

2<sup>nd</sup> December 2020

Sub: Offer of employment by Pin Click

Dear **Piyush Mansukhani**,

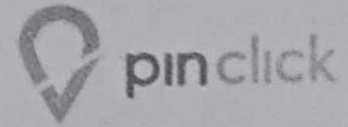
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **27<sup>th</sup> January 2021**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached here with as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.





2<sup>nd</sup> December 2020

Sub: Offer of employment by Pin Click

Dear **Nilesh Bachu Banjara**,

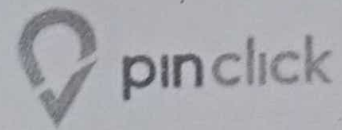
Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **27<sup>th</sup> January 2021**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance.
4. You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days' salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.





2<sup>nd</sup> December 2020

Sub: Offer of employment by Pin Click

Dear Naved Afaque,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Property Advisor"**, with effect from 27<sup>th</sup> January 2021.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days' salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.



# TELIGENTA INFOTECH PVT. LTD.

Balewadi Plaza, Office No.301, 3<sup>rd</sup> Floor, Near Mitcon college, Balewadi-411045  
Tel. 8380005888 | [info@teligentainfotech.com](mailto:info@teligentainfotech.com) | [www.teligentainfotech.com](http://www.teligentainfotech.com)



Ref. No.:- TI/OCAL/20/011  
Date: 5<sup>TH</sup> December, 2020  
Ms. ABOLI ASHOK TATHE  
Pune,


## OFFER LETTER

Dear ABOLI,

**Congratulations!!**

We are pleased to offer you an Employment with **Teligenta Infotech Pvt. Ltd.** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **HR-RECRUITER** and will be based at our Location **Pune**.
2. Your date of commencement of Employment will be on or before **7<sup>th</sup> December, 2020**.
3. You will be entitled to receive compensation and benefits (**Take Home of Rs 9,000/-PM**).
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. The notice period will be about 1 month, which is need to be served to the company before 1 month of leaving.
6. Please bring along the below listed documents / details on your day of joining.
  - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies).
  - b) Copy of academic Certificates (all from 10<sup>th</sup> to Highest).
  - c) Six passport size photographs (Recent).
  - d) Experience, Appointment letter and 3 months salary slip of previous company.
7. Kindly sign a copy of this letter as a token of your acceptance of this offer.

  
Employee Signature



TELIGENTA INFOTECH PVT. LTD.

Date : 06 Jan, 2021

To,

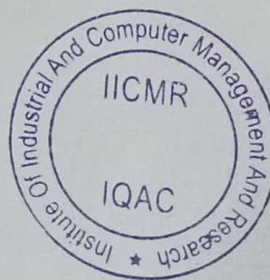
ADITYA KUMAR  
UNTTA, NEAR PRACHIN DEVI MANDIR  
JEHANABAD, BIHAR  
JAHANABAD-804417

**Subject : Offer Letter for the post of Sr. Executive - Sales.**

Dear ADITYA KUMAR,

This has reference to your final round of interview undergone with our company on **29 Dec, 2020**. As you have successfully gone through the screening process of the company, let me have the pleasure of extending the below offer of employment to you on behalf of **NJ INDIAINVEST PVT. LTD.**. We are pleased to offer you the position of **Sr. Executive - Sales** at **PUNE - CAMP**.

1. Your terms and conditions of appointment shall be governed by all organizational policies applicable to employees as amended from time to time and your roles and responsibilities shall be as determined and assigned to you by your superior(s), as per the requirements of the Company. You shall also be responsible to look after the work of the other functions assigned to you from your superiors as per the need of the organisation.
2. You shall be required to duly furnish details as required by the Company from time to time.
3. You hereby represent to the Company that your employment with the Company in terms of herein shall not be in conflict with any of your obligations towards any of your previous employers or other engagements.
4. You will be placed at **M7 Grade & JUNIOR MANAGEMENT** Cadre. We are offering you annual Cost to Company ("CTC") worth Rs. **4,56,000/-**, of which the Fixed component shall be Rs. **2,73,600/-** (P.A.) and the variable component shall be upto Rs. **1,82,400/-** (P.A.) including annual performance incentive (Subject to performance), all the perks and other benefits. All pre-approved business development expenses will be reimbursed to you as per the defined limit on presentation of relevant supporting documents subject to approval by authorities. The detailed break-up of the CTC structure is attached herewith as Annexure – 1.
5. All statutory deductions will be made from your Annual CTC as per the Applicable laws, rules, guidelines issued by any Governmental, regulatory and/or Local authorities from time to time. All eligible employees will be considered annually for increment on Fixed monthly CTC.



Page 1 of 6



You abide to provide all the documents, details, information to the Company, before the joining and during the course of employment, if any. All the information and documents provided by you are certified true and correct, else strict actions may be taken, including termination of services.

This Offer Letter is issued in digital format. You will have to E-sign this document as a token of your acceptance of all the terms & conditions contained in the Offer Letter. Failing which, it will be presumed without any further reference to you that you have not accepted the Offer and our Offer shall automatically stand withdrawn.

A candidate joining kit will be digitally generated for your candidate joining portal after your accept the offer letter. The details will be auto filled in from the personal information which you have entered in portal. You need to authorize candidate joining kit by doing E-sign on it. Your joining date will be determined only after we receive the requisite documents.

For and on behalf of,  
**NJ INDIAINVEST PVT. LTD.**

Digitally Signed by:  
Name: DHAVAL BHASKARBHAI DESAI  
Date: Fri Jan 08 18:09:24 IST 2021



**DHAVAL BHASKARBHAI DESAI**  
**Head - Human Resource**

I have taken due care of reading all the above mentioned terms and conditions and I accept all the rules and regulations of the company as mentioned in this Offer Letter. And I agree to abide by them all. I hereby confirm and declare that all the necessary documents submitted by me at the time of joining the organization are true and best to my knowledge and nothing material has been concealed therefrom. In case of any failure to comply with above, I understand that I will held responsible, and will co-operate with the Company to hold any disciplinary action taken in this regard. I also provide you the confirmation of my joining from below mentioned date:

*AK*

**ADITYA KUMAR**

This letter is digitally signed and does not require physical signature.



To,  
The Deputy General Manager,  
Human Resources Dept.  
Bisleri International Pvt Ltd,  
Mumbai.

**SUB: Full time Sales Internship program with Bisleri International Pvt Ltd**

Sir/ Madam,

We thank you for selecting the students mentioned below from our college for the E4 - TADP (Bisleri Ki Inernshala Program 2021).

1. Ms. Manali Landge

This is to confirm that we have no objection to the students attending the said internship program on a full time basis from 12<sup>th</sup> February 2021 to June 2021 with Bisleri and confirm the same.

We also have been given to understand that the students will be eligible to attend their exams with the college /university and the same shall be with prior approval granted by your HR department with a formal confirmation of the exams dates from our college to be intimated a week before the commencement of the exams.

Thanking You,  
Yours Sincerely,

(Stamp & Sign)

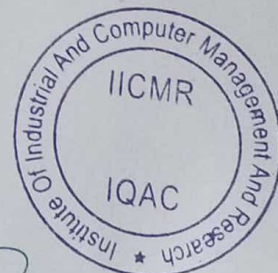
Name of the authorised signatory

Designation \_\_\_\_\_

University / College Name/City

Email :

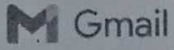
Mobile Number :



*Manali*

27/01/2021

Gmail - Fwd: Congratulations!! Bisleri ki Internshala!!



Neha Inamdar <nehamaheshan1003@gmail.com>

Fwd: Congratulations!! Bisleri ki Internshala!!

Wed, Jan 27, 2021 at 11:52 AM

Manali Landge <manali.landge@gmail.com>  
To: nehamaheshan1003@gmail.com

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

From: Rohit Hanchinal <rohit.hanchinal@bisleri.co.in>

Date: Wed, Jan 13, 2021, 2:05 PM

Subject: Congratulations!! Bisleri ki Internshala!!

To:

Cc: Swapnil Tulsankar <swapnil@bisleri.co.in>, Lawrence Lamuel <lawrence.lamuel@bisleri.co.in>, <laukik.phanse@bisleri.co.in>, Careers E4india <careers@e4india.com>, <dhavla@e4india.com>



Kindly click on the image for the WhatsApp group link; join the link via WhatsApp web for further communications.

Regards,

 cid:image008.jpg@01D5ED58.075D5600

Rohit H | L & D

email.rohit.hanchinal@bisleri.co.in | <https://www.bisleri.co.in>

Bisleri International Pvt. Ltd.

Bisleri Tower, Western Express Highway, Andheri (E).

Mumbai 400099.



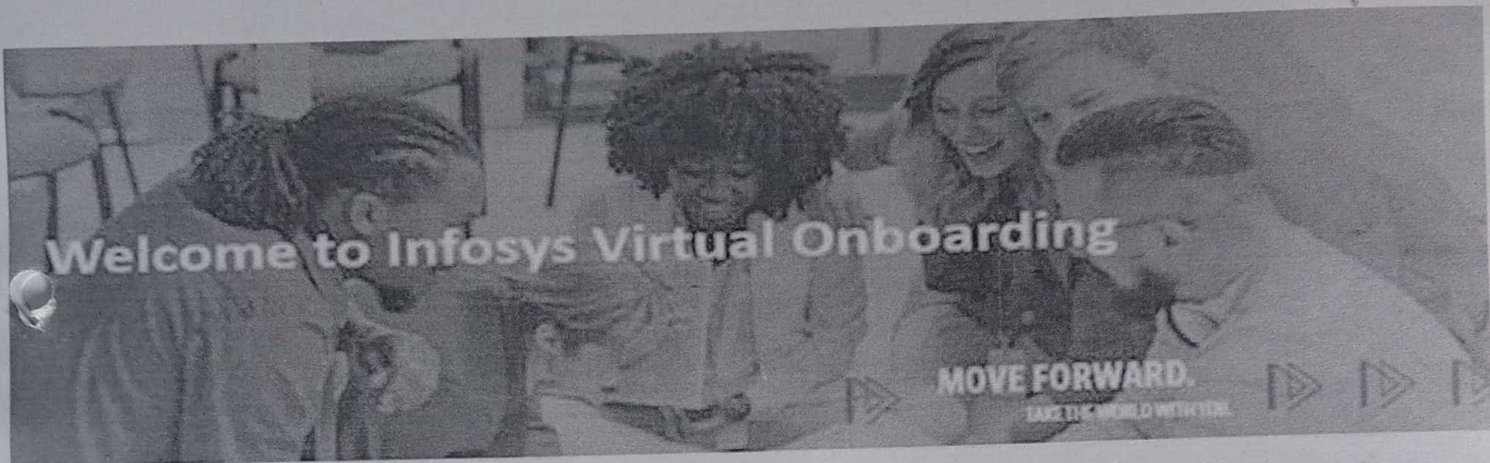


## Welcome to IBPM

message

Thu, 29 Oct 2020 at 9:01

IBPM\_Induction <IBPM\_Induction@infosys.com>  
to: ganeshgade1630@gmail.com <ganeshgade1630@gmail.com>



Dear Ganesh,

We're so happy to have you onboard! Hope you are all set to join Infosys BPM through this Virtual onboarding on 30<sup>th</sup> Oct 2020.

As you embark on your journey, we have enclosed the following information to help you prepare for the Virtual Induction, request to go through the below details required for your smooth onboarding.

Please find below Induction schedule details.

Induction Anchor: Prasad Bharde (Contact Number#8669985288)

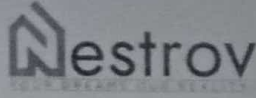
Time : 08:30 AM

PFA **WebEx link** to join the meeting, along with **Statutory forms** to be filled in before 12 pm as on DOJ.

Guidelines for Statutory form filling:

1. Editable form to be filled in referring the sample form & include the digital signature
2. Convert the document to PDF format once completed
3. Send the PDF converted document back to us with Name, Emp no, DOJ on the body of email

Please follow the below instructions for Virtual connect:



Ref: NCPL/HRD/2020-21/1038

Date: 5<sup>th</sup> March 2021

**OFFER LETTER AS 'Relationship Manager'**

Dear Ms. Aarti,

Thank you for your interest in our organization. With reference to your application and subsequent interviews, we are pleased to inform you that you have been selected for the position of **Relationship Manager** in **Nestrov Consulting Pvt. Ltd, Pune** effective **8<sup>th</sup> March 2021**.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure-A.

You would be paid a compensation of a total of **Rs. 2,16,000** /- (Rupees Two Lacs Sixteen Thousand Only) annual CTC as set out in Annexure B attached to this agreement.

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

We congratulate you on your appointment and wish you a long and successful career with us. We assure you of our support for your professional development and growth.

Thanking you,

For Nestrov Consulting Pvt. Ltd  
Human Resources



Nestrov Consulting Pvt. Ltd

Corporate Office: Building 3B, Office 3B, Cerebrum IT Park, Kalyani Nagar, Pune- 411014

[www.nestrov.com](http://www.nestrov.com) | [info@nestrov.com](mailto:info@nestrov.com)

**Annexure - B**

Your compensation w.e.f. effective **March 8<sup>th</sup>, 2021** will be as follows:-

Salary Annexure	
Basic	7,200.00
DA	1,440.00
HRA	2,880.00
Special Allowance	6,480.00
<b>Monthly Gross Salary</b>	<b>18,000.00</b>
Less PF Employee Contribution	0.00
Less ESI Employee Contribution	0.00
PT	200.00
Total Employee Contribution	200.00
<b>Monthly Net Pay</b>	<b>17,800.00</b>
PF Employer Contribution	0.00
ESI Employer Contribution	0.00
Total Employer Contribution	0.00
<b>Monthly CTC</b>	<b>18,000.00</b>
Performance Based Pay (Variable Pay)	0.00
<b>Total Monthly CTC</b>	<b>18,000.00</b>
<b>Total Annual CTC</b>	<b>2,16,000.00</b>

**Notes: .**

- The above will be subject to tax as per the Income Tax laws of the country.
- The Variable Pay is based on the performance standards decided by Management and payable at the end of the financial year (wherever applicable).

Thanking you,

**For Nestrov Consulting Pvt. Ltd  
Human Resources**





STAFFBLOOM GLOBAL  
SERVICES PVT. Ltd.

Date: 15<sup>th</sup> March 2021

To,

**Smita Balkrushna Kanade**

A/P kalamb, Tal-Ambegaon, Dist-Pune-410515.

Mobile : 7387084115

Dear Ms Smita,

### OFFER Letter

We are pleased to offer you employment in our company as **HR-Recruitment Executive, Category C level**, at our **Pune branch**.

Your offer will be subject to following below terms & conditions:

1. You will receive a CTC of **Rs.10,000/- CTC**.
2. All rewards & increments will be completely based on your performance & contribution towards company.
3. You will be eligible for quarterly incentive plan & yearly salary revision.
4. You have to follow all rules & regulations, code of conduct which is applicable for company employees.
5. The company may transfer you to any of its location or centre based on the business needs.
6. You will be on probation for an initial period of 6 months, after which you will be due for confirmation. During the period of your probation, you have to give a notice of 30 days in the event of resignation from the services of the company. However after confirmation, the notice period will be 45 days after confirmation of your resignation.
7. The company can terminate your employment by serving you either 30 days' notice or 30 days' wages in lieu of notice.
8. In addition to holding confidential information as an employee, you will not directly or indirectly share such information to any other individual/company/competitors. The company will terminate you on such incident.
9. The CTC break-up will be shared along with appointment letter

TDS & Professional Tax will be deducted at source from CTC.

Regards,

*Sandeep Patil*

Sandeep Patil  
Director-HR,  
Staff Bloom Global Services P Ltd



Office No.8,3rd Floor,  
Yogiraj Chambers ,Above Jumbo Xerox shop, Balewadi phata, Baner, Pune-411045.

Dear Mahesh Ikke,

May 28, 2021

**SUB. : Offer Letter**

Congratulations! With reference to your interview, we are pleased to offer you the position as Service Delivery Executive at our Pune office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on May 31, 2021 at 9:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

	Per Month	Per Annum
<b>General components</b>		
Basic	Rs. 6271	Rs. 75250
House Rent Allowance	Rs. 3135	Rs. 37625
Special Allowance	Rs. 5698	Rs. 68378
<b>Total Gross Salary</b>	<b>Rs. 15104</b>	<b>Rs. 181253</b>
<b>Employer Contribution</b>		
Provident Fund	Rs. 1436	Rs. 17236
Gratuity ****	Rs. 302	Rs. 3620
ESI	Rs. 491	Rs. 5891
<b>Total Employer Contribution</b>	<b>Rs. 2229</b>	<b>Rs. 26747</b>
Bonus		Rs. 7000
<b>Annual Cost to Company (CTC)</b>		<b>Rs. 215000</b>
<b>Total CTC</b>		<b>Rs. 215000</b>
<b>Employee Deductions</b>		
Provident Fund	Rs. 1436	Rs. 17235
ESI	Rs. 113	Rs. 1359
<b>Total Net Salary **</b>		<b>Rs. 13555</b>



CATS Academy India Pvt. Ltd.



Pune, 8<sup>th</sup> March 2021

Ms. Devika Sharma  
6, Sukhwani Park B,  
Near Vastu Udyog, Pimpri  
Pune 411 018

**Appointment as Asst. Manager - Talent Management**

Dear Devika,

With reference to the interview you had with us, we hereby offer you the position of 'Asst. Manager' in our organization with effect from 10<sup>th</sup> March 2021.

The terms and conditions of your service will be as follows:

You will be designated as 'Asst. Manager – Talent Management'.

You will be on probation for a period of six months from the date of joining. During probation period you are eligible for a fixed salary of Rs. 20,000 p.m. In addition you will be eligible to claim travel and conveyance reimbursement as per the company policy. During the probation period you are not eligible for any leaves. In emergency situation you can avail leave with prior approval, which will be treated as 'leave without pay'.

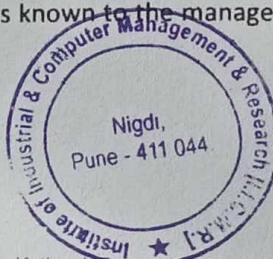
On successful completion of probation period, you will be confirmed as 'Manager – Talent Management'. You will become eligible for leaves and other benefits as per company policy on confirmation.

Income Tax if any will be deducted at source from your salary as per rules.

You will be a whole time employee of the company and will not engage yourself directly or indirectly in any other work or occupation whether full or part time.

Apart from the work directly pertaining to your designation, you may be required to perform the work of another position for which you have necessary skills. You may be deputed or transferred to another city/country depending upon the business needs.

You will keep the management informed of any change in your address from time to time. A notice served by post at the last address known to the management shall be deemed to have been personally served to you.



You will appreciate that the quality of your work will have a direct impact on the performance of our organisation and hence, warrants your close attention during the period of employment.

You will be required to travel anywhere in India or abroad in accordance with the business needs.

You will follow the rules and regulations of CATS Academy India as informed to you from time to time.

Needless to say, any information regarding CATS Academy India, its clients and its policies which you happen to come across during the tenure of your employment, will be treated by you, as confidential and not divulged to any third party during and after the period of your employment.

Notwithstanding anything to the contrary, this contract shall be deemed to have been concluded at Pune for all intents and purposes.

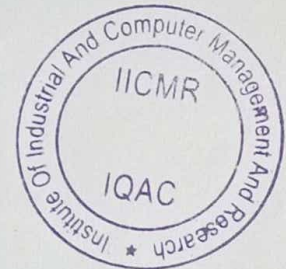
Your services can be terminated by giving one month notice or one month salary in lieu of notice from either side.

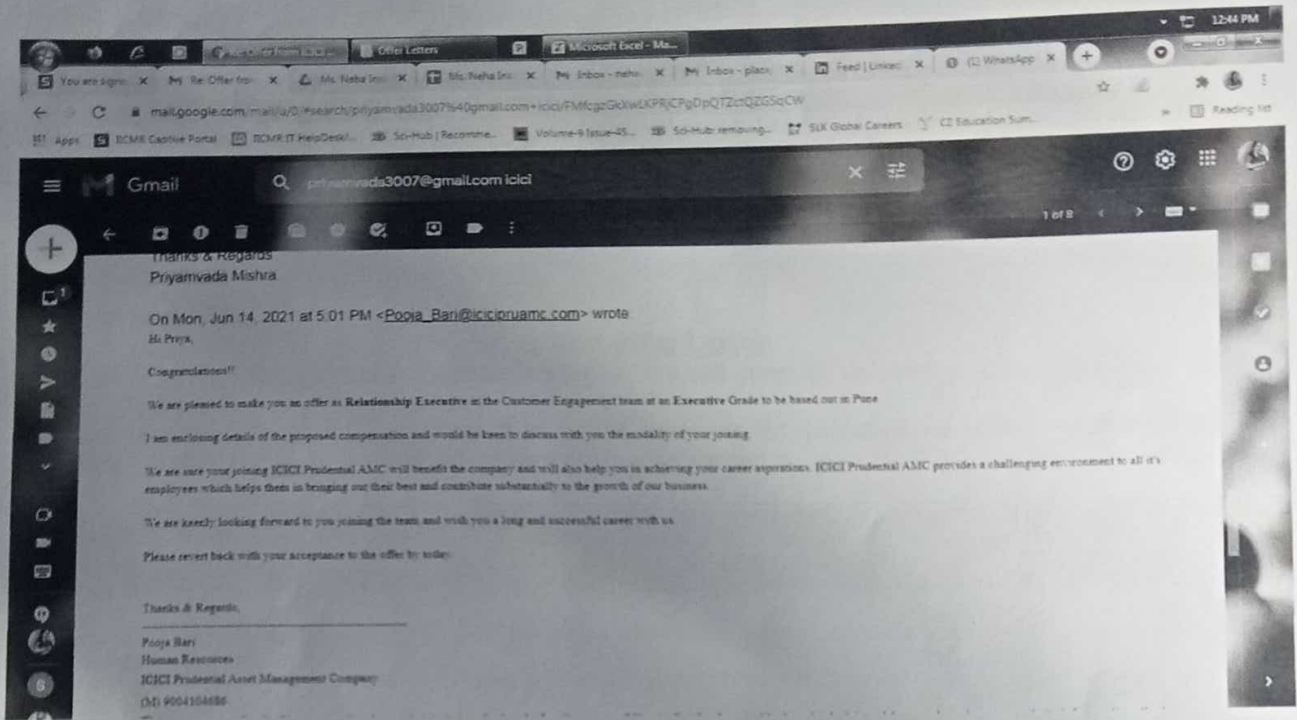
If the above mentioned conditions are acceptable to you, kindly sign and return the duplicate copy of this letter as a token of your acceptance for our records.

Thanking you,  
For CATS Academy India Pvt. Ltd.,

*A A Bapat*

Atul Bapat  
Managing Director





*[Handwritten signature]*





May 28, 2021

Dear Mahesh Ikke,

**SUB. : Offer Letter**

Congratulations! With reference to your interview, we are pleased to offer you the position as Service Delivery Executive at our Pune office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on May 31, 2021 at 9:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

	Per Month	Per Annum
<b>General components</b>		
Basic	Rs. 6271	Rs. 75250
House Rent Allowance	Rs. 3135	Rs. 37625
Special Allowance	Rs. 5698	Rs. 68378
<b>Total Gross Salary</b>	<b>Rs. 15104</b>	<b>Rs. 181253</b>
<b>Employer Contribution</b>		
Provident Fund	Rs. 1436	Rs. 17236
Gratuity ****	Rs. 302	Rs. 3620
ESI	Rs. 491	Rs. 5891
<b>Total Employer Contribution</b>	<b>Rs. 2229</b>	<b>Rs. 26747</b>
Bonus		Rs. 7000
<b>Annual Cost to Company (CTC)</b>		<b>Rs. 215000</b>
<b>Total CTC</b>		<b>Rs. 215000</b>
<b>Employee Deductions</b>		
Provident Fund	Rs. 1436	Rs. 17235
ESI	Rs. 113	Rs. 1359
<b>Total Net Salary **</b>		<b>Rs. 13555</b>



25-05-2021

Dear Rutuja Pawar,

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a "**Academic Counselor**" in our **Team** at **Pune**. We are sure your valuable experience and passion to excel will be of great value to Vedantu and will help Vedantu move faster towards its Global vision. We are looking forward to your date of joining on **01-06-2021**.

Your fixed remuneration would be **INR 3,30,000 (Three Lakh Thirty Thousand Rupees only) per annum as per Annexure A.**

You will be on probation for a period of three months from the Date of Joining.

This offer is valid until **01-06-2021**.

Your employment is contingent upon the Company receiving satisfactory references or background check results. Please note that in the event the Company is not satisfied with any of these items, the Company reserves the right to end this agreement of employment

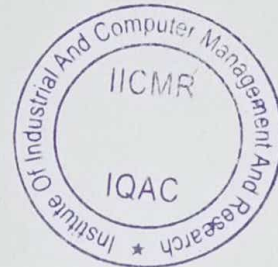
- If any information or data furnished by you to the company, on the basis of which the offer of Employment was made to you, is found to be false, misleading or incomplete, or if you are found to have willfully suppressed any material information,
- If you are convicted by any court of an offence involving moral turpitude,
- If you are guilty of fraud.

Cheers!

**Anand Prakash**

**Director & Co-founder**

**Vedantu Innovations Pvt. Ltd.**





Letter of Intent (LOI)

Date: June 25, 2021

To,  
Name: Durgadas Vijay Patil  
Address: Institute of Computer Management and Research, Pune

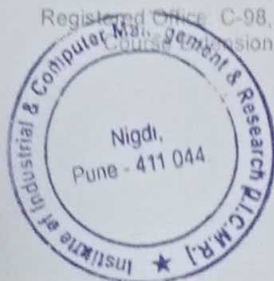
Dear Durgadas,

1. We are pleased to inform that you have been shortlisted for the position of **Management Trainee in Sales (Base Agency) department**.
2. Your date of joining would be **15<sup>th</sup> July, 2021** failing which, this LOI shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise agreed mutually.
3. You will be undergoing training for period of **45 days**, from **15<sup>th</sup> July, 2021** to **31<sup>st</sup> August, 2021** at **Vapi** location.
4. During the training period, you will be paid stipend of **INR 8,000/- (Rupees Eight Thousand Only)** per month and you will not be entitled for any other benefits.
5. Post completion of training period, you will be offered a full time employment with at CTC of **INR 3,15,000 (Rupees Three Lakh(s) Fifteen Thousand Only)** which shall be subject to the terms and conditions of the Appointment letter to be executed by you on the date of joining. On completion of 06 months in the full time employment of the Company you will be paid one time joining bonus of **INR 20,000/-**. The offer of Full time employment shall be subject to verification of your credentials and background and completion of necessary documentation and reference check to our satisfaction.
6. In case you decide to leave the organization within a year from your DOJ you need to pay **INR 75, 000/-** back to the organization.
7. Please note than your engagement as Management Trainee shall be 'at will' and hence party, you or Max Bupa may terminate the same at any time with or without cause.
8. This document is Privileged and confidential. You shall not disclose any contents or this document to any third party.
9. During the Term of your training, you may have access to various documents and other material information pertaining to Company's processes, techniques, tools and other company related information, which is proprietary to the Company. You shall be responsible for maintaining absolute confidentiality regarding the contents of such information whether such information is marked confidential or not. You will return all documents, papers, materials and other proprietary information promptly on termination of this engagement or on demand at any time during the continuation of this engagement.
10. You may in no way assign its rights or obligations in whole or in part hereunder.
11. This letter constitutes the entire agreement between us with respect to the matters dealt with herein.
12. You shall comply with Company's instructions, policies (including all Company Policies issued from time to time), procedures and security regulations in place for the time being and shall conduct in an orderly manner and maintain

**Max Bupa Health Insurance Company Limited**

IRDAI Registration No. 145 | CIN: U68000DL2008PLC182918

Registered Office: C-98, Lajpat Nagar 1, Delhi-110024 | Corporate Office: 14th Floor Capital Centre, Golf Course Road, Sector-59, Gurugram-122011 (Haryana) | Website: www.maxbupa.com





perfect discipline and shall not in any manner cause any interference, annoyance, nuisance, obstruction or any difficulty to the management of Company or its business or work or to its employees/officers.

13. Please carry original documents and submit the copies of the following documents on your date of joining:

- 2 passport size photographs
- PAN Card
- Aadhar Card
- X & XII passing certificate
- Highest Qualification: Provisional certificate / mark sheets for all years and final consolidated mark sheet (if any)

If you are in agreement to the above terms, you are requested to revert the undersigned not later than **26<sup>th</sup> June, 2021** by signing this letter and returning to the address provided below or sending your acceptance by way of email to the undersigned.

We look forward to welcoming you and wish you all the best for this exciting new journey with Max Bupa Health Insurance.

Yours Sincerely,  
For Max Bupa Health Insurance Co. Limited

**Mohit Marwaha**  
Deputy Vice President - Talent Acquisition

I accept the offer of Management training in the Company on the terms set forth in this letter.

Durgadas Vijay Patil

Name

Signature

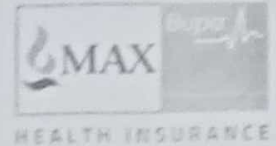
Date



**Max Bupa Health Insurance Company Limited**

IRDAI Registration No. 145 | CIN: U66000DL2008PLC182918

Registered Office: C-98, Lajpat Nagar 1, Delhi-110024 | Corporate Office: 14th Floor Capital Cyberspace Golf Course Extension Road, Sector-59, Gurugram-122011 (Haryana) | Website: [www.maxbupa.com](http://www.maxbupa.com)



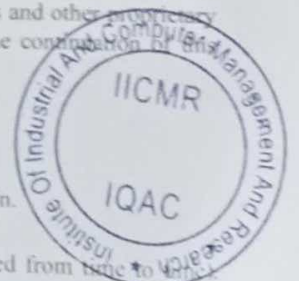
Letter of Intent (LOI)

Date: June 25, 2021

To,  
Name: Abhinav Anilrao Datir  
Address: IICMR Nigdi, Pune

Dear Abhinav,

1. We are pleased to inform that you have been shortlisted for the position of Management Trainee in Sales (Base Agency) department.
2. Your date of joining would be 15<sup>th</sup> July, 2021 failing which, this LOI shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise agreed mutually.
3. You will be undergoing training for period of 45 days, from 15<sup>th</sup> July, 2021 to 31<sup>st</sup> August, 2021 at Nagpur location.
4. During the training period, you will be paid stipend of INR 8,000/- (Rupees Eight Thousand Only) per month and you will not be entitled for any other benefits.
5. Post completion of training period, you will be offered a full time employment with at CTC of INR 3,15,000 (Rupees Three Lakh(s) Fifteen Thousand Only) which shall be subject to the terms and conditions of the Appointment letter to be executed by you on the date of joining. On completion of 06 months in the full time employment of the Company you will be paid one time joining bonus of INR 20,000/-. The offer of Full time employment shall be subject to verification of your credentials and background and completion of necessary documentation and reference check to our satisfaction.
6. In case you decide to leave the organization within a year from your DOJ you need to pay INR 75, 000/- back to the organization.
7. Please note than your engagement as Management Trainee shall be 'at will' and hence party, you or Max Bupa may terminate the same at any time with or without cause.
8. This document is Privileged and confidential. You shall not disclose any contents of this document to any third party.
9. During the Term of your training, you may have access to various documents and other material information pertaining to Company's processes, techniques, tools and other company related information, which is proprietary to the Company. You shall be responsible for maintaining absolute confidentiality regarding the contents of such information whether such information is marked confidential or not. You will return all documents, papers, materials and other proprietary information promptly on termination of this engagement or on demand at any time during the continuation of this engagement.
10. You may in no way assign its rights or obligations in whole or in part hereunder.
11. This letter constitutes the entire agreement between us with respect to the matters dealt with herein.
12. You shall comply with Company's instructions, policies (including all Company Policies issued from time to time) procedures and security regulations in place for the time being and shall conduct in an orderly manner and maintain



Max Bupa Health Insurance Company Limited

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Nigdi,  
Pune - 411 044

Internal

perfect discipline and shall not in any manner cause any interference, annoyance, nuisance, obstruction or any difficulty to the management of Company or its business or work or to its employees/officers.

13. Please carry original documents and submit the copies of the following documents on your date of joining:

- a. 2 passport size photographs
- b. PAN Card
- c. Aadhar Card
- d. X & XII passing certificate
- e. Highest Qualification: Provisional certificate / mark sheets for all years and final consolidated mark sheet (if any)

If you are in agreement to the above terms, you are requested to revert the undersigned not later than 26<sup>th</sup> June, 2021 by signing this letter and returning to the address provided below or sending your acceptance by way of email to the undersigned.

We look forward to welcoming you and wish you all the best for this exciting new journey with Max Bupa Health Insurance.

Yours Sincerely,

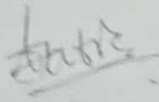
For Max Bupa Health Insurance Co. Limited



Mohit Marwaha

Deputy Vice President - Talent Acquisition

I accept the offer of Management training in the Company on the terms set forth in this letter.



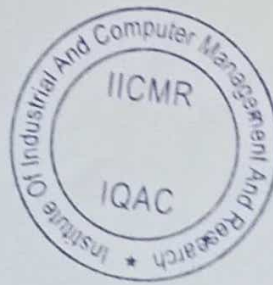
26/6/2021

Abhinav Anilrao Datir

Name

Signature

Date





**Cheena Vijaykumar Malhotra**  
Ravet Ganeshnagar House No.1618/5  
Maharashtra, Pune- 412101

DBOI Global Services Pvt. Ltd.  
Business Bay, Wing 2  
Tower A, 6th, 7th, 8th floor  
Off Airport Road, Yerwada  
Pune - 411 006

CIN: U72900MH2005PTC158278

July 01, 2021

### Employment Agreement

Dear Cheena,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **DBOI Global Services Private Limited** (the "Company"). **DBOI Global Services Private Limited** is a company within the Deutsche Bank AG Group of Companies ("Group").

#### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

#### 2. Position

Your functional title will be **Trade and/or Transaction Analyst**

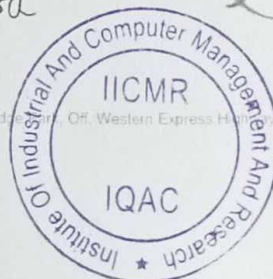
Your local grade as per the internal grading system will be **Grade 7**

During your employment, you may be required to perform work for other companies within the Group.

#### 3. Employment Location

Your employment will initially be based at **Pune**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Cheena  
Malhotra





Cheena Vijaykumar Malhotra

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. **This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.**

Yours sincerely,  
DBOI Global Services Private Limited

**Authorized Signatory  
Human Resources**

**Authorized Signatory  
Human Resources**

**Enclosures:**

- Schedule I: Company's "General Terms and Conditions of Service"
- Schedule II: Remuneration & Allowance Details
- Annexure I: Document Submission Guidelines

**ACCEPTANCE**

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

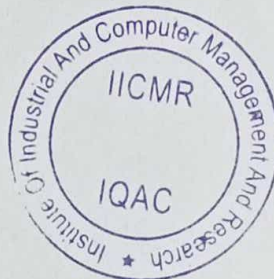
26/07/2021

I confirm that I will report to work on \_\_\_\_\_, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

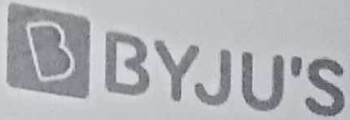
Name: Cheena Vijaykumar Malhotra  
Date:

Signature:

02 July 2021 | 12:18 AM SGT







Offer Letter

Ms. Shraddha Sarjerao Rajigare

Date: Tuesday, September 7, 2021

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Recruitment Associate - Training & Staffing on following terms and conditions:

Offer Details:

Designation: Recruitment Associate - Training & Staffing  
Department: Sales Development (51000015)  
Employment Type: Regular  
Date of Joining: Friday, September 10, 2021  
Role Location: IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-  
Fixed Compensation: 400000 INR  
Variable Compensation: 200000 INR  
Variable Pay Frequency: Annual

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.



16/09/2021

Ms. Harshada Shankar Talari

Sub.: Employment Offer Letter

Dear Ms. Harshada,

In pursuance of your application followed by your interview, we are pleased to offer you the position of 'HR Administrator' with our client 'Fujitsu Consulting India Private Limited' at Pune on the mutually agreed terms and conditions.

The Salary structure is attached herewith as Annexure-A.

Please submit the following documents once you join:

- Educational Certificates
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer, if applicable
- Cancelled cheque of savings bank account (in case employee wants to retain the existing A/c)
- 4 Passport size photographs
- Copy of PAN Card
- Proof of Address (Vote ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card for verification

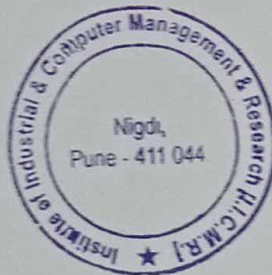
Your Date of Joining is 17/09/2021 & Please reply with your acceptance within 48 hours of the receipt of the offer

Best Wishes,

For Persolkelly India Pvt. Ltd



(.....)  
Authorized Signatory





Offer of employment at  
Persistent Systems *Inbox*



Careers At Persistent 2 days ago  
to me, krishna\_patra v



Dear Ashwini,

It gives us immense pleasure to share with you electronic offer letter (click here to view). Do confirm your acceptance online by .

To log in to portal, please use "ashwini13.iicmr@gmail.com" as your user name and use the Forgot Password link to receive a new password on your email.

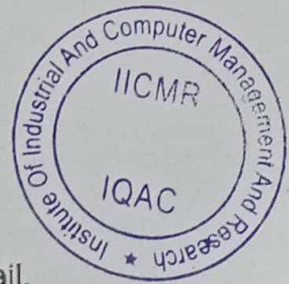
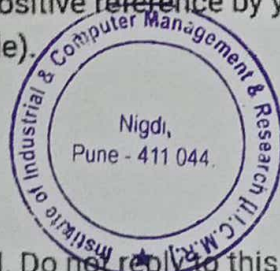
Please note that the offer details are confidential between you and Persistent and we would appreciate if you do not disclose or discuss the same with anybody.

If you have any queries, do get in touch at Krishna Patra at .

Looking forward to welcome you in Persistent soon!

PS: This offer stands valid subject to positive reference by your current/previous employer (if applicable).

Regards,  
Team Persistent



Note: This is a system generated email. Do not reply to this email.

← Reply

↶ Reply all

→ Forward





Serving Life

## Appointment Letter

Date: 07-JAN-2021

To,  
Mr. Kunal Vallabh Patel

Dear,

Based upon your application and subsequent interview, we are pleased to offer you the position for the post of Scientific Sales Trainee in Curtis Mankind on the following terms and conditions:

1. Date of Joining : 06-JAN-2021
2. Designation : Scientific Sales Trainee
3. Department : Marketing
4. HQ : Surat
5. COMPENSATION STRUCTURE: You shall be placed in the appropriate band / responsibility level of the Company, and shall be entitled to compensation (salary and other applicable benefits) as governed by the rules of the Company on the subject, as applicable and/or amended hereafter. Please refer annexure-1 for detailed compensation structure.
6. COMPANY RULES IN GENERAL: You will be governed by the rules and regulation of the Company now in force and as revised from time to time.
  - a). The emoluments/benefits due to you shall be liable/ subject to tax in accordance with the provisions of the Income Tax Act and Rules made thereunder and any other legislation applicable in this regard and as may be in force from time to time.
  - b). In the matter of Provident Fund, E.S.I., Employees' Pension Scheme, Gratuity etc, you shall be governed by the Rules and regulations of the division and statutory provisions, if any, which are in force from time to time. Payment of Bonus (including Special Bonus) is governed by Payment of Bonus Act 1965 as amended.
  - c). You shall be covered under Group Personal Accident Policy.
  - d). If at any time during the period of your employment you are found to be dishonest, disobedient, Intemperate, Irregular in attendance or at work or commit a breach of the terms of your employment, the Division shall not withhold anything to the contrary that may be contained herein, be entitled to terminate your employment forthwith without any notice whatsoever or payment in lieu of notice and may deduct without prejudice to any of the rights and remedies which the Division may have against you from the emoluments, if any, then due to you, the amount of any loss the Division may have sustained has occurred shall be final, conclusive and binding upon you in all respects and shall not be questioned by you on any grounds whatsoever.

cont...2

FOR MANKIND PHARMA LTD.

Self-Attested

  
Authorized Signatory

## MANKIND PHARMA LIMITED

Regd. Office : 218, Okhla Ind. Estate, Phase - 2, New Delhi-110020, Ph. : 011-46541400, 47475600 Fax : 011-46541382  
 CIN No. U74899DL1997PLC044843, E-mail : contact@mankindpharma.com www.mankindpharma.com



22-Nov-2003

Dear Ruchita Suresh Patel,

It was a great pleasure interacting with you over the week. We were impressed with your experience and expertise. We refer to our discussions with you and are pleased to offer you an appointment as **SR Analyst**.

You will be paid a Total Annual Compensation of **INR 1,20,000** (Inclusive of Allowance(s)).

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations, and practices in force and those that may change from time to time. Your compensation is highly confidential, and if the need arises, you may discuss it only with your Manager.

We request you to join us on **25-Nov-2003**.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Eton is valid till **25-Nov-2003** only. In case you do not join us by **25-Nov-2003**, then the position will be offered to someone else.

We welcome you and look forward to a mutually rewarding association.

Yours sincerely,  
Manoj Kumar Mishra  
Managing Director  
Eton Technologies Pvt. Ltd.

Please read the offer, understand, and accept the mentioned terms and conditions.

Name: Ruchita Suresh Patel  
Signature: \_\_\_\_\_

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

Company Office: Eton Technologies Private Limited  
Sector-3, Gurgaon, Haryana  
Gurgaon, India  
Pin Code: 122002

Contact Us: Phone: +91 122 4071000  
Email: [contact@etontechnologies.com](mailto:contact@etontechnologies.com)  
Website: [www.etontechnologies.com](http://www.etontechnologies.com)

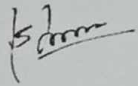
Copyright © 2003 Eton Technologies Private Limited  
This document is confidential and intended solely for the individual named. If you have received this document by mistake, please notify the sender immediately.

**ANNEXURE A**
**TOTAL COMPENSATION STATEMENT**

<b>Shubhangi Patil</b>		
<b>Description</b>	<b>Per Month (INR)</b>	<b>Per Annum (INR)</b>
Basic	15,000.00	180,000.00
HRA	6,000.00	72,000.00
Education Allowance	-	-
Periodicals & Magazines Allowance	-	-
Telephone Reimbursement	-	-
Fuel Reimbursement	-	-
Car Maintenance	-	-
LTC	-	-
Other Allowance	100.00	1,200.00
<b>TOTAL GROSS SALARY</b>	<b>21,100.00</b>	
PF Employer contribution	1,800.00	21,600.00
<b>CTC Per Year</b>		<b>2,74,800.00</b>
<b>Monthly Deduction:-</b>		
Professional Tax	200.00	
Provident Fund	1,800.00	
ESIC Employee Cont.	-	
<b>NET PAY AFTER DEDCUTIONS</b>	<b>19,100.00</b>	

Note: Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules.


**For Wuerth Industrial Services India Pvt. Ltd.**



**Bhavana Bhakare**  
**Head- HR and Administration**

I have read the terms and conditions of the above appointment order. I have understood the contents of the same.  
 I agree to work on the terms indicated in the same and any rules and regulations now in force or which may hereafter be brought into force from time to time.

Name: Shubhangi Patil

Signature: 

**WNS**

Extending Your Enterprise

31-Mar-2023

Bhushan Sanjay Kalanke

Building number A- 8 flat number 8, skf colony, infront og kamini hotel,

chinchwad pune Maharashtra 411033

India

**Letter of offer****Dear Bhushan,**

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta** office. The key components of your offer are as detailed below :-

**Career band:** Your career band would be **Professional**.

**Role band:** You would be placed in role band **A**.

**Title:** The title that you would be using both internally and externally would be **Associate - Ops**.

**Compensation:** Your Total Gross Pay will be **INR 2,84,484 (Indian Rupees Two Lakh, Eighty Four Thousand, Four Hundred And Eighty Four Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

**Joining Date:** You are expected to join us by **31-Mar-2023**.

**Place of work:** Your place of work will be **Pune - Magarpatta**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA  
COSTA RICA  
INDIA  
THE PHILIPPINES  
ROMANIA  
SRI LANKA  
UAE  
UK  
USA



For WNS Global Services Pvt. Ltd.

*Adil Nargolwala*

Adil S Nargolwala  
Corporate SVP - HR  
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,  
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:  
U72200MH1996PTC100196

DocuSigned by:

*Bhushan Sanjay Kalanke*

6AB1A9E810E04DE...

**Accepted and Agreed**

Bhushan Sanjay Kalanke  
Candidate's Name & Signature

# BRIJ HR SOLUTIONS

Private and Confidential

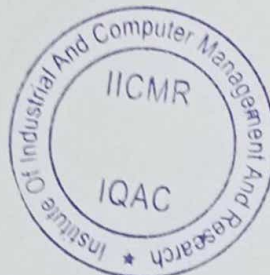
26<sup>th</sup> September 2021

MANSI PRAKASH CHAVAN

Dear Madam,

We are pleased to welcome you to **Brij HR Solutions** (The Company) in the capacity of **Recruitment Executive** your engagement shall be based on the following terms and Conditions. Your engagement with the company shall commence no later than **27<sup>th</sup> September 2021** your place of posting will be at **Pune**

- Duties:** You will be responsible for performing services for the Company as assigned by the Company's officers and employees who are designated with authority to manage and supervise your work. You are required to comply with all rules, regulations and procedures of the Company. You will be required to provide reports concerning your work activities from time to time as requested. During your engagement you shall not directly or indirectly expropriate any corporate opportunities or otherwise engage in any conduct adverse to the best interests of the Company. You are instructed not to divulge any confidential information of, with your prior employers or their clients.
- Compensation:** Annexure
- Period & Termination:** Your engagement with the company is on an at-will basis. The Company will provide you with **15 Days** advance notice of termination of engagement. You likewise will provide the Company with **15 Days** advance notice of your termination of the engagement. In cases of gross misconduct or non-performance, the Company reserves the right to terminate your services without notice and no dues would be payable to you
- Confidentiality :** During the course of your engagement, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and methods of dealings with its customers and employees, and you will also develop relationships of special trust and confidence with the Company's customers and Employees (collectively, "Confidential Matter"). You agree that such Confidential Matter is for the Company's exclusive benefit and that, both during your engagement and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except with specific approval, in writing, from the Company. Upon conclusion of your engagement, you will promptly return to the Company, all documents and information (including computer generated or stored matters) concerning the Company or its customers or employees.





# BRIJ HR SOLUTIONS

5. **Non-Competition and Non-Solicitation** : For a period of one (1) year following the termination of your engagement for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly (1) solicit the business of (or otherwise deal in a manner adverse to the Company with) or provide any software engineering, consulting or programming services to any customer of the Company (regardless of whether or not you personally dealt with that party during your engagement) (2) solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induce such employees to terminate his or her employment. You further agree that the Company shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs 4 or 5 of this Agreement (which shall survive the termination of this Agreement and your engagement).
6. **Governing Law** : Paragraphs 3, 4 and 5 are intended to be enforced in accordance with their terms but that such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law. This agreement shall be governed by and construed and enforced in accordance with the laws of Mumbai jurisdiction.
7. **Entire Agreement**: This Agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings and may be amended only in writing signed by both parties.

The Company reserves the right to vary any of the terms and conditions of engagement in accordance with the changes in its policies and practices under intimation to you.

With warm regards

For Brij HR Solutions

I accept the above offer and will be joining on \_\_\_\_\_.

\_\_\_\_\_  
MANSI PRAKASH CHAVAN



**RELIANCE**

**NIPPON LIFE  
INSURANCE**

Reliance Nippon Life Insurance Company Limited,  
Rajiv Gandhi Corporate Office, Unit 31A, 401B, 402, 403 & 404  
Atrium, Inspire BKC, C Block, BKC, Atrium, Bandra Kurla  
Complex, Bandra East, Mumbai - 400051, India

T: +91 22 6874 2000  
toll-free: 1800 121 2345  
www.reliance-nipponlife.com  
RDLA Reg. No. 196/1999/121  
CIN: L74101MH2001PL167089

Ms. Anusiya Ravishankar  
Mira Road East, Thane

Date: February 29, 2024

**Sub: Offer Letter**

Dear Anusiya,

Greetings from Reliance Nippon Life Insurance Company Limited, one of India's leading and amongst the most valuable Insurance Company in the private sector!

Further to our recent discussions, we are pleased to make you an offer for the position of **Assistant Manager**, in the **Sales & Distrn. Department**, at the **Grade IL5A E2** of as per the following terms and conditions:

A. We look forward to your joining us on or before **4<sup>th</sup> March 2024**.

**B. Place of Posting:**

Your posting will be at **MH - ZO – Goregaon Office**.

However, during employment with the Company, you may be posted / transferred to any of the offices / projects / divisions / departments /units of the Company or any of the Group companies, associates, or affiliates either existing or to be set up anywhere in India or abroad, without any additional remuneration.

**C. Salary & Allowances:**

**Fixed Pay:** Your gross annual pay will be **Rs. 3,50,000/- (RUPEES THREE LAKHS FIFTY THOUSAND ONLY)**, which will be inclusive of Basic salary, HRA, Fuel & Maintenance reimbursement, Children education allowance, Children hostel allowance, LTA, Retirement benefits (Provident fund & Gratuity) and Special personal allowance.

You will be governed at all times by the policies, procedures and rules of the Company, which would include the ones related to the salary, allowances, benefits and perquisites specified in this offer letter. Further, the Company, at its sole discretion, may modify or change such allowances, benefits, and perquisites from time to time in accordance with its policies.

**D. Performance Based Variable Pay**

In addition to above mentioned fixed pay components you will also be eligible for the performance based variable pay. This performance based variable pay will be a potential payment based on Company's and your performance, at the time of payout. This payment is subject to taxes as applicable.



**NIPPON LIFE  
INSURANCE**

**E. Provident Fund Scheme:**

You will be eligible for provident fund upon your employment commencement. Both you and Company shall make contributions in accordance with the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952.

**F. Gratuity:**

The gratuity will be paid in accordance to the provisions of the Payment of Gratuity Act, 1972.

**G. Probation / Confirmation:**

You will be on probation initially for a period of six months w.e.f. the date of joining ("Probation Period"). Your Probation Period may be extended by the Company, at its sole discretion, based on your performance/conduct. The Company follows a policy of 'confirmation by default'. Your services are deemed to be confirmed at the end of the probation period unless you receive intimation to the contrary. During the probation period, your services are liable for termination at any time without any notice in writing or any payment in lieu thereof by the Company. The Company may not assign any reason for such termination which shall be at its sole discretion & you will not be entitled to any claim, damage, compensation or any other payment on that account.

**H. Applicable Law:**

This Offer Letter any further arrangement between you and Reliance Nippon Life Insurance shall be subject to the laws of India. In case of any Dispute, suit, proceedings courts at Mumbai shall have exclusive jurisdiction.

**I. Decorum:**

You will be subject to policies and rules of Reliance Nippon Life Insurance as well as law; you shall abide by the policies of Reliance Nippon Life Insurance and act responsibly both as an employee and as a citizen. In case of any violation of law, and further proceedings in that regard, the continuity of your employment shall depend on the sole discretion of Reliance Nippon Life Insurance.

**J. Confidentially:**

You shall maintain full confidence of all matters related to business affair or branch offices. Also, the compensation offered to you is based on your experience, education and relevance of the skill sets that you have which is different from each individual hired here. Hence you are required to maintain the same confidential. This clause survives even if your employment ends with Reliance Nippon Life Insurance for any reason whatsoever. In case of violation of this clause Reliance Nippon Life Insurance shall at its discretion, can initiate proceedings at law against you.

**K. Intellectual Property Rights:**

If you join Reliance Nippon Life Insurance, you provide your consent without qualification that, any design, mark, report, methodology, inventions, discovery, database, or any other creation, deliverables etc. created or developed in the course of Objective shall remain the sole property of Reliance Nippon Life Insurance, and are all part of Confidential Information, and you shall waive all your actual or probable title, right, interest, and claims over such creation. Further, you waive all your rights under law, and rescind any claim that you may have over the aforementioned creations and give absolute right to Reliance Nippon Life Insurance to make use of such creation, in any manner. In case of any violation of law, and further proceedings in that regard, the continuity of your employment shall depend on the sole discretion of Reliance Nippon Life Insurance.

**L. Conflict of Interest & Non- Solicitation:**

During your course of employment with the company, you will not be permitted to engage in any other business or undertakings or other business activity as an employee of this organization, further you also covenant and agree that during the term of services with Reliance Nippon Life Insurance and for twelve (12) months after the termination or expiry thereof, you shall not either directly or indirectly, solicit or attempt to solicit any business from any of the Reliance Nippon Life Insurance's Customers, Customer Prospects, or Vendors with the Reliance Nippon Life Insurance.

**M.** During the term of your employment, and for a period of one (1) year immediately thereafter, You agree not to solicit any employee or independent contractor of the Reliance Nippon Life Insurance on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Reliance Nippon Life Insurance to terminate or breach an employment, contractual or other relationship with the Reliance Nippon Life Insurance.

**RELIANCE**

**NIPPON LIFE  
INSURANCE**

**N. Other Benefits:** - Applicable as per HR policy (Group Medicaid, Group Personal Accident cover, Group Term insurance, Mobile Reimbursement and Leave Policy).

This is only an Offer and not an Appointment Letter. A Formal Appointment letter shall be issued to you upon joining and subject to you having fulfilled the terms and conditions of the offer.

This offer is subject to obtaining satisfactory verifications process (including reference-checks, valid documentation and confirmation of you being medically fit. The Company reserves the right to withdraw and cancel this offer at any time upon non-fulfilment of terms and conditions of the offer.

Please confirm your acceptance to the terms of this offer-letter within 2 days from the date of this letter either (1) by signing on a printout of this letter and emailing us the scanned copy or (2) by emailing us your acceptance to the terms of this letter. A detailed Appointment Letter would be issued to you on the date of joining.

Regards,



**Shalabh Chowdhary**

**Head - HR Business Partner**

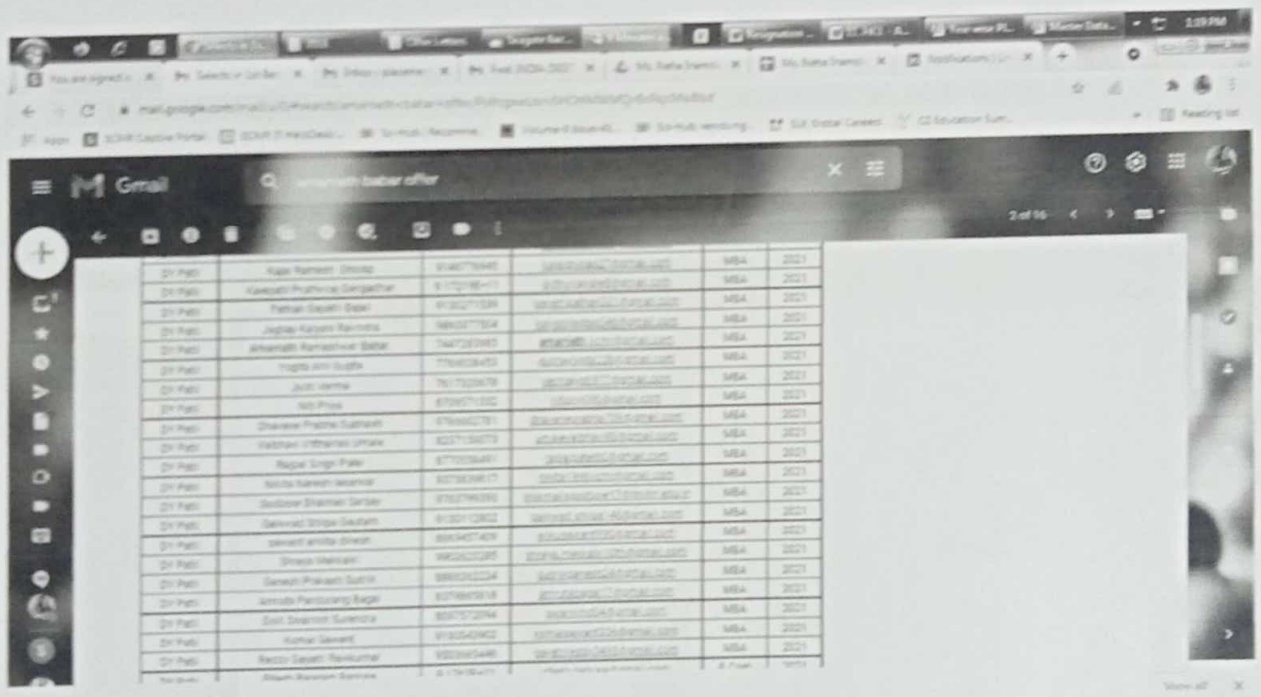
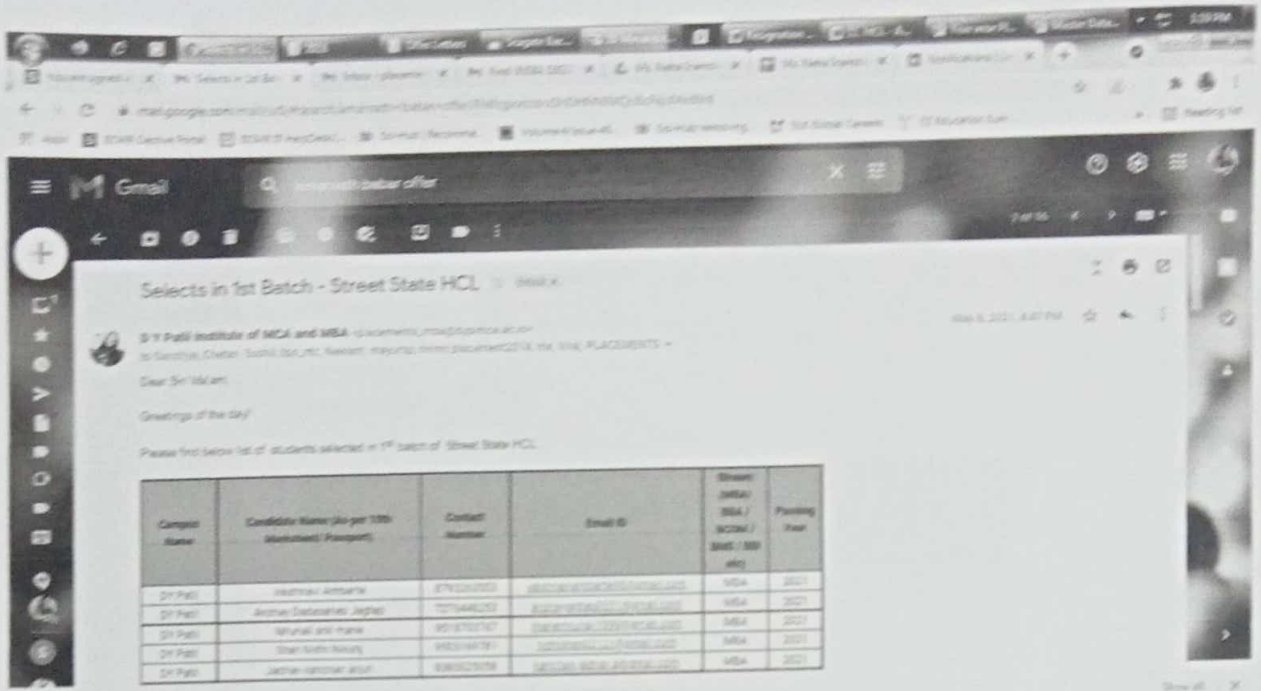
**Reliance Nippon Life Insurance Company Limited**

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I hereby, confirm, having read and understood the terms and conditions as specified in the letter and convey my acceptance of the same.

Name of Person : Anusuya Ravishankar

Signature :



mail.google.com/mail/u/0/#search/sarah/FMltgogwLter5HCHMWMQy6CqjMw5Dd

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Neha -

Jignesh Dudhela

Selects in 1st Batch - Street State HCL

D Y Patil Institute of MCA and MBA (placements\_mbap@pimpri.ac.in) to Sarathy, Chetan, Suresh, Suresh, Nandini, mayank, hrms.placement@D.Y.Patil, Vlog, PLACEMENTS - Thu, May 6, 4:47 PM (12 days ago)

Dear Sir/Ma'am,

Greetings of the day!

Please find below list of students selected in 1<sup>st</sup> batch of Street State HCL

Campus Name	Candidate Name (As per 10th Worksheet/ Passport)	Contact Number	Email ID	Stream (MBA/ BBA/ BCOM/ BSC/ BSW/ BBA etc)	Passing Year
DY Patil	Vishwanath Ambarte	8792043553	vishwanathambarte@gmail.com	MBA	2021
DY Patil	Aishwari Indrashekar Jagtap	7275448253	aishwariindrashekar@gmail.com	MBA	2021
DY Patil	Mrunal ani mane	9018705797	manurunalani@gmail.com	MBA	2021
DY Patil	Shah Nishi Nikunj	950169781	shahnishi2021@gmail.com	MBA	2021
DY Patil	Jadhav Nandhan arjun	8380029056	nandhan.jadhav@gmail.com	MBA	2021
DY Patil	Kokane Pratiksha Suresh	989473864	pratikshakokane@gmail.com	MBA	2021
DY Patil	Amer Mansi Sunil	8730376704	amermansi@gmail.com	MBA	2021
DY Patil	Kajal Ramesh Ghosap	9146776643	kajalghosap@gmail.com	MBA	2021

mail.google.com/mail/u/0/#search/sarah/FMltgogwLter5HCHMWMQy6CqjMw5Dd

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Jignesh Dudhela

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DY Patil	Kalecali Pruthvika Gandhar	9172195111	kalecalipruthvika@gmail.com	MBA	2021
DY Patil	Pameli Gayatri Bajaj	9130271536	pameligayatri@gmail.com	MBA	2021
DY Patil	Jagtap Karan Ravindra	960277504	karanjagtap14@gmail.com	MBA	2021
DY Patil	Amarnath Rameshwar Babar	7447283965	amarnathbabar@gmail.com	MBA	2021
DY Patil	Yugita Anil Gupta	7794028453	yugitagupta2@gmail.com	MBA	2021
DY Patil	Jyoti Vema	7617229678	jyotivema@gmail.com	MBA	2021
DY Patil	Nit Pitha	8709571332	nitpitha@gmail.com	MBA	2021
DY Patil	Dhruvane Prabha Susham	9766602781	dhruvaneprabha@gmail.com	MBA	2021
DY Patil	Vatshani Vithaldas Umair	8237150073	vatshani@gmail.com	MBA	2021
DY Patil	Rajal Singh Patil	8770558491	rajalsinghpatil@gmail.com	MBA	2021
DY Patil	Nikita Naresh Isanwar	9373839877	nikita1998@gmail.com	MBA	2021
DY Patil	Godbole Shalmali Sanjay	9762799392	godboleshalmali@gmail.com	MBA	2021
DY Patil	Gaikwad Shriya Gautam	9130112802	shriyagaikwad14@gmail.com	MBA	2021
DY Patil	Sawant Anika Dinesh	8669457409	sawantnikad@gmail.com	MBA	2021
DY Patil	Shreya Mehtalki	9902422285	shreyamehtalki@gmail.com	MBA	2021
DY Patil	Ganesh Prakash Sudrik	888262224	ganeshprakash24@gmail.com	MBA	2021
DY Patil	Arushi Pandurang Bapat	8379865818	arushipandurang@gmail.com	MBA	2021
DY Patil	Dixit Swarnim Suresh	8097572094	swarnimdixit@gmail.com	MBA	2021
DY Patil	Komal Sawant	9130543902	komalsawant13@gmail.com	MBA	2021
DY Patil	Reddy Gayathri Ravikumar	9503665446	reddygayathri2434@gmail.com	MBA	2021
DY Patil	Ritesh Rajaram Bankare	9176124111	riteshrb1998@gmail.com	B.Com	2021
DY Patil	Vatshkar Pratik Sunil	7558398747	vatshkarpratik@gmail.com	BBA	2021
DY Patil	Garud Anika Suresh	9675185486	garudnikas@gmail.com	B.Com	2021
DY Patil	AMT DANSGE	9681437938	amtdansgem130@gmail.com	MBA	2021



mail.google.com/mail/u/0/#search/sarah/FMfgswLtsrVSHDHMMWQbCfjcmwBbd

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DY Patil	Niti Priya	8709571332	nitipriya026@gmail.com	MBA	2021
DY Patil	Dhivani Prabha Subhash	9766602781	dhivani02b708@gmail.com	MBA	2021
DY Patil	Vaibhavi Vithnarao Umale	8237150073	umalevaibhavi30@gmail.com	MBA	2021
DY Patil	Rajpal Singh Patel	8770558491	rajpal0460@gmail.com	MBA	2021
DY Patil	Nikita Naresh Jaisankar	9373839817	nikita1998.ccu@gmail.com	MBA	2021
DY Patil	Godbole Shalmali Sanjay	9763799393	shalmagodbole12@pnnv.edu.in	MBA	2021
DY Patil	Gaikwad Shilpa Gautam	9130112802	gaikwadshilpa146@gmail.com	MBA	2021
DY Patil	sawant aneeta dinesh	8669457409	anesawant920@gmail.com	MEA	2021
DY Patil	Shreya Meekakki	9902623285	shreya.meekakki10b@gmail.com	MBA	2021
DY Patil	Ganesh Prakash Sudrik	8888262224	sudrikganesh24@gmail.com	MBA	2021
DY Patil	Amruta Panourang Bagal	8379865818	amrutabagal17@gmail.com	MBA	2021
DY Patil	Dixit Swamini Surendra	8097572094	swaminidixit4@gmail.com	MBA	2021
DY Patil	Komal Sawant	9130543902	komalsawant356@gmail.com	MBA	2021
DY Patil	Reddy Gayatri Ravikumar	9503665446	gayatrirreddy1493@gmail.com	MBA	2021
DY Patil	Ritesh Rajaram Barikale	91762E+11	riteshbarikale@gmail.com	B Com	2021
DY Patil	Vathakar Pratik Sunil	7538308747	vathakarpratik33@gmail.com	BBA	2021
DY Patil	Garad Anikita Suresh	9673185486	garadanicita14@gmail.com	B Com	2021
DY Patil	AMIT DANGASE	9881437938	dangaseam150@gmail.com	MBA	2021
DY Patil	AKASH KUMAR SINGH	9955384819	akashgkumar029@gmail.com	B Com	2021
DY Patil	NIRAJKUMAR BAGUL	9421533994	nirajkumarbagul@gmail.com	MBA	2021

