Phone No. +91 8356832405 Email: support@unhmanagement.co.in CIN :U74120MH2012PTC237119

**PRIVATE AND CONFIDENTIAL**

Reference No. - 1383939865

Applicant ID - 3838031

06-Dec-2019

**Pratik Yadav**

Dear Pratik,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in CLO- TRANSACTIONS at MUMBAI -ANDHERI (E)\_CHANDIVALI. Your internship would take place at MUMBAI -ANDHERI (E)\_CHANDIVALI. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Sales and Relationship Banking.

The following are the terms and conditions of the appointment.

**Commencement/Term:**

- You shall be required to join our Bank on 11-Dec-2019 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

**Remuneration:**

- (a) During Training Period
- You will be paid an all-inclusive lump sum stipend of Rs. 7,600/- (Rupees Seven Thousand Six Hundred only) per month.
- (b) On successful completion of on-the-job training period as Senior Officer.



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Wadala, Mumbai - 400 031

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel. (91-22) 2653 1414  
Fax. (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)

Regd. Office : "Landmark",  
Race Course Circle,  
Vadodara 390007, India.

**Reference No. - 1383939865**

Pratik Yadav

- Your Base Salary will be Rs. 76,200/- (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will be eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

**Supplementary Allowances:**

- You will be eligible for a Supplementary Allowance of Rs. 99,900/- (Rupees Ninety-Nine Thousand and Nine Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 38,100/- (Rupees Thirty-Eight Thousand and one Hundred only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

**Superannuation Allowances:**

- You will be eligible for a Superannuation Allowance of Rs. 11,430/- (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.


**Benefits:**

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

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Wadala, Mumbai - 400 031

**Remuneration Details**

Name: Pratik Yadav

Position: Senior Officer

Group: OPERATIONS GROUP

	<b>Senior Officer</b>	
	<b>Monthly</b>	<b>Annual</b>
Basic	6,350	76,200
HRA	3,175	38,100
Supplementary Allowance*	8,325	99,900
Superannuation Allowance **	953	11,430
<b>Total</b>	<b>18,803</b>	<b>225,630</b>
Retirals		
Retirals (PF, Gratuity) ***	2,290	27,480
<b>Total CTC</b>	<b>21,093</b>	<b>253,110</b>
Performance Linked Retention Pay#	1,583	19,000
<b>Total (incl PLRP)</b>	<b>22,676</b>	<b>272,110</b>

\* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance


\*\*\* You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a **Maximum Statutory Bonus of Rs 16800/- per annum**, which will be adjusted against the incentives that you would earn for the year.

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 06-Dec-2019



  
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 Wadala, Mumbai - 400 031

**ICICI Bank Limited**  
 ICICI Bank Towers  
 Bandra-Kurla Complex  
 Mumbai 400 051, India.

Tel. (91-22) 2653 1414  
 Fax. (91-22) 2653 1122  
 Website www.icicibank.com

Regd. Office : "Landmark",  
 Race Course Circle,  
 Vadodara 390007, India.



**PRIVATE AND CONFIDENTIAL**

Reference No. - 1384038972  
Applicant ID - 4164177

14-Feb-2021

**Teja Murali Yadav**

Dear Teja,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : [icicicareers@icicibank.com](mailto:icicicareers@icicibank.com)

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

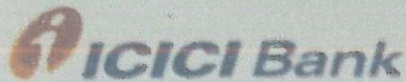


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Wadala, Mumbai - 400 031

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384038972  
Applicant ID - 4164177  
14-Feb-2021

Teja Murali Yadav

Dear Teja,

We are pleased to make you an offer of appointment as S1 grade in ICICI Bank. You will be placed in PHONE BANKING-SERVICE at THANE-LEXINGTON TW HIRANANDANI.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 17-Feb-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

*Teja*

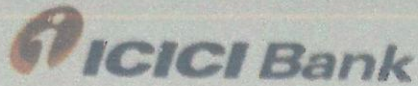
**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
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Tel.: (91-22) 2653 1414  
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Website [www.icicibank.com](http://www.icicibank.com)  
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



*Teja*  
**PRINCIPAL**  
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Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031



Remuneration Details

Name : Teja Murali Yadav

Position: S1

Group: RETAIL BANKING GROUP

	S1	
	Monthly	Annual
Basic	6,350	76,200
HRA	3,175	38,100
Supplementary Allowance *	7,325	87,900
Superannuation Allowance **	952	11,424
<b>Total</b>	<b>17,802</b>	<b>2,13,624</b>
<b>Retirals</b>		
Retirals (PF, Gratuity) ***	2,170	26,040
<b>Total CTC</b>	<b>19,972</b>	<b>2,39,664</b>
Performance Linked Retention Pay #	1,500	18,000
<b>Total (incl PLRP)</b>	<b>21,472</b>	<b>2,57,664</b>

\* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance  
\*\*\* You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.  
# Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 14-Feb-2021

Digitally signed by Udita Pharasi  
Date: 2021.02.14 16:16:35 +05:30  
Reason: Offer Letter  
Location: Mumbai



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ICICI Bank Limited  
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CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



14/09/2021

To

Ms. **HARSHADA SURESH KODATE**  
Thane

Dear Harshada,

It gives us immense pleasure in inviting you to join Talentpro India HR Pvt Ltd as one of its valuable associates. You will be deputed to work **QUALITY EXECUTIVE** at any of our Client location as may be determined by us and which would be specified in the Letter of Appointment to be issued further to this Offer Letter.

Your position will carry a Net Salary – **Rs. 21,000** – Per Month.

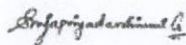
Your employment with us will be for Eleven months from your date of joining, on a Fixed Period Agreement. The fixed period agreement will automatically expire at the end of Eleven months from your date of joining. Notwithstanding the above, your appointment shall be co-terminus with the arrangement as between **Talentpro India HR Pvt Ltd** and its Client to which you are to be deputed, in which case your appointment is liable to be terminated even before the expiry of the said term of eleven months, in case the aforesaid arrangement is to come to an end before the agreed term of Eleven months.

We would prefer you to join us **on or before 20<sup>th</sup> Sep 2021**. A formal appointment letter will be issued to you subsequent to your joining our organization and we will require you to submit various documents for our records.

We are confident that you will contribute to the organization and its goals and add value through your roles. Please sign your acceptance of this offer on the duplicate copy of this offer letter.

Once again, Welcome to Talentpro India HR Pvt Ltd!


Sincerely,  
For TalentPro India HR Pvt Ltd.



**Authorised Signatory**  
**Talentpro India HR Private Limited**

I accept the offer and will be joining on:

Name :  
Signature :



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**Commerce & Economics and**  
**Smt. Thirumalai College of Science,**  
**Wadala, Mumbai - 400 031**

**TalentPro India HR Pvt Ltd**  
[CIN - U74910TN2000PTC045459]

No: 64 (Old No: 30), III Floor, Ethiraj Salai, Egmore, Chennai 600008 • 044 42123500 • TalentProIndia.com

<b>Name</b>	<b>HARSHADA SURESH KODATE</b>
<b>Designation</b>	<b>QUALITY EXECUTIVE</b>
<b>Components</b>	<b>Amount (In Rupees)</b>
Basic	13,100.00
House Rent Allowance	6,550.00
Rate Supplementary	2,031.00
Rate Bonus	1,091.00
<b>Gross Salary</b>	<b>22,772.00</b>
<b>Employer's Contribution</b>	
PF	1,703.00
<b>CTC</b>	<b>24,475.00</b>
<b>Employee's Contribution</b>	
PF	1,572.00
<b>Net Take Home</b>	<b>21,000.00</b>

LWF will be Deduct Six Month once as per Govt Rule & Professional Tax will be Deduct Every Month.

*Prof. Prasadachandran*



*[Signature]*  
**PRINCIPAL**  
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 Commerce & Economics and  
 Smt. Thirumalai College of Science,  
 Wadala, Mumbai - 400 031

**TalentPro India HR Pvt Ltd**

[CIN - U74910TN2000PTC045459]

No: 64 (Old No: 30), III Floor, Ethiraj Salai, Egmore, Chennai 600008 • 044 42123500 • TalentProIndia.com



## APPOINTMENT LETTER

**26 May, 2021**

Dear **RAHUL WAGHMARE,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

### 1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Airoli**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

### 2. Compensation and Benefits:


1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 85500**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

### 3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



Signed by RAHUL WAGHMARE | rahul.waghmare634@gmail.com | 26-05-2021 05:41:31 PM IST  
171.77.139.170

  
PRINCIPAL  
S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thimatai College of Science,  
Wadala, Mumbai - 400 031

#### 4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

#### 5. Term:

Employment period shall commence on **28 May, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

#### 6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.



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Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

Signed by RAHUL WAGHMARE | rahulwaghmare634@gmail.com | 26-05-2021 05:41:31 PM IST |

171.77.139.170

**Yours faithfully,  
For Wipro Limited.**



**Sandesh Kumar  
Associate Vice President – Talent Acquisition**

**I accept the terms of this letter.**

**Signature: E-Signature Signature**

**Date: E-Signature Date**

**Name: RAHUL WAGHMARE**



**PRINCIPAL  
S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031**



Date : December 27 , 2021

Ref No : IB/OL/00147797

App No : 00136616

Mr. Rajnandan Omkar Chourasiya  
Sidharth Nagar Kakari Agar  
Nr Rawali Jalasay Camp Sion Koliwada  
Mumbai 400037 Maharashtra

LETTER FOR OFFER OF APPOINTMENT

Dear Rajnandan Omkar Chourasiya,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the term and conditions, mentioned in this letter for offer of appointment herein below :-

Department : COLLEC PL  
Level/Grade : Collection Officer / G4  
Designation : Collection Officer  
Location : MUMBAI-VIDYAVIHAR  
Cost to Company: : Your cost to company will be Rs. 222,000.00 /- per annum.  
( Rupees Two Lakh Twenty Two Thousand only )

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than January 27 , 2022, provided that you indicate your acceptance to the same by signing and returning in duplicate a copy of this offer of Appointment to us immediately and in any case within Fifteen (15) days from the date of this Letter for Offer of Appointment.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of self attested documents as mentioned below :-

- Signed Curriculum Vitae (CV).
- Copy of the Educational Certificate (10<sup>th</sup> & Highest Qualification).
- Work Experience Certificate (Previous employer).
- Four (4) Passport size photographs.
- Copy of Address proof.

**dhanihealthcare**

Dhani Healthcare Limited (formerly Pushpanjli Fincon Private Limited)

Reg. Office: M-62 & 63, First Floor, Connaught Place, New Delhi 110 001 CIN:U74110DL2009PLC197255

T. +91 11 3025 2900 F. +91 11 3025 2901



PRINCIPAL

S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadga, Mumbai 400 031

f) Copy of PAN Card (Mandatory).

**NOTE:**

- i) Submission of above documents is mandatory and failure to submit any one or all of these documents may be termed as disqualification to the proposed appointment.
- ii). If you are not an Indian Citizen, additional documents shall be mandatory in support of your candidature and eligibility, as per the prevailing law of India in this regard.
- iii) Please ignore, if you have submitted the above mentioned documents.

**2. DESIGNATION**

You shall be designated as Collection Officer in COLLEC PL .

You shall be on probation for an initial period of 6 Months. The probation period may be extended or shortened at the discretion of the Management. A confirmation letter shall be issued to you after satisfactory completion of probation period, at the sole and absolute discretion of the Management.

**3. REMUNERATION**

Your cost to Company shall be Rs. 222,000.00/- ( Rupees Two Lakh Twenty Two Thousand only ) per annum.

Your salary and other benefits, if any, shall be subject to the deductions of all Government and local taxes, contribution(s), etc. as required to be made under the prevailing laws of India and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

**4. PLACE OF POSTING**

a) Presently, you shall be posted at our Office at MUMBAI-VIDYAVIHAR. Your place of work may change in case of any relocation of the Company's offices. You are further liable to be transferred to any part within the Country/Overseas as decided by the Management in the interest of the company.


b) The Management may place/transfer you temporarily/permanently in any unit/Department/Associate concern of the Company and/or its subsidiary in or out of India as it may consider necessary at its discretion from time to time.

**5. CONDUCT & DISCIPLINE**

a) Official E-mail ID shall be communicated to you after joining. This will be a password-protected official e-mail ID. Any correspondence /information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. received/sent through such e-mail ID by or to you shall be an acceptable form of communication. You are required to keep the password of such e-mail ID confidential. This E-mail ID must be regularly checked for any communication. This E-mail ID should be used exclusively for authorized official purposes only. You shall exclusively be responsible for any unauthorized and unapproved usage of this e-mail ID. You shall be bound by the Information Security Policy as update from time to time which is available at <https://infosec.dhani.com/>

b) You are expected to maintain high standards of Conduct and Excellence in all your assignments.



  
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Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031

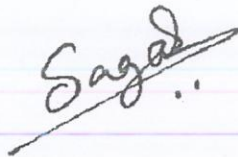
Appointment is subject to you clearing the Background Check as conducted by the Company or any third party agency on behalf of the Company. In the event you fail to cooperate or clear the Background Check, your employment may be terminated by the Company forthwith and without any liability to the Company.

Please sign the duplicate copy of this Letter for offer of appointment and return the same in confirmation of your acceptance of the appointment and all other terms and conditions as stated therein.

Wish you all the best and welcome you to our organization for a long-standing relationship.

Sincerely,

FOR DHANI HEALTHCARE LIMITED




AUTHORIZED SIGNATORY  
HUMAN RESOURCES

---

ACCEPTANCE OF THE EMPLOYEE

I, hereby, agree to abide by the terms and conditions of this Letter for offer of Appointment and am aware that any lapse in my meeting the set performance standards/misconduct and any disciplinary issue would result in legal/disciplinary action against me/or employment termination. I agree to join on or before January 27, 2022.

SIGNATURE OF THE EMPLOYEE



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S.I.W.S. N.R. Swamy College of  
Commerce & Economics and  
Smt. Thirumalai College of Science,  
Wadala, Mumbai - 400 031



**COMPENSATION & ENTITLEMENT**

Offer break-up to Mr. Rajnandan Omkar Chourasiya, Collection Officer in COLLEC PL.

Details	Amount Per Month (In Rs.)	Amount Per Annum (In Rs.)
Basic	15,050.00	180,600.00
House Rent Allowance	753.00	9,036.00
Supplementary Allowance	1,531.00	18,372.00
Other Bonus	583.00	6,996.00
Gross Salary	17,917.00	215,004.00
Employers ESI Contribution	583.00	6,996.00
Cost to Company ("CTC")	18,500.00	222,000.00

FOR DHANI HEALTHCARE LIMITED

*Sagal*

AUTHORIZED SIGNATORY  
HUMAN RESOURCES

Note :

- 1). Your Salary is strictly confidential and you should not disclose it to anyone without prior permission of the company in writing.
- 2). All tax implications arising as part of your salary structure shall be borne by you.
- 3). Contribution towards EPF are optional to the employee. For employee whose basic salary is less than or equal to Rs. 15,000/- (Rupees Fifteen Thousand only) EPF contribution is mandatory.
- 4). The employer and employee contribution towards ESI entitles an employee to take the advantage of medical facilities provided by the government in ESI hospital. Contribution towards ESI is mandatory for employees whose gross salary is less than or equal to Rs. 21,000/- (Rupees Fifteen Thousand only).

I, hereby, agree to abide by the terms and conditions of this Appointment Letter

SIGNATURE OF EMPLOYEE  
Collection Officer



*[Signature]*

PRINCIPAL  
S.J.W.S. N.R. Swamy College of  
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Smt. Thirumalai College of Science,  
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