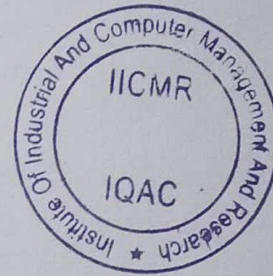


**Avalara**  
Tax compliance done right

January 3, 2023

CONFIDENTIAL

Harpreet Kaur  
117/73A Old Dalan Wala, Karanpur  
Dehradun, Uttaranchal 248001



Dear **Harpreet**,

We are pleased to offer you the position of Associate Analyst with Avalara Technologies Private Limited ("Company" or "Avalara"). As we discussed previously, there is tremendous opportunity for personal and professional growth for you here at Avalara.

You will be part of the **VAT Compliance** and will report to Managers based at Avalara's office in India. In addition, you will be working in conjunction with other teams, including other personnel from our offices across the globe.

Your On Target Total Compensation will be **INR 561,600.00/-** per annum. Your detailed salary breakup is set out in Schedule 1 of this letter. This income will, of course, be subject to deduction of income tax and other taxes as may be applicable from time to time.

Avalara provides a Company owned laptop to its employees to use for work during their employment. All such Company provided equipment is the sole property of Avalara and you will be responsible for keeping safe and in good condition all such Company material entrusted to you. Please refer to the Employee Handbook for Avalara's policies on Laptop usage and Acceptable Use of Company Resources.

Avalara India provides coverage under Group Medical, Personal Accident & Term Life Insurance for all its employees as per the Company Policy.

You will be on probation for a period of six months from the date of joining. We would like to use this period to familiarize you with your job profile, your specific responsibilities and the Company's operations. Your performance during the probation period would help us decide on your confirmation and formal absorption in the Company's employment. Your joining is subject to you clearing the Background Verification Process. During probation, your services can be terminated by the Company with one month's notice period or pay in lieu of the notice, depending on Management's discretion. In case you resign during the

probation period, you shall serve one month's notice period or pay in lieu of the notice, depending on Management's discretion.

The Company has and will collect and process certain personal information in relation to your employment with the Company. You hereby understand, agree and consent to the collection, use, storage and processing of your personal information, including Sensitive Personal Data or Information (SPDI) as defined under applicable laws, for the purpose of administering your employment with the Company. You also agree and consent to the transfer of your personal information and SPDI to the Company's affiliates, parents, and third party service providers, for the purpose of administration of your employment, including but not limited to employment related benefits and records, as well as background verification.

In the matter of leave and other benefits, you will be bound by the rules and regulations as may be framed by the Company from time to time. Other facilities that may be provided to you shall be subject to review from time to time and shall not be construed as a right or condition of employment.

Proprietary Information and Inventions Agreement: All Company employees are required, as a condition to their employment with the Company, to sign the Avalara's standard Proprietary Information and Inventions Agreement.

Outside Activities: While you render services to the Company, you will not engage in any other gainful employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company, in preparing to compete with the Company or in hiring any employees of the Company.

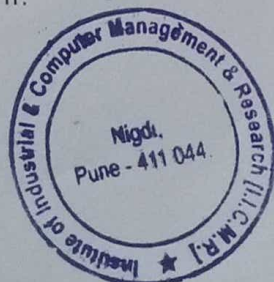
Your employment with the Company is subject to termination on: Two months prior notice by either side.

The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.

For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your resignation letter will be accepted by the Company only on you satisfying the mandatory two months' notice period.

Further, till last working day after your resignation, the terms and conditions of your employment as per Company policies will still continue to bind you.

The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:



- You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or
- You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or
- You commit any breach of any of your duties or obligations under this agreement or the policies of the Company as per employee handbook.
- There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

In the event of termination, you shall not be entitled to any benefits whatsoever.

Your employment with the Company will require you to be bound by all rules, regulations, policies and guidelines issued by the Company from time to time.

You will be required to bring the original degree certificates, proof of previous employment and salary level by providing a copy of your last paycheck statement. In addition, you will be required to carry your relieving letter from your most recent employer when you join the Company as part of our standard policy.

The Company does not pay for any bond amounts owed to previous employers.

We hope that you find the foregoing terms acceptable. You may indicate your agreement with these terms and accept this offer by signing and dating this letter and returning them to the Avalara Office in Pune, India. We would expect you to join on or before **January 23, 2023**.

We look forward to welcoming you at Avalara for a long lasting and mutually rewarding association.



Very truly yours,

A handwritten signature in blue ink, appearing to read "Krishna Priya Nambudiri".


Krishna Priya Nambudiri  
Senior Director of Human Resources

Avalara Technologies Pvt Ltd

I accept the above terms of offer.

Date: 1/12/2023

Signature:

DocuSigned by:  
  
61732887F3ED4DF..

\*Gratuity is payable as per the Payment of Gratuity Act, 1972 or any other law governing the payment of gratuity, for the time being in force.



**AXISB/LOA/RH1886167/117562**  
**10/07/2023**

**Purvi Padiyar**  
**9111430656**

**LETTER OF APPOINTMENT**

Dear Purvi,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Wholesale Banking Operations.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

**Terms of Employment**

**1. Compensation**

- 1.1 The annual compensation payable to you will be INR 4,01,446 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

**2. Code of Conduct & Ethics**

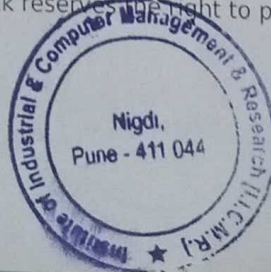
- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

**3. Whole-time / Alternative Employment**

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

**4. Fidelity & Secrecy**

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent of the Management. In such an event, the Bank reserves the right to proceed against you.



## 5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

## 6. Mandatory Induction Certification

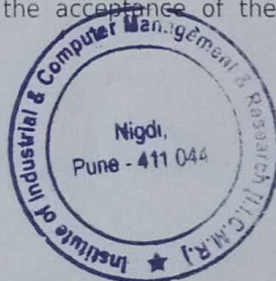
- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
- 6.3.1 You will not be able to join your team till you are Induction Certified.
  - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
  - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

## 7. Transfer

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

## 8. Separation/ Retirement

- 8.1 Separation during probation
- 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
  - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
- 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
  - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 8.3 Separation arrangement
- 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.



8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

**8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.**

#### 8.4 Retirement

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

### 9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

### 10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

10.3 Submission of all necessary documents:

10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

10.3.2 Proof of date of birth

10.3.3 Copy of Pan Card and Address Proof

10.3.4 One recent passport size color photograph

10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

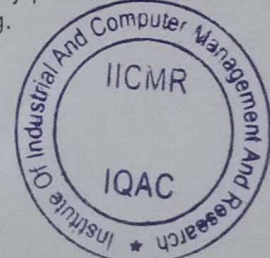
10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 1 month from the date of joining, failing which your salary after 1st month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you post joining.





Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Mansi Tomar

Mansi.Tomar@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Anand Bardhan,  
Head - Talent Acquisition  
Human Resources





CIN No. U66010RJ2006PLC029979

**SHRIRAM GENERAL INSURANCE COMPANY LIMITED**

E-8, EPIP, RIICO Industrial Area, Sitapura, Jaipur, Rajasthan-302022, INDIA.

Email: chd@shriramgi.com Website: www.shriramgi.com

IRDAI Registration Number - 137



**SHRIRAM**  
General Insurance

BE INSURED... REST ASSURED

associated with Sanlam group

E-8, EPIP, RIICO, Sitapura, JAIPUR (Raj.) 302 022

Phone: 0141-3220900/2/4, 3928400 Fax: 0141-2770693

HRD/APL/SGL/2023/31411  
Date: 27<sup>th</sup> February, 2023

To,  
Ms. Ayushi Loshali  
0 Old Iti, Bareilly Road  
Gaujajali Bichli, Haldwani  
Nainital  
Uttarakhand - 263139  
Mobile: 9012914478

Dear Ms. Loshali,

Offer Cum Appointment Letter

With reference to the interview you had with us, we are pleased to appoint you as **Management Trainee – Corporate & Broker Relations** on the following terms and conditions:

1. Your Compensation will be Rs. 45,834/- (Cost to Company – CTC) per month and the structure is as detailed in Annexure 1 to this letter.
2. **POSTING & DATE OF JOINING:** You will be posted at our Corporate Office, the address which is "Shriram General Insurance Company Ltd., E – 8, EPIP, RIICO Industrial Area, Sitapura, Jaipur, Rajasthan– 302022.." You are required to report at our Corporate Office on or before 10<sup>th</sup> May, 2023 at 09:30 hrs. and submit the joining report duly signed by you to the HR Department. The date mentioned in the joining report shall be recorded as your date of joining in our records.
3. **REPORTING:** For Functional, Operational and Administrative Purposes, you will report to Mr. Arnab Dutta – Head, C&B.
4. **NOTICE PERIOD:** You will be on probation for a period of Six Months and your confirmation will depend upon the satisfactory performance during this period. Your services may be terminated without giving any notice and assigning any reason during the probation period. On confirmation, your services may be terminated with advance notice of three months. In any case you intend to leave the company **After completion of service bond;** you will have to give the Company a notice of three months, which will be mandatory in all circumstances.
5. **DRESS CODE:** You are required to attend the office in the decent & formal attire.
6. **LEAVE ELIGIBILITY:** You will be eligible for 12 Casual Leaves only on Pro-Rata basis in the First Calendar Year of service and thereafter every calendar year, which are non-cumulative in nature. On completion of One Year of service you will be eligible for 12 Sick Leave and 12 Privilege Leave on Pro-Rata basis.
7. Your services are liable to be transferred to any office of the company whether in India or abroad at the sole discretion of the Management.
8. This appointment letter is made on the understanding that the information and relevant documents provided by you are correct, true and complete. If it is found at any point of time that the same provided by you is not true, incorrect, incomplete or fraudulent in nature, your employment shall be liable to be terminated without assigning any reasons thereof or without giving any notice.

Contd. On page 2

(Authorized Signatory)

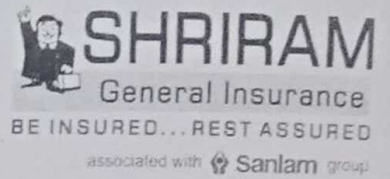


Signature of candidate

**SHRIRAM GENERAL INSURANCE COMPANY LIMITED**

E-8, EPIP, RIICO Industrial Area, Sitapura, Jaipur, Rajasthan-302022, INDIA.  
Email : chd@shriramgi.com, Website : www.shriramgi.com

E-8, EPIP, RIICO, Sitapura, JAIPUR (Raj.) 302 022  
Phone: 0141-3220900/2/4, 3928400 Fax: 0141-2770693



{{2}}

HRD/APL/SGI/2023/31411  
Date: 27<sup>th</sup> February, 2023

9. This appointment letter is made on the understanding that, beside the above, delay in submission of your document will debar you from being eligible for confirmation/ increment/ promotion and any incidental benefits.
10. You are debarred to discuss or to disclose by any means any matters, policies, transactions, accounts or any other information pertaining to the Company with outsiders. Further during the course of employment employee shall keep all the information of the company confidential, which may be known to him/her by any means and shall use it in officially authorized manner. Employee shall not share any of his password, security token or any information which is authorized to him/her and He/ She will be responsible and accountable for maintaining those authentications during his/her service period with the company. Upon termination of his/her service for any reason employee will return all records and other information of the company which have been given to him/her in the course of his/her employment or may have come into his/her possession by any means, employee will not attempt to make or retain copies of any data, information or records of company by any means. Employee will be charged and subject to legal actions in case of information breach during his/her term of employment even upon termination of his/her service.
11. You are also debarred, by virtue of your employment in this Organization, to get involved in any other employment or assignment, be it temporary or permanent in nature, without an explicit written permission from this Organization.
12. At any point of time if it is revealed that any of your/activities /conduct /negligence of work /disobedience of Management's decision/misbehavior with any of the colleagues/use of foul language/financial misappropriations etc., during office hours or beyond is prejudicial to the interests of the Company, your services will be terminated summarily without any Notice. You will not join any of the competitors of Shriram General Insurance Company Ltd. for a period of three months from the date of leaving the Company.
13. You will have to undergo the Licentiate exam at your own cost as an employee of Shriram General Insurance Company Limited, though necessary training for clearing the same will be provided by SGI training center.
14. You have to clear the MY COACH certification - an In-House learning module within 90 days from your date of joining. Failure to do so within 90 days from your date of joining will lead to the entire My Coach fee (Registration + Examination) deduction from your salary till the completion of MY COACH certification.
15. You will retire from the services of the Company on attaining the age of 60 years or on completion of 35 years of continuous service with the Company, whichever is earlier.
16. You will be liable to pay damage(s) to the company for the loss caused by you directly or indirectly, in addition to other legal remedies, which may be required for violating any of the provisions of this appointment letter / agreement etc. and the Courts at Jaipur will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.
17. All the disputes and differences between SGI and you, shall be resolved under the Arbitration and Conciliation Act, 1996, and by an arbitrator who shall solely be appointed by the Manager HR/Authorized Representative and whose decision shall be binding upon the parties. Further, the place of jurisdiction in all matters, including arbitration shall be confined to Jaipur only.
18. Only if you agree with all the clauses, place your signature on required place as a token of your acceptance of this appointment letter.
19. **ACCEPTANCE:** Please return the duplicate copy of this letter, duly acknowledged as a token of your acceptance of the terms and conditions.

We welcome you to Shriram General Insurance Company Ltd. and look forward to a fruitful association.

Best Wishes,



I, Mr./Ms. \_\_\_\_\_  
\_\_\_\_\_, S/O, D/O Shri \_\_\_\_\_  
\_\_\_\_\_, do hereby accept the terms and conditions of  
the Appointment Letter issued to me.



## SHRIRAM GENERAL INSURANCE COMPANY LIMITED

E-8, EPIP, RIICO Industrial Area, Sitapura, Jaipur, Rajasthan-302022, INDIA.

Email : chd@shriramgi.com, Website : www.shriramgi.com

IRDAI Registration Number - 137

**SHRIRAM**

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Phone: 0141-3220900/2/4, 3928400 Fax: 0141-2770693

HRD/APL/SGI/2023/31411

Date: 27<sup>th</sup> February, 2023Annexure - 1

Employee Name: Ayushi Loshali			
Designation: Management Trainee			
Branch: Corporate Office			
BASIC	:	23000	Per Month
HRA	:	11500	Per Month
TRANSPORT ALLOW.	:	1600	Per Month
OTHER ALLOWS.	:	6534	Per Month
GROSS (Rs.)	:	42634	Per Month
BONUS / EXGRATIA (to be paid annually)	:	1400	Per Month
PF (Company Contribution)	:	1800	Per Month
CTC** (Rs.)	:	45834	Per Month
ANNUAL CTC (Rs.)	:	550008	

In addition, you will be eligible for petrol and mobile reimbursement (if used for official purposes) as per the following:

- Petrol Reimbursement: Maximum 30 Ltr. Per month (Subject to production of Bill and Log Book).
- Mobile Bill Expense Entitlement - As per the company's prevailing policy.

\*\*Notwithstanding what is mentioned in your Appraisal/Promotion/Appointment letter and subsequent modifications thereof, all future exgratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional Statutory payments liable to be paid by the Company because of changes in statutes. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the CTC. Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in the above salary breakup. Your continued employment with the company is construed as your deemed acceptance to the above.




Authorized Signatory)

Signature of Candidate



Pooja  
today at 3:33 pm

Date : 2nd May, 2023


Dear Aanchal Sharma,

Subject:- Offer of an appointment as Training & Placement officer


Thank you for exploring career options with **PIIDM** web solutions. Further to the discussion we had earlier, we are pleased to make you an offer as Training & Placement officer under the following terms and conditions.

Position :- Training & Placement officer  
 Compensation - 35,000 per month  
 Joining Date - 2nd May, 2023  
 Working Time :- 10 am to 7 pm  
 Reporting :- Vijay Gehlot

We look forward to have you on the board and wish you a successful career with us.



Aishwarya Walukar  
HR Executive



*Aanchal*



# RAYONTARA SOLUTIONS

Name: Palak Sharma  
Permanent Address: Gumasta Nagar , Foothi Kothi Indore, 452009  
Madhya Pradesh, Pin - 452009

Mobile: +91- 7771806716  
Email : palaksharma0086@gmail.com  
Subject: Letter of Intent for the position of Training Coordinator

Dear Samridhi,

**Congratulations** on taking your step towards a successful and rewarding career with **Rayontara Solutions**. Following your successful completion of our assessment process. We are pleased to inform you that we intend to offer you the role of **Training Coordinator**.

This appointment takes effect from your **Date of Joining** on **23<sup>rd</sup> March, 2023** at **08:30 AM** with base location **Indore, Madhya Pradesh**.

The Mode of Interaction will be Microsoft Teams and Microsoft Outlook (for emails).

## WORKING DAYS AND TIMING

Your working days will be **5 days a week & 8.5 hrs shift**, (Subject to change, will be informed by the company). The timings and workdays may vary as per the policy of the Company.

## TERMINATION CLAUSE

**Past Record:** If any declaration/information given or furnished by you to Rayontara Solutions proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without any notice. In the event that the Company is not satisfied with your work/performance/conduct or for any other reason, you may be terminated with 1 months' notice.

## NOTICE PERIOD

During Probation period, Probation of employment is terminable by either party giving seven days' notice in writing. In-case the Company terminates your service due to unsatisfactory performance, the notice period will be seven days. After Completion of Probation period, you will be made permanent basis your Performance. Post confirmation the employment will be terminable by either party giving thirty days' notice in writing before completion of 1 year and 60 days after completion of 1 year. You are expected to serve the complete notice period. In case of any leave/ absenteeism during this period, the notice period shall be extended by equal number of days of leave / absenteeism. You agree to serve the Company satisfactorily during the notice period.

**Rayontara Solutions**

Registered Office: DSM-640-641, 6th Floor, DLF Tower, Shivaji Marg, Connaught Place, New Delhi-110015.



# RAYONTARA SOLUTIONS

## WORK FROM HOME (WFH)

You will be required to do work from home as per Rayontara requirement.

An employee who is doing WFH needs to ensure that he/she has the required infrastructure/equipment's at his/her home such as a robust broadband, phone connectivity, secluded place for uninterrupted working etc. to be able to stay connected during office hours.

It is employee's responsibility to make sure that he/she is available on all communication channels such as phone, email, Microsoft Teams, Viber etc. when he/she is working from home and will attend all the scheduled meetings. In case an employee is unavailable/ not reachable through these channels during office hours, his manager can disapprove his/her Work from Home for that day.

## CONFIDENTIAL INFORMATION

You will not, at any time, directly or indirectly, use or disclose any of company's confidential information except as authorized and within the scope of your employment with company.

You agree that you will not disclose any proprietary information, trade secret or confidential business information of any other person or entity, including any previous employer of yours.

## MISCONDUCT AND DISCIPLINE

Any indiscipline, misconduct, insubordination or breach of the terms of this Letter or the rules of Rayontara shall render you liable for termination from service with immediate effect.

Rayontara can also terminate your service, with or without any notice, in case of any of the following events:

- Breach of any terms and conditions mentioned in letter of intent or Letter of Commitment.
- Misbehavior with senior /junior/ staff/ colleague/ customer/ vendor etc.
- Misuse or illegal access of internet services provided by Rayontara.
- Gross Professional Misconduct.
- Not able to perform as per expectation of Rayontara.



## **Rayontara Solutions**

Registered Office: DSM-640-641, 6th Floor, DLF Tower, Shivaji Marg, Moti Nagar, New Delhi-110015.

# RAYONTARA SOLUTIONS

## Other Terms & Conditions of employment: -

1. Your base location will be Indore, Madhya Pradesh.
2. Your working days will be 5 days a week & 8.5 hrs shift, (Subject to change, will be informed by the company). The timings and workdays may vary as per the policy of the Company.
3. If required company can send you to other location within & outside India.
4. Saturdays/Sundays will be working as per company's requirement.
5. Your salary review will take place as per HR Policy.

This offer is valid till **10<sup>th</sup> March 2023**, if you do not confirm the acceptance, Rayontara Solutions Pvt. Ltd., has the right to withdraw the offer.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

**On the date of joining, please submit the following originals for verification and please send the soft copy before your joining**

- Appointment Letter & relieving Letter of the last organization. Last three months' salary statement/Form 12B.
- Permanent & Current residence proof. Passport
- I.D Proof (Aadhar Card/Pan card) Aadhar Card
- Voter's ID Card Driving License PAN Card
- Savings Bank A/C details (A/C number & IFSC Code)
- D.O.B proof (Pan card & Xth certificate) 10th and 12th Certificate
- Graduation & Masters mark sheets/certificate
- One passport size photograph
- Need to mention your blood group for ID Card.

Also, kindly update the attached background verification form and revert at the earliest.

**\*Issuance of appointment letter is subject to the submission of above mentioned documents.**



**Rayontara Solutions**

Registered Office: DSM-640-641, 6th Floor, DLF Tower, Shivaji Marg, Moti Nagar, New Delhi-110015.

# RAYONTARA SOLUTIONS

Your salary would be as per CTC structure mentioned below. However, the structure of your compensation plan may be altered / changed in line with the Compensation policy and practices of the Organization.

## 1. COST TO COMPANY CALCULATION

Your CTC shall be as per follows: -

	Components	Monthly	Yearly
1	Fixed Salary	30,000	3,60,000
2	Employer's PF Share	1,200	14,400
3	Annual Bonus	-	30,000
4	Gratuity	-	5,769
5	WFH Allowance	4,000	48,000
6	Medical Insurance	-	7,000
	CTC	35,200	4,65,169

**(Annual Bonus)** is Subject to date of joining and net earnings and Company Policy. The Bonus will be paid on pro rata basis. The amount mentioned is the maximum earning in the first year of joining. Bonus is payable as per performance and profitability of the overall company. Bonus is not payable if resigned before date of disbursal.

**(Gratuity clause)** Gratuity is applicable to be paid on completion of 5 years with the organization as per the Gratuity Act. The amount mentioned here is for one year as per your salary structure

**(WFH Clause)** Work from home Entitlement subject to manager's approval and terms & conditions as stated in WFH infra policy will be applicable

Please read and understand all the terms and conditions before signing it.

Yours sincerely,

For Rayontara Solutions

*"I have read and understood / agree all policies mentioned in the Letter of Intent."*



*Palak*

Signature:

Place: Delhi

Date: 09<sup>th</sup> March, 2023

**Rayontara Solutions**

Registered Office: DSM-640-641, 6th Floor, DLF Tower, Shivaji Marg, Moti Nagar, New Delhi-110015.





Reference No. - 14126388

21-April-2023

Ms. Poonam Tanaji Patil  
Ambadas Stop,  
Ambadas, Ratnagiri,  
Maharashtra - 415605.

**CONFIDENTIAL**

Dear Poonam Tanaji Patil,

**OFFER OF APPOINTMENT**

With reference to your application and our subsequent meeting, we are pleased to offer you employment with Cargill India Private Limited (hereinafter referred to as "Company") for the position of:

Designation/Title	:	Commercial Trainee
Reporting to	:	National Capability Manager
Salary Band	:	Senior Support Staff
Location	:	Gurgaon
Salary Details	:	Please refer to Annexure 1

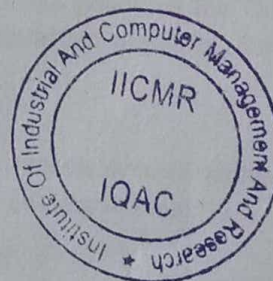
The detailed terms and conditions of your offer of appointment are detailed in the enclosure. We would like you to join our team not later than **19-June-2023**. In the event, there is any change in the DOJ, written approval of the Company will be required, which shall be granted at the sole discretion of the Company. Should you accept this offer, please sign and return a duplicate copy of this offer of Appointment.

With best wishes for a successful career with Cargill

Yours sincerely,  
For **Cargill India Private Limited**

**Yeshodha Murthy**  
GHRM Lead - HR Operations, South Asia

Encl.: as above



**Cargill India Private Limited**  
10<sup>th</sup> Floor, Wing - 1&3, AIPL Business Club,  
Golf Course Extension Road, Sector- 62,  
Gurugram, 122002, Haryana, India

Tel.: +91-(124)-235 8939, 409 0489 / 450  
Fax: +91-(124)-235 8977, 78  
URL: [www.Cargill.co.in](http://www.Cargill.co.in)  
CIN No.: U15440DL1996PTC118008

**Registered Office:**  
Y - 65, Ground Floor,  
Hauz Khas,  
New Delhi- 110016, India

**Ms. Poonam Tanaji Patil**  
**Gurgaon**

This offer of appointment is subject to the terms and conditions as stated below and the applicable rules, policies of the Company & terms and conditions of the Confidentiality Agreement, Privacy Notice & all other documents executed by you (hereinafter referred to as "employment contract")

**I. REMUNERATION:**

Your annual remuneration detail Salary is provided in **Annexure I**. All payments by the Company to you, including any social security, retiral benefits, contributions etc. shall be subject to applicable statutory deductions by the Company in accordance with applicable laws and regulations. You will be personally responsible for your tax liabilities. The Company shall also be entitled to deduct any other amount as may be recoverable from you from time to time.

In the event of any changes in applicable law, regulations and codes applicable to your employment and remuneration, the Company reserves the right to make any changes required to align your Base Pay, Total Fixed Remuneration or Statutory Benefits in accordance with the prevailing law or regulations.

**II. Training:**

You will be on training for a period of 12 (twelve) months from the date of joining. During the training period, your performance will be assessed and evaluated by the Company. If your performance is not found satisfactory during training, the Company at its sole discretion, may either extend the training period or terminate your employment without assigning any reasons. You will continue to be on training, unless your employment is expressly confirmed by the Company through a letter of confirmation.

**III. BENEFITS:**

**A. Bonus**

Bonus eligibility is as per the Payment of Bonus Act 1965 or as per the applicable law from time to time.

**B. Target Incentive Variable Pay:**

Payment of Target Incentive Variable Pay is at the sole discretion of the Company. Company may extend the benefits of variable pay dependent on the performance of the Company, the performance of the Business or Function as well as your individual performance. Target incentive variable pay is subject to change as per Company policy and is not a guaranteed payment. Employee should be on the rolls of the Company at the time of disbursement.

**C. Leave:**

You will be eligible for various applicable leaves subject to the leave policy as the Company may stipulate from time to time as applicable to your base location. The details regarding the leave policy will be provided in the Employee Handbook or MyHR Portal.

**D. Leave Travel Assistance (LTA):**

Leave Travel Assistance (LTA) facilitates employees in meeting travel expenses incurred for visits to any place in India and will be governed by the applicable Income Tax guidelines.

**E. Provident Fund:**

The Company and the employee will contribute into the Provident Fund as per applicable law under the Employees' Provident Funds and Miscellaneous Provisions Act.





Cargill India Private Limited

Ms. Poonam Tanaji Patil

Gurgaon

**F. Gratuity:**

Gratuity eligibility is as per the Payment of Gratuity Act or as per the applicable law from time to time. Gratuity is payable on cessation of the employment or at the time of retirement, subject to a completion of 5 (five) years of continuous service.

**G. Car Lease:**

The benefits under the Policy are applicable only to the full-time employees who meet the eligibility criteria on availing the leased car

**H. Employees' State Insurance (ESIC):**

The Company and the employee will contribute into the ESIC as per applicable law under the Employees' State Insurance Act 1948.

**I. Medical Insurance & Hospitalization:**

The benefit will apply to you, your spouse, dependent children (maximum up to 2 children) and dependent parents (maximum up to the 80 years of age) up to an amount of INR 500,000/- (Rupees Five lakh only) per family. Company provides Maternity insurance benefit maximum of INR 60,000/- (Rupees Sixty Thousand only) & maximum up to two maternities.

**J. Group Personal Accident Insurance:**

You will be covered under the Group Personal Accident Insurance up to 40 (Forty) times of your Monthly Basic Salary, which is inclusive of any statutory compensation payable under the applicable law.

**K. Term Life Insurance:**

You will be covered under the Term Life Insurance up to 3 (three) times of your Annual Base Pay with a minimum cap of INR 20,00,000 (Rupees Twenty Lakhs Only).

**L. Other Benefits:**

You will be eligible for benefits as applicable to your base location and as per the Company policy from time to time. The details regarding the benefits will be provided in the Employee Handbook or MyHR Portal.

Base Location is your Cargill joining location at the time of offer acceptance or any other subsequent location pursuant to a transfer by Cargill.

**IV. RULES AND REGULATIONS OF WORK:**

**A. Working Hours:**

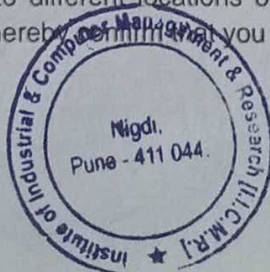
Your work week, office or plant timings or shift timings will vary according to the function or process you are employed with and the same will be communicated to you from time to time. However, the shift timings and working hours may be subject to change depending on the business requirements. You should be punctual and regular in attendance.

**B. Public Holidays:**

Public Holidays are determined by the Company from time to time and will be observed. Employees working in essential services at the location will be required to work on public holidays.

**C. Travel:**

You are required to travel to different locations or locations including outside the country based on business requirement. You hereby acknowledge that you will adhere to the Company Safe Travel policy.



Ms. Poonam Tanaji Patil

Gurgaon

**D. Transfer & Deputation:**

The Company reserves the right to transfer you from one job to another or from one function to another and the Company is under no obligation to obtain consent from you for such transfers. To give you wider exposure, during your employment with the Company, you may be transferred due to exigencies of work to any other team, section or department in the same establishment or you may be transferred to any other establishment (existing or which may be set up in future) or deputed to any other affiliate of the Company anywhere in country or abroad.

**E. Dual Employment:**

You shall not take up any other work with or without remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade, vocation, association or business whatsoever during this period without obtaining permission, in writing from the Appointing Authority/Company.

**F. Improper usage of Corporate Card or Purchase Card:**

You may receive a Corporate Card or Purchase Card for business purposes, and you shall not use the Corporate Card or Purchase Card for any personal use whatsoever. You are required to ensure that the account does not become delinquent.

**G. Confidential Information, Intellectual Property and Electronic Communication policies and guidelines:**

You shall abide by the terms of the Confidentiality Agreement, Intellectual Property and Electronic Communication policies and guidelines stipulated by the Company from time to time. You agree that upon the termination or cessation of your employment with the Company for any reason whatsoever, you shall immediately return to the Company any and all Company property in your possession, including but not limited to any customer lists, information, forms, formulae, plans, documents or any other written or computer material, software or hardware, or copies of the same, belonging to the Company or any affiliates or principle of the Company within your possession or made or compiled or delivered to you during your training, or employment and you shall not any time thereafter copy or reproduce the same.

**H. Verification Report:**

Your appointment will be subject to satisfactory background verification of your educational qualifications, previous employment details and particulars furnished by you in your CV, resume or application. We may also conduct a reference check with your previous employer/s. The Company shall have the right to terminate your employment forthwith, if any, declaration or information provided by you to the Company is found to be false or if you have suppressed any material information.

**I. Termination of Service/Employment:**

a. During training either party is entitled to terminate employment by giving One (1) month notice or by payment of notice period in lieu thereof.

b. Pursuant to the written confirmation by the Company of your successful completion of training, either party may terminate the employment by giving one (1) months' notice or by payment in lieu thereof. The Company may require you to serve the entire notice period.





Annexure 1:

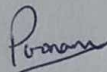
Compensation structure	
Name	Ms. Poonam Tanaji Patil
Band	Senior Support Staff
<b>Salary components</b>	<b>Annual Salary (in Rupees)</b>
Basic Salary	200004
House Rent Allowance	100008
Personal Pay	89988
Leave Travel Allowance - as per clause III-D	10000
<b>Base Pay</b>	<b>400000</b>
Employer P.F Contribution – as per clause III-E	24000
Gratuity - as per below clause III-F	9624
<b>Total</b>	<b>433616</b>

For Cargill India Private Limited

**Yeshodha Murthy**  
GHRS Lead - HR Operations, South Asia

I, have read this document carefully and I, understand, confirm and accept the obligations which it imposes upon me and I acknowledge the obligations which I am required to perform under this document and terms and conditions of employment as applicable time to time. I have signed this document voluntarily and freely after accepting the terms and conditions of my employment.

NAME: \_\_\_\_\_ FATHER's/HUSBAND's NAME: \_\_\_\_\_

SIGNATURE: 

DATE: 21-4-23



Cargill India Private Limited  
10<sup>th</sup> Floor, Wing - 1&3, AIPL Business Club,  
Golf Course Extension Road, Sector- 62  
Gurugram, 122002, Haryana, India

Tel.: +91-(124)-235 8939, 409 0489 / 450  
Fax: +91-(124)-235 8977, 78  
URL: [www.Cargill.co.in](http://www.Cargill.co.in)  
CIN No.: U15440DL1996PTC118008

Registered Office:  
Y - 65, Ground Floor,  
Hauz Khas,  
New Delhi- 110016,

# TOPPAN

April 08, 2023

**Ms. Shanzee Parkar**  
D/O Imtiyaz Dawood Parkar  
Alcon Signare B 604  
Parge Nagar, Kondhwa Bk.  
Pune, 411048

**Subject: Letter of Offer**

Dear Ma'am,

This is further to our discussions and terms & conditions mutually agreed upon.

We are pleased to offer you the position of Management Trainee in the control grade of Executive in our organization at an annual Fixed CTC of Rs. 7.0 Lakhs as per Company Policy.

This is not a regular letter of appointment but a Letter of Offer.

Please join duties at the earliest but not later than **May 15, 2023** at 09:00am.

We now look forward to your joining.

Thanking you,

Yours faithfully,

for Toppan Speciality Films Private Limited

*Kirat Brar*

*Shanzee*

Kirat Brar  
Head-Human Resources & Administration



TOPPAN SPECIALITY FILMS PRIVATE LIMITED  
(Formerly Max Speciality Films Private Limited)



**तथागत**  
Education Pvt. Ltd.

Tathagat Education Pvt. Ltd.

F/124 Shri Alekh Complex, Near Yuvraj Motor Driving School Leela Circle, Bhavnagar-364002  
Mo. 8980880800.

15/12/2022

## Offer Letter

Dear

Fena Jagdishbhai Makadiya,

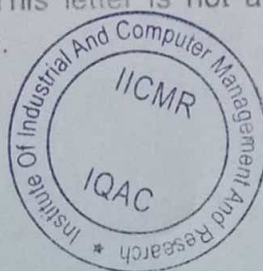
We are pleased to offer you the full-time, position of Sales and Administrator at Tathagat Education Pvt. Ltd. with a start date of 19<sup>th</sup> December 2022, Your Probation Period is 19<sup>th</sup> December 2022 to 18<sup>th</sup> June 2023 In This Period You Will Get 12000/- Rs. Stipends on a Monthly Basis. You will be reporting directly to Head of Sales Department. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to,

- Lead a team of sales associates.
- Provide quality customer service.
- Create and coordinate sales associates' schedules.
- Facilitate tasks for the sales associates.

The annual starting salary for this position is 4, 40,000/- Rs. to be paid on a monthly basis by direct deposit, starting on 19<sup>th</sup> December 2022. In addition to this starting salary, we're offering you bonuses & commission.

Your employment with Tathagat Education Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.



As an employee of Tathagat Education Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance & vacation time and other benefits which will be described in more detail in the employee handbook.

Please confirm your acceptance of this offer by signing and returning this letter by 30<sup>th</sup> December 2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

*Pena*

Thanking You.

Yours faithfully

For Tathagat Education Pvt. Ltd.



*Bhattacharya*  
Authorize Signature



Mr. Gaurav Rajkumar Rathi  
Mukundadas Chauk,  
Dadh Bk., Ahmadnagar,  
Maharashtra - 413714.

**CONFIDENTIAL**

Dear Gaurav Rajkumar Rathi,

**OFFER OF APPOINTMENT**

With reference to your application and our subsequent meeting, we are pleased to offer you employment with Cargill India Private Limited (hereinafter referred to as "Company") for the position of:

Designation/Title	:	<b>Commercial Trainee</b>
Reporting to	:	<b>National Capability Manager</b>
Salary Band	:	<b>Senior Support Staff</b>
Location	:	<b>Gurgaon</b>
Salary Details	:	<b>Please refer to Annexure 1</b>

The detailed terms and conditions of your offer of appointment are detailed in the enclosure. We would like you to join our team not later than **19-June-2023**. In the event, there is any change in the DOJ, written approval of the Company will be required, which shall be granted at the sole discretion of the Company. Should you accept this offer, please sign and return a duplicate copy of this offer of Appointment.

With best wishes for a successful career with Cargill

Yours sincerely,  
For **Cargill India Private Limited**

YESHODHA  
MURTHY

Digitally signed by YESHODHA  
MURTHY  
Date: 2023.04.21 16:17:26 +05'30'

**Yeshodha Murthy**  
**GHRM Lead - HR Operations, South Asia**

Encl.: as above

**Cargill India Private Limited**

10<sup>th</sup> Floor, Wing - 1&3, AIPL Business Club,  
Golf Course Extension Road, Sector 62  
Gurugram, 122002, Haryana, India

Tel.: +91-(124)-235 8939, 409 0489 / 450

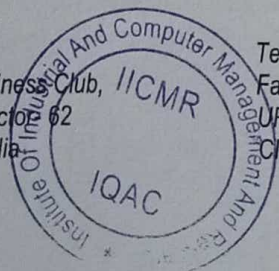
Fax: +91-(124)-235 8977, 78

URL: [www.Cargill.co.in](http://www.Cargill.co.in)  
CIN No.: U15440DL1996PTC448008

**Registered Office:**

Y - 65, Ground Floor,  
Hauz Khas,  
New Delhi- 110016, India

Page 1 | 6



Annexure 1:

Compensation structure	
Name	Mr. Gaurav Rajkumar Rathi
Band	Senior Support Staff
<b>Salary components</b>	<b>Annual Salary (in Rupees)</b>
Basic Salary	200004
House Rent Allowance	100008
Personal Pay	89988
Leave Travel Allowance - as per clause III-D	10000
<b>Base Pay</b>	<b>400000</b>
Employer P.F Contribution – as per clause III-E	24000
Gratuity - as per below clause III-F	9624
<b>Total</b>	<b>433616</b>

For Cargill India Private Limited

YESHODHA  
MURTHY

Digitally signed by YESHODHA  
MURTHY  
Date: 2023.04.21 16:18:10 +05'30'

**Yeshodha Murthy**  
**GHRM Lead - HR Operations, South Asia**

I, have read this document carefully and I, understand, confirm and accept the obligations which it imposes upon me and I acknowledge the obligations which I am required to perform under this document and terms and conditions of employment as applicable time to time. I have signed this document voluntarily and freely after accepting the terms and conditions of my employment.

NAME: Gaurav Rathi FATHER's/HUSBAND's NAME: \_\_\_\_\_

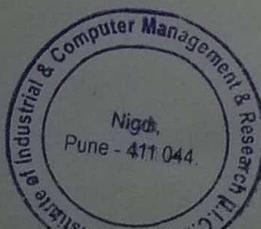
SIGNATURE:

DATE: \_\_\_\_\_

**Cargill India Private Limited**  
10<sup>th</sup> Floor, Wing - 1&3, AIPL Business Club,  
Golf Course Extension Road, Sector- 62  
Gurugram, 122002, Haryana, India

Tel.: +91-(124)-235 8939, 409 0489 / 450  
Fax: +91-(124)-235 8977, 78  
URL: www.Cargill.co.in  
CIN No.: U15440DL1996PTC118008

**Registered Office:**  
Y - 65, Ground Floor,  
Hauz Khas,  
New Delhi- 110016,



Date : 7th July 2023

To,  
Mr. Hrushikeh Virbhadra Dumane  
Pune.  
Subject : Offer Letter for BDM ( Sales )

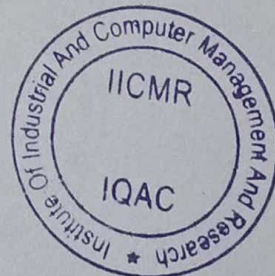
With reference to your subsequent interview you had with us at IICRM, Pune. we are Pleased to offer you the position of **Business Development Manager ( Pune )** subject to the following terms and conditions. New employees have to be appointed as on the **06 Month of Probation Period.**

Your total remuneration will be as discussed and mutually agreed upon by both you and the company, the details of which along with terms of employment will be given to you in the appointment order after joining the organization.

This communication is only an offer of appointment and the necessary order of appointment will be issued at the time of joining, however, you are requested to confirm in writing, your acceptance of our offer letter within a week from the date mention above. The below mention date will be the date on which your period of continuous employment begins, failing which the offer will be automatically rescinded.

You are required to join us on or before **Date : 08/07/2023** while reporting for duty, you shall submit the following documents in original and photocopy. Originals will be returned immediately after verification and as per company policy.

- A. Proof of Date of Birth, Qualification and Experience etc.
- B. Four – Passport Size Photograph.
- C. Relieving order for all previous employment.
- D. Address proof and ID Proof.
- E. Last Employment Pay Slip



---

Antique Dekor Pvt. Ltd.

Survey No 421 AlOran, Nr. Japur G.L.B., N.H 08, Taluka Prantij, Dist. Sabarkantha, Gujarat, India - 383205  
Tel: +91 9782785905, +91 9074923868 • Email: antique@antiquedekor.co.in • www.antiquedekor.co.in



In case we come to know that the information provided by you with regard to educational background, past employment and salary details are fudged or misrepresented or any other illegal acts the offer letter stand cancelled.

We will also do antecedent verification in case it is required and based on the report the company may withdrawal the offer.

In case you accept our offer and you are taken in our service, please noted that you will be governed by the company rules, regulations, policies and other terms and conditions to be mentioned in the order of appointment to be issued to you within seven days of your joining.

We look forward to welcome you to the family of ANTIQUE DEKOR PVT LTD, we wish a long and successful career with

With best wishes,

For, ANTIQUE DEKOR PVT LTD

Authorized Signatory



---

Antique Dekor Pvt. Ltd.

Survey No-421, At-Gran, Nr. Rajpur, T. E. B. V. H. 08, Taluka Prantij, Dist. Sabarkantha, Gujarat, India - 383205

Mobile: 98782 98782, 98782 98782, 98782 98782, Email: antique@antiquedekor.com, www.antiquedekor.co.in



January 3, 2023

CONFIDENTIAL

Kiran Nathanii  
B/block 11/16-17 Sonar gali, Main bazaar, Pimpri  
Pune, Maharashtra 411017

Dear **Kiran,**

We are pleased to offer you the position of Associate Analyst with Avalara Technologies Private Limited ("Company" or "Avalara"). As we discussed previously, there is tremendous opportunity for personal and professional growth for you here at Avalara.

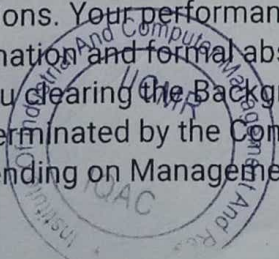
You will be part of the 511 Telecom Compliance and will report to Managers based at Avalara's office in India. In addition, you will be working in conjunction with other teams, including other personnel from our offices across the globe.

Your On Target Total Compensation will be **INR 561,600.00/-** per annum. Your detailed salary breakup is set out in Schedule 1 of this letter. This income will, of course, be subject to deduction of income tax and other taxes as may be applicable from time to time.

Avalara provides a Company owned laptop to its employees to use for work during their employment. All such Company provided equipment is the sole property of Avalara and you will be responsible for keeping safe and in good condition all such Company material entrusted to you. Please refer to the Employee Handbook for Avalara's policies on Laptop usage and Acceptable Use of Company Resources.

Avalara India provides coverage under Group Medical, Personal Accident & Term Life Insurance for all its employees as per the Company Policy.

You will be on probation for a period of six months from the date of joining. We would like to use this period to familiarize you with your job profile, your specific responsibilities and the Company's operations. Your performance during the probation period would help us decide on your confirmation and formal absorption in the Company's employment. Your joining is subject to you clearing the Background Verification Process. During probation, your services can be terminated by the Company with one month's notice period or pay in lieu of the notice, depending on Management's discretion. In case you resign during the



Date: 31<sup>st</sup> May, 2023

Offer letter

To,

Ms. Devanshi Gurjar  
12, Kamla Nagar Ext.,  
Vikrant College Road, Rasalpura,  
Indore - 453441.

Dear Devanshi,


With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in Tikona Infinet Private Ltd. as an Executive in the Sales & Marketing Department with present posting at Pune.

The total CTC will be Re. 5,80,000 ( Rupees Five Lacs & Eighty Thousand Only ) per annum. Please refer to the detailed CTC breakup in the enclosed Annexure A.

You are requested to join duty on or before 1<sup>st</sup> June 2023. A detailed letter of appointment will be issued to you on the day you join the company.

We take this opportunity to welcome you to Tikona Infinet Private Ltd. and wish this to be the beginning of a long and mutually beneficial association.

Yours faithfully,  
For Tikona Infinet Private Ltd.

  
Rachna Jaitley  
Senior Manager- Human Resources



ANNEXURE - 1

Name :	Devanshi Gurjar	
Band :	1	
Appointment:	Management Trainee	
Designation :	Executive	
Department :	Sales & Marketing	
Sub Function :	Enterprise Sales	
Location :	Pune	
DOJ :	1-June-23	
Monthly Payments	Monthly	Annually
Basic	11,035	1,32,420
House Rent Allowance	6,621	79,452
Advance Bonus	919	11,028
Adhoc Allowance	17,478	2,09,731
Gross Salary	36,053	4,32,631
<b>Retirals &amp; Benefits</b>		
PF - 13 % of annual basic + Adhoc		23,400
Gratuity - 4.81% of annual basic		6,369
Insurance		1,600
Fixed CTC		4,64,000
PLI*		1,16,000
Annual CTC		5,80,000

\*PLI is payable as per Company Policy  
CTC structure & components may vary as per applicable statutory amendments.

Yours faithfully,  
For Tikona Infinet Private Ltd.

*Rachna Jaitley*  
Rachna Jaitley  
Senior Manager- Human Resources  
Tikona Infinet Private Limited



*Rachna Jaitley*



Tikona Infinet Private Limited

Registered Address: 3A, 3rd Floor, 'Corpora', LBS Marg, Bhandup (West), Mumbai 400 078.  
Tel: +91 22 4183000 Fax: +91 22 41830111 www.tikona.in Email: compliance@tikona.in  
CIN: U74899MH1975PTC265837



DECY/HR/IGI 5250267 12-12-22

Mond Shoaib Khan

SUBJECT: LETTER OF INTENT

Dear Mond Shoaib Khan

With reference to your application dated 08 Nov 22 and the subsequent interviews, we intend to offer you the post of **Management Trainee** with our organization with initial posting at Chennai on the terms and conditions mutually agreed upon. The employment will be as per Annexure - A.

This offer is subject to satisfactory medical examination report, background verification and reference check.

Kindly join your duty on July 12, 2023.

At the time of joining, you are requested to provide documents as mentioned in the check list.

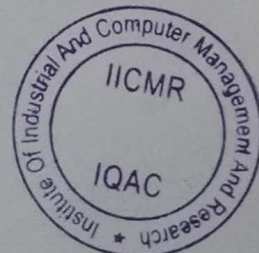
In the course of your employment, you will be required to serve a minimum period of one year of employment in the company. In case you wish to terminate your employment prior to completion of the said 1 year, you will be required to reimburse the company with an amount of INR 2 lakhs and you shall execute an agreement with the organization to this effect.

We welcome you and wish you all the best for a long and fruitful career with the organization.

Yours sincerely,

*[Handwritten Signature]*

*[Handwritten Signature]*





Ref: - Vistar/HRD/Offer Letter/2023-24/49  
Mr. Bhanbheru Pritamkumar Rohatashkumar

23<sup>rd</sup> May 2023

Dear Pritamkumar,

**Sub: - Offer for the position of "Trainee"**

Please refer your application and subsequent interviews you had with us.

We are pleased to offer you the position of "Trainee" in our organization at Location "Head Office" on the terms and conditions agreed at the time of interview.

You are advised to bring the following document (Photocopies) at the time of joining the organization. please also bring original documents for verification.

- 1) 4 Passport & one stamp size recent colour photographs.
- 2) Degree/ Diploma certificate and final year mark sheet.
- 3) School leaving or any other age proof certificates.
- 4) Relieving and experience certificate from the previous employer if applicable.
- 5) Certificate in support of any additional skill/qualification you have acquired.
- 6) Xerox of pay slip of the last salary drawn & salary structure of CTC.
- 7) Medical Fitness certificates.
- 8) Police verification.
- 9) Photo identity proof (PAN Card, Aadhar- Card, Election Card, Passport, Driving License)
- 10) Any other document which you may feel necessary to be submitted.

Please note that the formal letter of appointment, containing detailed terms of employment, shall only be issued after you have submitted all the above document to the satisfaction of the company.

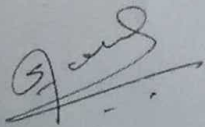
You will join the company on or before 29-05-2023. Please note that this offer stands withdrawn in case you do not Submit us the copy of resignation letter from your present employer within 3 days from the date of issuance of this letter.

Please sign and return the duplicate copy of this letter as token of your acceptance, kindly intimate the exact date of joining. We welcome you to the organization and look forward to a long and successful career with us.

Thanking You!

Yours Faithfully

For Vistar Logitek Private Limited



Authorized Signatory.



*Deban*



**AXISB/LOA/RH1886218/117566**  
**10/07/2023**

**Gaurav Gopal Chhetri**  
**9130997180**

**LETTER OF APPOINTMENT**

Dear Gaurav,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Wholesale Banking Operations.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

**Terms of Employment**

**1. Compensation**

- 1.1 The annual compensation payable to you will be INR 4,01,446 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

**2. Code of Conduct & Ethics**

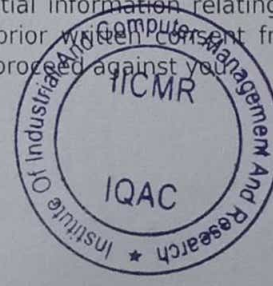
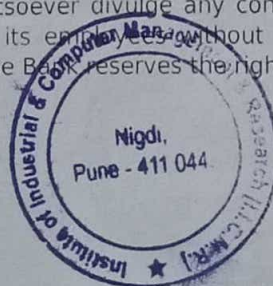
- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

**3. Whole-time / Alternative Employment**

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

**4. Fidelity & Secrecy**

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.



Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

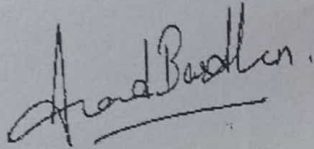
For any further information / clarifications please feel free to contact:-

Mansi Tomar

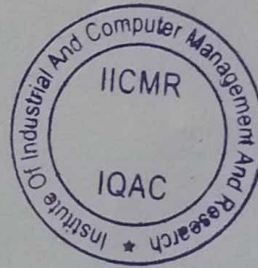
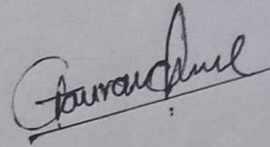
Mansi.Tomar@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,



**Anand Bardhan,**  
**Head - Talent Acquisition**  
**Human Resources**





Your Search Ends With Our  
Research

Ken Research Private Limited  
14, Tower B3, Spaze I Tech Business Park,  
Sohna Road, Gurugram, Haryana,  
Pin code: 122001, India  
Website: [www.kenresearch.com](http://www.kenresearch.com)  
CIN: U74140DL2012PTC242657

Letter of Intent

Dear Ajinkya Gajanan Mahulkar,

**Congratulations! We are very excited to have you on-board!**

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Research Analyst**. Your cost to the company (CTC) will be **Rs. 640000 Per Annum** (subject to all applicable taxes).

Your work location will be **Gurgaon/Remote**. The date of your joining would be **1st July 2023**. You are requested to join the location on the day of joining (Address will be shared soon). Detailed onsite training plan will be shared separately (Company will not be responsible for lodging and food during onsite training).

As a part of your onboarding process, you are required to submit the following:

1. Class 10th Mark Sheet & Certificate
2. Class 12th Mark Sheet & Certificate
3. Graduation Mark Sheet & Degree
4. Other Degree/ Courses (if any)
5. PAN Card
6. ID Proof
7. Adhaar Card
8. Address Proof
9. Passport Size Photograph
10. Bank Account Details or Cancelled Cheque

The offer described above is subject to submission of all the required documents within 15 days of the receipt of this letter.

Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

In case you are unable to provide us the acceptance of this offer within 5 working days, this employment offer will no longer be valid.

Welcome to KEN Research, we wish you a long, rewarding and fulfilling career and look forward to your onboarding.

Yours Faithfully,

Deepali

Saxena

Deepali Saxena

Digitally signed by Deepali Saxena  
DN: cn=Deepali Saxena, o=Ken  
Research Private Limited,  
email=deepali.saxena@kenresearch.com,  
c=IN  
Date: 2023.06.28 21:51:19 +05'30'

I accept the above terms and condition

Employee Signature

Sr. Manager - HR



**MUVIIN CONSULTANTS PVT. LTD.**

531/1, Subhadra Kumari Chouhan Ward, Near Shashtri Bridge,  
Jabalpur, Madhya Pradesh, India-482001  
Ph/Mobile: 7892339127  
CIN: U7499MP2017PTC043104  
GSTIN: 23AAKCM9924G1Z9  
MSME Reg: UDYAM-MP-24-0003876

Dear Samruddhi Mishra,

21 Oct 23

We are pleased to offer you a position of "Associate Recruiter" with Muviiin Consultants Pvt Ltd. You will be a part of Muviiin Consultants team and will be working on various projects.

We expect you to be fully committed to all the tasks assigned to you and deliver outstanding quality and results that exceed expectation

Title: "Associate Recruiter"

Date of joining: 23 Oct 2023

Work Timing - 10 AM to 6 PM

Salary: 14,000/month + \*Bonus

Permanent Address of Employee: D/O Akhilesh Mishra, HIG D 20,  
Near Durga Temple, Dhanwantri Nagar,  
Jabalpur(MP) - 482003

PAN number: ENKPM0970C

Aadhar number: 861985046109

Bank Details: A/C no - 669302010009021, IFSC: UBIN0566934

Please refer Appendix 1 for Terms & Conditions.

Congratulations! And we look forward to welcoming you as part of the Muviiin Team!

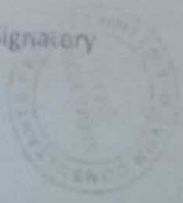
Thanks & Regards,

Authorized Signatory



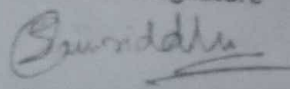
Vishal Khare

Director



Acceptance of Offer

Candidate Signature



Candidate Name Samruddhi Mishra

Date - 23/10/23



## MUVIIN CONSULTANTS PVT. LTD.

531/1, Subhadra Kumari Chouhan Ward, Near Shashtri Bridge,

Jabalpur, Madhya Pradesh, India-482001

Ph/Mobile: 7892339127

CIN: U7499MP2017PTC043104

GSTIN: 23AAKCM9924G1Z9

MSME Reg: UDYAM-MP-24-0003876

- In case of breach of any of the above Terms & Conditions employer has the right to terminate without giving any notice period.

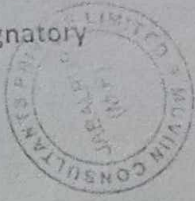
Thanks & Regards,

Authorized Signatory

OK

Vishal Khare

Director



Acceptance of Offer

Candidate Signature

*Samruddhi Mishra*

Candidate Name Samruddhi Mishra

Date - 23/10/23



20<sup>th</sup> December, 2022

To,

Rutuja Santosh Shinde  
At post Bavi (yrm),  
Bavi, Osmanabad,  
Maharashtra- 413525.

Letter of Internship

Dear Rutuja Santosh,

We are pleased to offer you an Internship with **Tikona Infinet Pvt. Ltd.** on the following terms and conditions

1. The internship period will be for a period of 3 months effective from **2<sup>nd</sup> January 2023 to 31<sup>st</sup> March 2023** as an **Intern in Sales & Marketing Department**.
2. You will be entitled to Stipend of **INR 15,000/-** (Rupees **Fifteen Thousand** only) per month payable for Internship period.
3. Your place of posting will be **Pune** till the Company intimates you otherwise.
4. You are expected to follow General Company code of ethics and decorum at all times.
5. After the completion of Internship you will be promoted as a **Management Trainee**.

We take this opportunity to welcome you to **Tikona Infinet Pvt. Ltd.** and wish this internship supports you in all your future endeavors.

Yours faithfully,

For **Tikona Infinet Pvt. Ltd.**

*Rachna Jaitley*



*Rutuja*

**Rachna Jaitley**  
Senior Manager- Human Resources

**Tikona Infinet Private Limited**

Registered Address: 3A, 3rd Floor, 'Corpora', LBS Marg, Bhandup (West), Mumbai 400 078.  
Tel: +91 22 41830111 Fax: +91 22 41830111 [www.tikona.in](http://www.tikona.in) Email: [compliance@tikona.in](mailto:compliance@tikona.in)  
CIN: U74899MH1975PLC265837

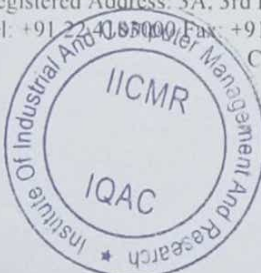




IMAGE  
INFOSYSTEMS

Image Info Systems Private Limited  
W-10, Kalkaji  
New Delhi - 110019, INDIA

P: 011-40538652  
F: 011-41015805  
E: info@imageinfosystems.com

24.08.2023

### LETTER OF INTENT

Dear Sumit Kumar Sharma,

We are pleased to offer you the position of "Trainee- Pre-Sales" with your base location at Kalkaji, New Delhi. Your employment will be governed by the terms and conditions of the employment agreement, which will be issued to you along with the employment letter, at the time of joining.

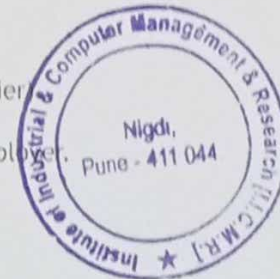
Your monthly stipend will be INR 23,000.00 (Twenty-Three Thousand Only).

This employment offer letter is open and valid up to the date of joining. Your appointment is subject to you submitting the following documents (for personal records) to the HR department on the date of joining.

Please note that the Letter of Intent is not an Appointment Letter. The final letter of appointment will be handed over to you upon joining the services of the company, which shall be on 01.09.2023. The date of joining could be on the mentioned date or even after as per the demand of the business.

This offer of appointment is subject to your successful completion of reference check and submission of following documents.

- Passport size photographs (8 copies) - for personnel records and opening of Salary A/c.
- Passport, voter ID, ration card, SC/ST/OBC Certificate /Government Residential proof Certificate and Birth Certificate issued under RBD act.
- Educational Proofs (Original and copies Degree Certificates and Mark sheets). (In case if results or issue of qualification certificates (based on which you are recruited) are awaited from your University / Institute, the documents are to be submitted within 6 months of your joining. Your confirmation, post completion of probation period, will be subject to receipt of these documents).
- Relieving letter from all past employers.
- Your detailed Curriculum Vitae (in case not submitted earlier).
- Copy of Form 16 / Tax deduction Certificate from past employer.
- Copy of Pan Card and Aadhar Card.
- Cancelled cheque/ photocopy of passbook.
- Current Address Proof (Ration Card/Electricity Bill/Telephone Bill/Water Bill).
- Last Three month's Salary slip / Relieving Letter from previous organization.





- In case of foreign nationals/Nationals of Indian origin with a different country passport the validity of the work visa /OCI registration (color scanned copies) is checked as per advice of the profession legal services firm specializing in global migration law.

The candidate with valid work permit/person of Indian origin card needs to be registered with FRRO/FRO if he /she intend to work in the country. The check needs to be done before the candidate joins the organization. Legal right to work proof

You are requested to sign and return the duplicate copy of this letter as a token of your acceptance of the above offer.



Satish Kumar  
 Director- Finance & Marketing

*Sumit*



## CHAWLA PUBLICATIONS PVT. LTD.



Dated: - 30 Dec 2022

Sumit Kumar Sharma  
Bangalore,  
[sumit.work98@gmail.com](mailto:sumit.work98@gmail.com)

Sub: - Offer Letter

With reference to your application and subsequent interview, **Chawla Publications Pvt Ltd.** is pleased to issue an offer as **Relationship Manager** in our organization under the following terms and conditions.

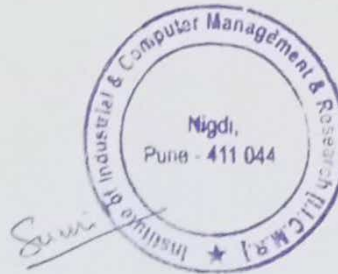
1. Your employment will be effective, as on or before **10<sup>th</sup> Jan 2023**.
2. Your cost to the company would amount to **Rs. 4, 50,000/- per annum**.
3. You will be on probation for a period of six months from the date of joining. Upon successful completion of the probation period and subsequent performance evaluation, the CPPL will confirm your position or the probation period may be extended at the sole discretion of the management.
4. The company may terminate your services by giving 1 day notice in probation period and 15 days notice post completion of probation. In case of your resignation you are required to give minimum 40 days of notice to company or pay in lieu thereof subject to Management approval.
5. Your present place of posting will, at present, be at **Bangalore** but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.
6. All others company terms and condition will be given in the appointment letter on the day of joining.

We welcome you to Chawla Publications Pvt Ltd look forward to a fruitful collaboration.

For Chawla Publications Pvt Ltd

Authorized Signatory

Chawla Publications Private Limited  
Plot No. 102, Industrial Area,  
Phase B/A Mohali-160055



**LAW FINDER**  
Enjoy the unfair advantage



05 Apr 2023

To,  
Deblina Biswas,  
Pune.

Subject: Offer Letter for the role of **Associate Teacher** at iTeach Schools.

Dear Deblina,

We are pleased to offer you employment in the role of **Associate Teacher at iTeach Schools**, an initiative of the iTeach Movement! For seven years now, we have been on a quest to build the best team in education that India has ever seen - and with you, we are now more than 170 members strong! You have taken one large and meaningful step towards leveling the playing field for all children in our country.

You will be based at one of our 9 schools in Pune and report directly to the School Leader / Lead Teacher of that school. Your final placement will be decided by the end of April 2023. Your employment with us will begin on 22 May, 2023.

As compensation, your annual CTC will be **Rs.3,12,000.00/-**. Please find the detailed breakup in Appendix A\*.

To keep your project work closely aligned with the mission and priorities of iTeach Schools, we will have 2 performance reviews within the first year - one at the end of 4 months, and the second at the end of 1 year.

All other benefits, terms, and conditions associated with this offer are as per the iTeach Schools HR Policy. This offer is subject to the satisfactory completion and submission of the following:

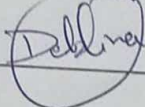
1. Signing of full employment agreement at the time of joining
2. Successful Reference check
3. Submission of copies of the following documents:
  - Graduate and Post-Graduate degree certificates
  - Experience letter and payslip from your previous employer
  - PAN Card
  - Aadhar Card
  - PF Details (if applicable)
  - Cancelled Cheque/Bank Passbook
  - Resume



**Notes-**  
**Confidentiality:** All compensation related information mentioned here and otherwise is strictly confidential, and must be discussed only with HR. Under no circumstances should questions, concerns or comments around this information be shared with any other colleague or persons outside the organization.

### Appendix B: Acknowledgement of Offer Letter

I, \_\_\_\_\_, hereby accept the above employment offer and will be available to start employment on \_\_\_\_\_.

Name: Deblina Signature:  Date: 5-4-23





PhillipCapital (India) Pvt. Ltd

No. 1, 8th Floor, 2nd Stage, 55, Convent Road, Kharavelu Marg,  
Lower Park West, Mumbai - 400 073, India  
Tel: +91 22 24831910, 88551221 Fax: +91 22 24942358  
contact@phillipcapital.in | www.phillipcapital.in  
CIN: U52403MH1999PTC123389

Ambade Trishna Prakash  
Plot No.10 Zama Park,  
Abrama, B'h Shivam Appartment,  
Valsad, Gujarat - 396 001

Date: April 21, 2023

Dear Trishna

We have pleasure in offering you employment on the following terms on behalf of PhillipCapital (India) Private Limited.

**1. ENGAGEMENT:**

You will be employed as **Relationship Manager** with effect from **Aug 28, 2023**. You may be assigned to any place of work in India or abroad. The Company reserves the right to vary the nature of your employment within reason.

**2. TERM:**

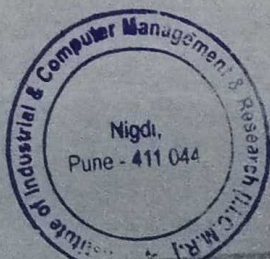
Your employment shall be initially for a probation period of 6 months and thereafter for a minimum contract period of two years. Based on your satisfactory performance during the probation period your employment shall be confirmed unless terminated in accordance with paragraph 10 of this letter.

**3. BEST ENDEAVOUR:**

You shall use your best endeavor in the performance of your duties with the company and if the exigencies of business so require, work on Sundays and Public Holidays and at such hours as may be required for the proper performance of your duties.

**4. DUTIES:**

You will be required to undertake such duties as would be assigned to you in the proper performance of your employment, which includes working in shifts. The company reserves the right to assign to you on a temporary basis, duties outside the nature of your employment.



Ambade Trishna Prakash



January 3, 2023

CONFIDENTIAL

Disha Rai  
B/301 sai bhaskar residency ., Chickenghar highway near pulse hospital  
Kalyan (w), 421301

Dear **Disha,**

We are pleased to offer you the position of Associate Analyst with Avalara Technologies Private Limited ("Company" or "Avalara"). As we discussed previously, there is tremendous opportunity for personal and professional growth for you here at Avalara.

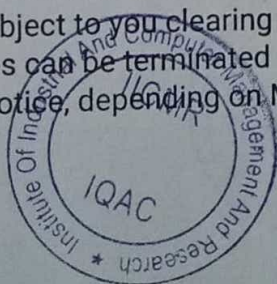
You will be part of the 519 VAT Compliance and will report to Managers based at Avalara's office in India. In addition, you will be working in conjunction with other teams, including other personnel from our offices across the globe.

Your On Target Total Compensation will be **INR 600,000.00/-** per annum. Your detailed salary breakup is set out in Schedule 1 of this letter. This income will, of course, be subject to deduction of income tax and other taxes as may be applicable from time to time.

Avalara provides a Company owned laptop to its employees to use for work during their employment. All such Company provided equipment is the sole property of Avalara and you will be responsible for keeping safe and in good condition all such Company material entrusted to you. Please refer to the Employee Handbook for Avalara's policies on Laptop usage and Acceptable Use of Company Resources.

Avalara India provides coverage under Group Medical, Personal Accident & Term Life Insurance for all its employees as per the Company Policy.

You will be on probation for a period of six months from the date of joining. We would like to use this period to familiarize you with your job profile, your specific responsibilities and the Company's operations. Your performance during the probation period would help us decide on your confirmation and formal absorption in the Company's employment. Your joining is subject to you clearing the Background Verification Process. During probation, your services can be terminated by the Company with one month's notice period or pay in lieu of the notice, depending on Management's discretion. In case you resign during the



February 28, 2023

To,  
The Placement Co-ordinator,  
Institute of Industrial and Computer Management Research  
(IICMR),  
**Pune.**

Madam/ Dear Sir,

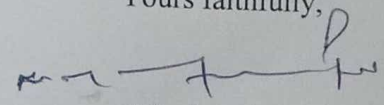
**Recruitment of Management Graduates: 2023-24**  
**Campus Interview (Online mode) held on February 28, 2023**

We are pleased to inform you that the following **5 (Five)** candidates have been shortlisted for the post of Assistant Manager 'Grade A' in IDBI Bank Ltd.:

Sr. No.	Name of Candidate
1.	SHINAJI KAURE
2.	MUSKAN GUPTA
3.	VIN TALA
4.	KARAN PARDESHI
5.	ANIKET SHARMA

Please note that the above candidates have been selected provisionally. Final selection of the above candidates is subject to fulfilling of the eligibility criteria (i.e., age, qualification etc.) including submission of final marks sheet & provisional degree certificate issued by the Institute. In case, candidates shortlisted above are under the reserved category (i.e., SC/ ST/ OBC/ EWS), they are required to submit latest Caste Certificate as per Central Government format and subject to clearing Bank's medical fitness standard.

Yours faithfully,



(Manjunath Pai)  
Chairman of Selection Committee



PaySprint

PaySprint Pvt. Ltd.  
101, First Floor, Plot no 42, DLF Industrial Area  
Kirti Nagar, New Delhi - 110015

Ms. Chitra Gururani  
(M) +91 9536508878  
(E) Chitragururani2021.icmwrtsba@gmail.com

Offer Letter

Dear Ms. Chitra Gururani,

Subsequent to your various rounds of interviews with us, we are pleased to offer you placement within our organization on the following terms and conditions.

- Designation - Business Development Executive
- Location - New Delhi
- Date of joining - On or Before - 1<sup>st</sup> May 2023
- Annual Salary Package - As per Advertisement
- Probation Period - 6 Months (Performance Based)
- Notice Period - During Probation - 15 Days or Payment in Lieu of  
After Probation - 60 Days or Payment in Lieu of

Notice Period has to be in writing and from either side and is subject to change as per the decision of management. Management reserves the right of waiving the notice period in case of resignation.

Kindly sign the document as your acceptance of the terms and conditions mentioned herein and return back to us to us at the earliest.

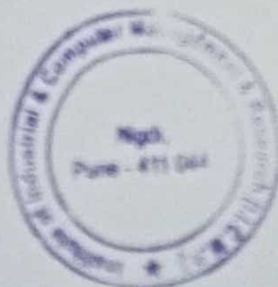
Thanking you  
*[Signature]*  
HR Department



Acceptance

*[Signature]*

Chitra Gururani



info@paysprint.in



011-46508644



PaySprint Pvt. Ltd.  
101, First Floor, Plot no 42, DLF Industrial Area  
Kirti Nagar, New Delhi - 110015





Date: January 20, 2023

inteliment

To,  
Rajeshwari Waghela  
Nigdi, PCMC

**Sub: Offer Letter – Internship**

Dear Rajeshwari,

Based on your application and subsequent interview that we had with you, we are pleased to offer you the position of 'Management Trainee', at Inteliment - India as follows.

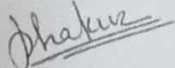
1. Your internship starts from **February 01, 2023**.  
You will be on internship period of 6 months from the date of joining the company. This period can be extended for 6 months depending on your progress. Based on your performance during your internship period and successful completion of your academics, the company shall conduct a review to continue / discontinue your services with Inteliment.

Upon successful completion of the internship period, you shall be appointed as an 'Executive-Talent Acquisition', Grade '1.3' with a probation period of 3 months.

2. Upon completion of your probation, the company will review your performance with a view to continue your employment or to further extend the probationary period.
3. Your Stipend during your training period will be **Rs. 10,000 pm**. Your CTC will be revised upon successful completion of your internship period.
4. An appointment letter of internship will be issued on your date of joining.
5. This offer is open and valid up to one week from the date of offer. You are requested to send us a signed copy as confirmation of the same, immediately.
6. Upon acceptance of the offer, if you fail to join the organization, then your candidature shall be blacklisted with the parent as well as group companies of Inteliment Technologies.
7. You are required to submit following documents on your Joining date.
  - i. All educational certificates along with the copies of latest year mark sheets
  - ii. Copy of passport, Aadhar Card, PAN card and 8 passport size colour photographs
  - iii. Copy of present/permanent address proof
  - iv. Experience certificate(s) all previous employers (If Applicable)
  - v. Vaccination Certificate


We look forward to welcoming you as a member of Team -Inteliment.

For Inteliment Technologies Pvt. Ltd.

  
Trupti Pansare  
Director, CHRO



I agree to accept my offer of internship on the terms and conditions mentioned in this letter.

  
Signature: Rajeshwari Waghela

Date: 20/01/2023

Strictly Confidential – Offer Letter - Internship

Inteliment Technologies Private Limited

(Formerly known as Inteliment Software Technologies (India) Private Limited)

CIN No : U72200PN2004PTC019061

**OFFER LETTER**

Ms. Madhurima Batabyal,

We're delighted to extend this offer of employment for the position of "PPC Analyst- QA" with SRV Media Pvt. Ltd. If you accept this offer letter, your joining date will be 01<sup>st</sup> December 2022 and you would report to Mr. Mohan Gohade You will be given a letter of Appointment on joining.

Attached is a copy giving details of your salary (Refer Annexure A)

You have to join the service of the company on or before be 01<sup>st</sup> December 2022 and your Reporting time will be 10am.

Your Appointment is Subject to:

1. Your written acceptance of the offer letter.
2. The Verification of your documents
3. You are being found medically fit for the job

You will be on probation for a period of 3 Months from the date of joining and this can be extended for a further period at a company's discretion and performance evaluation. During the training period, your services can be terminated with one week's notice on either side.

If you leave the organization within 4 months from the date of joining the training cost i.e. 10,000 Rs. + 30% amount of your monthly CTC will be deducted.

Please carry following documents for on-boarding process:

1. Experience and Reliving letters from the immediate & past employer
2. All Education Certificate
3. Pan Card, Aadhaar-Card
4. Address proof (Current & Permanent)
5. Salary Slips (Past 3 Months)
6. 1 Passport Size Photo

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For SRV Media Pvt Ltd,

Rana Chaudhary

Senior Human Resource



*MB*  
Madhurima Batabyal.  
29/11/22



inteliment™

Date: January 20, 2023

To,  
Anuja Pawar  
Nigdi, PCMC

Sub: Offer Letter – Internship

Dear Anuja,

Based on your application and subsequent interview that we had with you, we are pleased to offer you the position of 'Management Trainee', at Inteliment - India as follows.

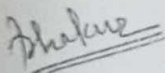
1. Your internship starts from **February 01, 2023**.  
You will be on internship period of 6 months from the date of joining the company. This period can be extended for 6 months depending on your progress. Based on your performance during your internship period and successful completion of your academics, the company shall conduct a review to continue / discontinue your services with Inteliment.

Upon successful completion of the internship period, you shall be appointed as an 'Executive- Talent Acquisition', Grade '1.3' with a probation period of 3 months.

2. Upon completion of your probation, the company will review your performance with a view to continue your employment or to further extend the probationary period.
3. Your Stipend during your training period will be Rs. 10,000 pm. Your CTC will be revised upon successful completion of your internship period.
4. An appointment letter of internship will be issued on your date of joining.
5. This offer is open and valid up to one week from the date of offer. You are requested to send us a signed copy as confirmation of the same, immediately.
6. Upon acceptance of the offer, if you fail to join the organization, then your candidature shall be blacklisted with the parent as well as group companies of Inteliment Technologies.
7. You are required to submit following documents on your Joining date.
  - i. All educational certificates along with the copies of latest year mark sheets
  - ii. Copy of passport, Aadhar Card, PAN card and 8 passport size colour photographs
  - iii. Copy of present/permanent address proof
  - iv. Experience certificate(s) all previous employers (If Applicable)
  - v. Vaccination Certificate

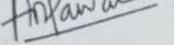
We look forward to welcoming you as a member of Team Inteliment.

For Inteliment Technologies Pvt. Ltd.

  
for Trupti Pansare  
Director, CHRO



I agree to accept my offer of internship on the terms and conditions mentioned in this letter.

Signature: Anuja Pawar 

Date 21/01/2023

Strictly Confidential – Offer Letter - Internship

Inteliment Technologies Private Limited

(Formerly known as Inteliment Software Technologies (India) Private Limited)

CIN No : U72200PN2004PTC019061



LETTER OF INTENT

**Perna MEHETRE**

Date: 22-June-2023

Dear **Perna**,

Congratulations!

With reference to your application and subsequent interview with Forvia. We are pleased to offer you an internship in our organization.

You will be paid a monthly stipend of Rs **15000/-** All payments/benefits to you will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source. The period of your internship will be "12" months from the date of your joining. Based on your performance during the period of internship, the company may at its will on or before completion of this internship offer you full time employment with the company.

As discussed, your joining date will be "**26-06-2023**". You will be working at the company's offices in "**MIDC, Bhosari**" and your work schedule will be as specified by the company's standard policy for that financial year. The rules of the Company regarding working hours and weekly offs are subject to change without any prior notice. Your internship will be liable for termination at any given time without any notice and having to assign any reasons whatsoever. If the intern decides to terminate the internship, the intern will have to give 1 month notice in advance without having to assign any reason. Intern shall not be entitled to take any leave during an internship period.

You are required to follow the standards of confidentiality of the Company in all matters related to the Company. You will be required to sign a Non-Disclosure Agreement with the Company on acceptance of this internship.

Any discovery or invention made or discovered by you during the continuance of this Agreement in connection with or in any way affecting or relating to the business of the Company or its customers, or capable of being used or adapted by the Company or its customers, shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company or its customers (as the case may be).

*Perna Mehetre*

**Faurecia India Private Limited**

Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026- India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800

Corporate Identification Number: U34300PN2004PTC019215

www.faurecia.com

CN062369720

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : Faurecia India Pvt Ltd (E03232700078)  
with Telephone no. & E-mail address : Plot No T- 187 , Pimpri Industrial Area (B.G Block), PunePune, Maharashtra  
: 020-66149500  
: milind.wani@forvia.com
2. (a) Name of Apprentice (Block Letters) : PRERNA SUNIL MEHETRE (A0623168562)  
(b) Father's/Mother's /Spouse's Name : Sunil Mehetre
3. Address of apprentice : PATHARDI, Pathardi, Maharashtra, Ahmednagar,  
414102, Pathardi,, Ahmednagar, Maharashtra
4. Gender : Female
5. Date of Birth : 21-11-1997
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes  
(b) Name of the Category : Obc
7. Educational Qualification (Highest) : Graduate - B.Sc
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Domestic Data Entry Operator\_V2
9. Apprenticeship Training duration (Total) : 360 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 26-06-2023 to 19-06-2024
10. Apprenticeship Training Location : Faurecia India Pvt Ltd. Bhosari Pune 411026  
(a) Name and address of facility where Basic Training is to be provided : N/A  
(b) Name and address of the facility where On-the-Job Training is to be provided : Faurecia India Pvt Ltd  
Faurecia India Pvt Ltd. Bhosari Pune 411026  
Pune  
Maharashtra
11. (a) Date of execution of contract : 30-06-2023  
(b) Age of Apprentice on the date of execution of contract : 25 years, 7 months and 9 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount  
(a) During 1st year of training : 15000  
(b) During 2nd year of training : N/A  
(c) During 3rd and 4th year of training : N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A



December 28, 2022

CONFIDENTIAL

Kirti Patil

39/1, sector no. 25, opposite Shende hospital, LIG Colony, Sindhunagar ,Nigdi, Pradhikaran  
Pune, Maharashtra 411044

Dear Kirti,

We are pleased to offer you the position of Associate Analyst with Avalara Technologies Private Limited ("Company" or "Avalara"). As we discussed previously, there is tremendous opportunity for personal and professional growth for you here at Avalara.

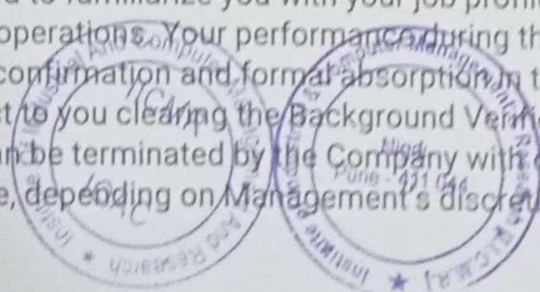
You will be part of the 510 Compliance and will report to Managers based at Avalara's office in India. In addition, you will be working in conjunction with other teams, including other personnel from our offices across the globe.

Your On Target Total Compensation will be **INR 561,600.00/-** per annum. Your detailed salary breakup is set out in Schedule 1 of this letter. This income will, of course, be subject to deduction of income tax and other taxes as may be applicable from time to time.

Avalara provides a Company owned laptop to its employees to use for work during their employment. All such Company provided equipment is the sole property of Avalara and you will be responsible for keeping safe and in good condition all such Company material entrusted to you. Please refer to the Employee Handbook for Avalara's policies on Laptop usage and Acceptable Use of Company Resources.

Avalara India provides coverage under Group Medical, Personal Accident & Term Life Insurance for all its employees as per the Company Policy.

You will be on probation for a period of six months from the date of joining. We would like to use this period to familiarize you with your job profile, your specific responsibilities and the Company's operations. Your performance during the probation period would help us decide on your confirmation and formal absorption in the Company's employment. Your joining is subject to you clearing the Background Verification Process. During probation, your services can be terminated by the Company with one month's notice period or pay in lieu of the notice, depending on Management's discretion. In case you resign during the



TMPCON102385884

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : Garware Hi-Tech Films Limited (E03232700213)  
with Telephone no. & E-mail address : Naigaon, Aurangabad Pune Road, Waluj, Aurangabad,  
Maharashtra 431133, AurangabadAurangabad,  
Maharashtra  
: 0240-2394300  
: uvj@garwarehitech.com
2. (a) Name of Apprentice (Block Letters) : AMEY PRADIP NAKHAWA (A1023130979)  
(b) Father's/Mother's /Spouse's Name : Pradip Nakhawa
3. Address of apprentice : Sai Arcade , B 202, Plot No 20,, null, S  
ector 15 A, New Panvel East, Sai Arcade  
, B 202, Plot No 20,, Maharashtra, Raiga  
d, 410206, Sai Arcade , B 202, Plot No 2  
: 0,,  
: Raigad, Maharashtra
4. Gender : Male
5. Date of Birth : 15-05-1997
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No  
(b) Name of the Category : General
7. Educational Qualification (Highest) : Post Graduate - MBA
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Field Sales Executive V4.0
9. Apprenticeship Training duration (Total) : 360 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 01-11-2023 to 25-10-2024
10. Apprenticeship Training Location : M/s Garware Hi-Tech Films Limited Waluj  
(a) Name and address of facility where Basic Training is  
to be provided : N/A  
(b) Name and address of the facility where On-the-Job  
Training is to be provided : Garware Hi-Tech Films Limited  
M/s Garware Hi-Tech Films Limited Waluj  
Aurangabad  
Maharashtra
11. (a) Date of execution of contract : N/A  
(b) Age of Apprentice on the date of execution of contract : 26 years, 5 months and 13 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.



**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2 (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	19800	18300	1500
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A  
 (b) Relationship with the Apprentice : N/A
15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes  
 (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian







JEMKON

JEMKON PVT. LTD.

CORPORATE OFFICE-PUNE Maharashtra 411004  
411001 India. CIN: U47339PN2011PTC014

Tel: 02135-202901-7030975533 Email: info@jemkon.com Website: www.jemkon.com

Date: 22/11/2023

To,

Ms. Aditi Sharma

Sub: Offer Letter

Subsequent to your interview with Jemkon Pvt. Ltd, it gives me a great pleasure to extend an offer to you for the position of HR Executive in HR/Admin department at Pune.

Through the course of our interview process, you have clearly demonstrated to us that you are very well suited to become a part of our team.

We assure you to offer an open and exciting atmosphere to work with. In return, you will enjoy a satisfying & rewarding career with our organization both personally and professionally.

**Date of Appointment**

Your appointment is effective from the date of joining, which shall be as soon as possible but not later than 25 November 2023. Your consolidated salary will be Rs. 15500/- Per month, Deduction as applicable.

You will be paid gross emoluments per month as detailed in Annexure - A

This is not a regular offer of appointment but a letter of intent. The Company shall have all the rights to cancel this offer letter or to delay the date of joining as per the requirements of company.

**Mandatory List of documents to be produced before joining:**

1. Testimonials (class 10 / 12 / all semester wise mark sheets and Degree & Post Degree Certificates) and the Photocopy.
2. Passport size recent photographs.
3. Government issued ID (Aadhar card, pan card, driving license), Age, Address Proof (light bill, phone bill).
4. Bank details.
5. Relieving/Experience letter of previous company.
6. All Original Documents (Government issued ID) to be produced for Verification purpose.
7. Any original certificate will be retained by company for security purpose.

Please sign & return duplicate copy of this letter in token of your Acceptance on or before 25 November 2023 to confirm your offer with Jemkon, failing which company has the right to cancel the offer. If accepted, you will have to submit your documents before 25 November 2023.

We congratulate you on your appointment & wish you a long & successful career with us.

We are confident that your contribution will take us further in our journey towards becoming world leaders.

Yours Truly,

For Jemkon Pvt. Ltd.  
HR/ADMIN





JEMKON

# JEMKONPVT. LTD.

CORPORATE OFFICE: Plot No. 1, Bhandari, Plot No. 2/3p, Mahindra Gate No. 2, Suljhaswadi, Talawase Road, Nigode, Maharashtra  
400017, India. CIN: U74201MH2001PTC14  
Tel: 020 2599 7709/7708 Fax: info@jemkon.com Website: www.jemkon.com

Annexure-A

		CTC	
Name	Ms. Aditi Sharma		
Designation	HR Executive		
		CTC	
Sr. No.	Heads	Amt. (in Rs. P. M.)	Amt. (in Rs. P. A.)
<b>A</b>	<b>Gross Pay</b>		
1	Basic + DA		
2	HRA	14156	169872.00
3	Conveyance Allowances	1344.00	16128.00
4	Other Allowances	0.00	0.00
	Gross Total	0.00	0.00
<b>B</b>	<b>Annual Benefits</b>	15500.00	186000.00
1	LTA		
	Total Benefits	0.00	0.00
<b>C</b>	<b>Employer Contribution</b>	0.00	0.00
1	Provident Fund		
2	ESIC/MEDICLAIM	1698.72	20384.64
	Committed CTC (Including ESIC)	503.75	6045.00
<b>D</b>	<b>Variable Pay</b>	17702.47	212429.64
1			
	<b>CTC (Excluding Statutory Bonus)</b>	17702.47	212429.64
<b>E</b>	<b>Statutory Bonus</b>		
1	Statutory Bonus*	1179.19	14150.34
	Total Other Benefits		
<b>F</b>	<b>Overall CTC (Including Statutory Bonus)</b>	18881.66	226579.98
<b>G</b>	<b>Deductions</b>		
1	PF (Employee Contribution)	1698.72	
2	Professional Tax	00.00	
3	ESIC/MEDICLAIM	116.25	
	Total	1814.97	
<b>H</b>	<b>Net Pay (A - G)</b>	13685.03	

As per eligibility under Payment of Bonus Act

*Aditi.*



FACTORY ADDRESS: ...  
CORPORATE OFFICE: ...

BRANCH OFFICE: ...

BEL/HRD/2023

Date: 21<sup>st</sup> August, 2023Offer Letter

Ms. Saba Sheikh  
202, Ahliya Apartment,  
105, Shree Nagar Extension,  
Indore - 452 018.

Dear Ms. Saba,

This is with reference to your application & subsequent interviews you had with us, we are pleased to offer you the position of "Senior Officer – Corporate HR (BMS)" with Belrise Industries Limited based at Corporate Office, Pune as per the terms and conditions discussed with you. The details your compensation is contained in the annexure attached herewith.

You are requested to join the duties on or before **1<sup>st</sup> September 2023**. If you fail to join duty on the said date, this offer letter shall be treated as cancelled, unless the extension of said date for joining duty is granted by us in writing.

Kindly note the detailed appointment letter will be issued to you on joining. Please confirm your date of joining at the earliest. At the time of joining, please bring one copy of following documents. Your appointment confirmation is subject to submission of following documents during joining.

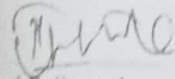
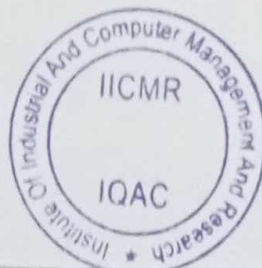
1. PAN card and Aadhar card.
2. Educational qualification certificates.
3. Appointment, Relieving & Experience certificates of all previous companies.
4. Passport size photographs in 4 no.
5. Relieving & Experience letter from your immediate employer.
6. Bank Account – Cancelled Cheque.
7. UAN Card.

This offer letter is conditional to the satisfactory completion of background checks and document verification. Please note failure to clear any one of the above checks will lead to immediate withdrawal of this offer letter.

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

Thanking You,

For Belrise Industries Limited,

  
Manoj Rajimwale  
Head – Group HR  
Sign of Employee

Date: 21<sup>st</sup> August, 2023

Annexure I		
Compensation Details		
Name:	Ms. Saba Sheikh	
Designation & Position:	Senior Officer – Corporate HR (BMS)	
Location:	Corporate Office, Pune - 1199	
<b>A) Monthly Components</b>	<b>Per Month (Rs.)</b>	<b>Per Annum (Rs.)</b>
Basic Salary	15,000	1,80,000
House Rent Allowance	5,250	63,000
Conveyance Allowance	1,600	19,196
Uniform Allowance	1,000	12,000
Washing Allowance	750	9,000
Medical Allowance	-	-
Variable Pay	5,375	64,500
Proficiency Allowance	3,087	37,040
<b>Sub Total A</b>	<b>32,061</b>	<b>3,84,736</b>
<b>(B) Employer Contribution</b>		
Provident Fund	1,800	21,600
Gratuity	722	8,664
<b>Employer's Contribution Total (B )</b>	<b>2,522</b>	<b>30,264</b>
<b>(C) Annual Payouts</b>		
Bonus	1,250	15,000
LTA	-	-
<b>Annual Payouts (C )</b>	<b>1,250</b>	<b>15,000</b>
<b>Total (A+B+C) i.e. Annual CTC</b>	<b>35,833</b>	<b>4,30,000</b>

\*Salary is subject to Income Tax Act.

Note: Criteria for Monthly Variable Pay Amount

- A Grade - 100% of Variable Pay Amount.
- B Grade - 90% of Variable Pay Amount.
- C Grade - 70 % of Variable Pay Amount.
- D Grade - 0 % of Variable Pay Amount.

For Belrise Industries Limited,

Manoj Rajimwate  
Head – Group HR



Saba

Sign of Employee

Dear PRANITHA PRASHANT NAIR

With your joining day approaching, we not only want to congratulate you for your role as WBO: TFO - Data Entry Operators at Axis Bank, but we also want to let you know that we are really excited to have you on board.

**Posting Details:**

<b>Role</b>	WBO: TFO - Data Entry Operators
<b>Date of Joining</b>	31-Aug-2023
<b>Posted Location</b>	C002A:NPC 1, 5th Floor - Airoli
<b>Posted Location Address</b>	Axis Bank NPC 1 5th flr Gigaplex Bldg no.1, Plot No. I.T.5 MIDC Airoli Knowledge Park, Airoli, Mumbai, Maharashtra, 400708.
<b>Supervisor Name</b>	Prachi Sheregar

Further to your reporting at the given location or logging in as per your previous conversation with the HR Representative, you will:

- ☛ Meet/ contact your HR Representative/ Supervisor who will induct you to the team
- ☛ Be provided with your Employee ID by your HR representative
- ☛ Be enrolled to the 'Head Start' induction program/ an equivalent program to help you understand the Bank and its functioning

Be rest assure that we at Axis will make sure that your first day on the job is a comfortable one with Axis representatives helping you at every step.

By motto and by attribute each one of us is '**Dil se open**'

Welcome to the Axis Family.



Date : 22th August 2023

To,

Mr. Swapnil Motipavle Pune.

Subject: Joining Letter for BDM ( Sales )

With reference to your subsequent interview you had with us at IICRM, Pune. we are Pleased to offer you the position of **Business Development Manager ( Pune )** subject to the following terms and conditions. New employees have to be appointed as on the **06 Month of Probation Period.**

Your total remuneration will be as discussed and mutually agreed upon by both you and the company, the details of which along with terms of employment will be given to you in the appointment order after joining the organization.

This communication is only an offer of appointment and the necessary order of appointment will be issued at the time of joining, however, you are requested to confirm in writing, your acceptance of our offer letter within a week from the date mention above. The below mention date will be the date on which your period of continuous employment begins, failing which the offer will be automatically rescinded.

You are required to join us on or before **Date : 22/08/2023** while reporting for duty, you shall submit the following documents in original and photocopy. Originals will be returned immediately after verification and as per company policy.

- A. Proof of Date of Birth, Qualification and Experience etc.
- B. Four – Passport Size Photograph.
- C. Relieving order for all previous employment.
- D. Address proof and ID Proof.
- E. Last Employment Pay Slip





In case we come to know that the information provided by you with regard to educational background, past employment and salary details are fudged or misrepresented or any other illegal acts the offer letter stand cancelled.

We will also do antecedent verification in case it is required and based on the report the company may withdrawal the offer.

In case you accept our offer and you are taken in our service, please noted that you will be governed by the company rules, regulations, policies and other terms and conditions to be mentioned in the order of appointment to be issued to you within seven days of your joining.

We look forward to welcome you to the family of ANTIQUE DEKOR PVT LTD, we wish a long and successful career withus

With best wishes,

For, ANTIQUE DEKOR PVT LTD

Authorized Signatory





Merino Industries Limited

Merino Industries Limited  
Plot 17, Industrial Estate, 10000  
Chennai, Tamil Nadu, India

70, KJ Complex, 2nd Floor  
New Nagar, New Delhi - 110028, India  
P 011 43551000  
E merino@merinoindustries.com  
W www.merinoindia.com

MIL/MN/HR/2023

Date:

Nayan Chavaniya  
Vadeh  
Jangachh-362310

Subject: Letter of Intent

Dear Nayan,

Congratulations!

It gives us pleasure to inform you that you have been selected for the position of "Sales Trainee" (Level - Executive) in our organization, under the terms and conditions as per Annexure attached and agreed between us. Detailed appointment letter shall be issued to you on your joining with us.

You shall have to submit the final marksheet & diploma/ degree certificate stating the completion of the curriculum as & when it is made available by your Institute.

We expect you to join us or before 4th September 2023

Kindly carry the following documents on the day of your joining

- a) Two Passport size color photographs
- b) Photocopy of all education credentials (10th onwards)
- c) Photocopy of PAN (if applicable) and Aadhar card

You are requested to report at Mumbai Office for joining and induction/ training program. You will be provided with a hotel/ guest house accommodation for initial period of 15 days after which you will be required to make your own arrangements. Your final place of posting can be anywhere across India and will be based on position & role availability and the same shall be communicated to you post completion of your 03 months' induction/ training program.

Please note that your candidature application will be verified by Background Verification Agency, subject to the clearance of the same we will issue you the appointment letter.

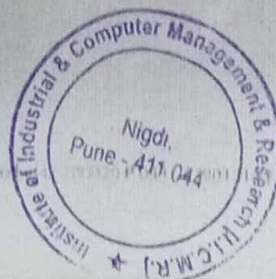
In Case of any help & support required, kindly reach out to Vijayal Hotel (Mob: +91 82260612412)

We look forward to your joining and a long and mutually fruitful association with Merino!

Yours Sincerely,  
For Merino Industries Limited

Ravi Chopra  
Group Chief HR Officer

Nayan







ECONOMY + EXCELLENCE + ETHICS

MERINO INDUSTRIES LIMITED  
CIN: U51909WB1965PLC026556  
GST No.: 07AAACC9186C3ZN

70, KLJ Complex, 2nd Floor  
Moti Nagar, New Delhi - 110015, India  
P 011 - 45557000  
E merinodelhi@merinoindia.com  
W www.merinoindia.com

MIL / MUMBAI/HR/2023  
04-Sep-2023

Mr. Tirth Rajendrabhai Andarpa  
Emp Code: T01429  
S/O Rajendrabhai,  
Tirth Plot No 7/2, Hapa Marketing  
Yard Road, Behind Leva Patel Samaj,  
Sanskardham Society, Jamnagar, Gujarat, 361001

Subject: Appointment Letter

Dear Tirth Rajendrabhai Andarpa,

With reference to your application for employment and the subsequent interview you had with us, we are pleased to appoint you in our organization, as "Trainee" in "Sales" department with effect from **04-Sep-2023**, under the following terms and conditions:

- 1. PLACE OF WORK:** You will be placed at **Mumbai** however, you may be transferred to any other department or division of the company at any point of time at the discretion of the management.
- 2. RESPONSIBILITY:** Your Responsibility Profile will be provided to you separately.
- 3. REPORTING:** You will be reporting to the **Manager** or any other officer as may be prescribed and informed to you from time to time.
- 4. PROBATION:** You will be on probation for a period of 12 months from your date of joining. Your services may be confirmed, extended or terminated at the end of your probationary period depending on your performance, during probation. It may be valid that your services will not be confirmed unless intimated to you by the company in writing.
- 5. EMOLUMENTS:** A detailed list of your payments and deductions are in **Annexure I**.
- 6. DEDUCTIONS:** Deductions will be made from your salary, as required under various laws of the land, relating to your employment with the Company.
- 7. GRATUITY:** You will be entitled to gratuity at the time of separation from the Company on superannuating or otherwise, if eligible, for the same under the provisions of the Payment of Gratuity Act, 1972.
- 8. LEAVE:** You will be entitled to leave from the date of joining, as under:
  - a. Earn Leave** – In accordance with the company's leave rule in this regard as applicable to you.
  - b. Casual Leave** – 7 days per annum.
  - c. Sick Leave**- 10 days per annum.

In the current year, you will not be eligible to avail any earn leave. However, you can avail the accumulated earn leave in the next year.

- 9. MEDICAL EXAMINATIONS:** The Company reserves its right to put you under medical examination from time to time. This appointment will at all times be subject to the Company's doctor, certifying you to be physically and mentally fit to carry out your duties.

Signature: T.R. Andarpa



ECONOMY • EXCELLENCE • ETHICS

MERINO INDUSTRIES LIMITED  
CIN: U51909WB1965PLC026556  
GST No.: 07AAACC9186C3ZN

70, KLJ Complex, 2nd Floor  
Moti Nagar, New Delhi - 110015, India  
P 011 - 45557000  
E merinodelhi@merinoindia.com  
W www.merinoindia.com

19. **RESPONSIBILITY TOWARDS COMPANY'S PROPERTY:** That you will responsible to maintain company's property and machinery/equipments which may be given to you for official use/discharge of duties during the course of your employment, in good condition.
20. **RESPONSIBILITY TOWARDS NON-SHARING OF PERSONAL SYSTEM:** That you will responsible not to share your personal system, user id in your department/ office/factory or region with anybody within or outside the group.
21. **CONDUCT:** That you will not accept any money, gift, reward, gratitude or compensation etc. in any form for personal gains under obligation from any person or company with whom you may be having official dealings.
22. **FITNESS:** That your appointment and continuation in the employment will always be subject to your remaining physically and mentally fit and alert. The management may send you for medical checkup/examination to any Doctor/Registered Medical practitioner at any time during the course of employment. The decision of the doctor in this regard shall be final and binding upon you.
23. **RETIREMENT:** That you will retire on attaining the age of 58 years or earlier if found physically unfit. For the purpose of retirement your date of birth as mentioned in the application form with the certificates of your age as proof shall be final if it is genuine.
24. **BEHAVIOUR:** You will not engage yourself in any such act or activity, which may bring the company in disrepute.
25. **FALSIFICATION:** This appointment is made on the basis of information provided by you in the application and also at the time of interview. Should it prove untrue/incorrect at any time, the Company reserves its right to take appropriate action.
26. **FACILITIES:** That you will arrange of your own vehicle and accommodation to attain duties on regular basis. In case of any specific work, you will be entitled for accommodation and vehicle as per company policy.

Kindly sign the duplicate copy of this letter as a token of acceptance of your appointment on the terms and conditions mentioned above.

Thanking you,

Yours Sincerely,  
For Merino Industries Limited

Ravi Chopra  
Group Chief HR Officer



Signature: T. R. Andani



# Intelliconnect Technologies LLP

## Offer Letter

Sept 04, 2023

IntelliConnect/HR/2023/Tech/0901

To,  
**Saurabh Ghorpade** c/o  
Shri Shankar Ghorpade  
C1-402 Manjari Greens Phase 4  
Pune-Solapur Highway  
Manjari BK (N.V)  
Pune 412307  
Maharashtra India

Dear Mr Saurabh Ghorpade,

We are pleased to offer you the role of 'Business Analyst (Associate)' at Intelliconnect Technologies LLP with joining date of 6th September 2023.

We are confident that you would play a significant role and wish you the most enjoyable, learning packed and truly meaningful experience with us at Intelliconnect Technologies.

Your offer will be governed by the General Terms & Conditions (Annexure A) and standard Non-Disclosure Agreement (Annexure B).

Please confirm your acceptance signing and returning the duplicate of this offer as your acceptance.


We welcome you at Intelliconnect Technologies.

Yours Sincerely,

  
  
(Authorized Signatory)

Authorized Signatory

I, **Saurabh Ghorpade** accept this offer and the terms & conditions as in Annexure A and B



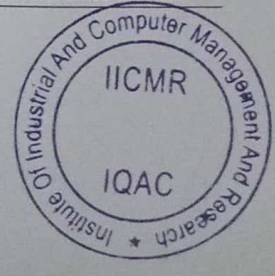
Place:

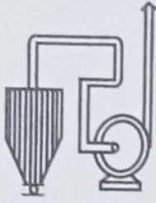
Date:

### India - Registered Office:

702 Wing-A, Mansarovar, Neelkanth Heights, Thane 400 606, MH, India  
Registration No : AAI-9093, ROC, Mumbai, India

email: [info@intelliconnectg.com](mailto:info@intelliconnectg.com)





# PAWANA ENGG. PROJECTS PVT. LTD.

Corporate Office :  
16, 4th floor, Highway Towers,  
Mumbai Pune Rd, Chinchwad,  
Pune - 19. Tele : 020 27472503  
E-mail : sales@pawanaengineering.com

Factory Address :  
At - Sarsan Village, Gat.No.9/1,  
Tal. Khalapur, Dist. Raigad : 410203,  
Contact : 7038034334.  
E-mail : sales@pawanaengineering.com

Ref: pawana/2022

date- 21<sup>st</sup> November'2022

To:

Ms. Darshana Pramod Thakare  
"Rose Mantion", A-304, Punawale  
Chinchwad  
Pune- 411 033

## SUBJECT: OFFER LETTER

Dear Ms. Darshana,

With reference to your discussions during your interview on 18-11-2022 and thereafter we are pleased to offer you an appointment in our organization as a "HR - Recruiter"

- 1) The Salary (CTC Take Home) has been decided by you as per the discussions during the interview and thereafter.
- 2) You are requested to join our organization on or before 12-12-2022. Please confirm the same to us.

Kindly take a note that regular letter of an Appointment will be given to you after your joining.

We welcome you to be the part of Pawana Engineering Family.

For Pawana Engineering Projects Pvt. Ltd.

  
(AUTHORISED SIGNATORY)  




# PAWANA ENGG. PROJECTS PVT. LTD.

Corporate Office :  
16, 4th floor, Highway Towers,  
Mumbai Pune Rd, Chinchwad,  
Pune - 19. Tele : 020 27472503  
E-mail : sales@pawanaengineering.com

Factory Address :  
At - Sarsan Village, Gat.No.9/1,  
Tal. Khalapur, Dist. Raigad : 410203,  
Contact : 7038034334.  
E-mail : sales@pawanaengineering.com

Ref: pawana/2022

date- 21<sup>st</sup> November'2022

To:

Ms.Pranjal Sanjay Chaudhari  
"Sadgurukrupa"  
Plot No.72, Sector-27, Datta Mandir marg  
Nigdi-Prdhikaran  
Pune- 411 044

## SUBJECT: OFFER LETTER

Dear Ms. Pranjal,

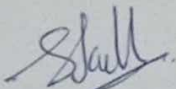
With reference to your discussions during your interview on 18-11-2022 and thereafter we are pleased to offer you an appointment in our organization as a "Accounts Assistant"

- 1) The Salary (CTC Take Home) has been decided by you as per the discussions during the interview and thereafter.
- 2) You are requested to join our organization on or before 12-12-2022. Please confirm the same to us.

Kindly take a note that regular letter of an Appointment will be given to you after your joining.

We welcome you to be the part of Pawana Engineering Family.

For Pawana Engineering Projects Pvt. Ltd.

  
(AUTHORISED SIGNATORY)





**PROPRIETARY INFORMATION, INVENTIONS,  
NON-COMPETITION, AND NON-SOLICITATION AGREEMENT**

This Proprietary Information, Inventions, Non-competition, and Non-solicitation Agreement ("Agreement") is made in consideration for my contractual relationship or continued contractual relationship by ABUYO, INC. or its subsidiaries or affiliates (the "Company"), and the compensation now and hereafter paid to me. I hereby agree as follows:

**1. NONDISCLOSURE.**

**1.1 Recognition of Company's Rights; Nondisclosure.** At all times during my contract and thereafter, I will hold in strictest confidence and will not disclose, use, lecture upon or publish any of the Company's Proprietary Information (defined below), except as such disclosure, use or publication may be required in connection with my work for the Company, or unless an officer of the Company expressly authorizes such in writing. I will obtain Company's written approval before publishing or submitting for publication any material (written, verbal, or otherwise) that relates to my work at Company and/or incorporates any Proprietary Information. I hereby assign to the Company any rights I may have or acquire in such Proprietary Information and recognize that all Proprietary Information shall be the sole property of the Company and its assigns.

**1.2 Proprietary Information.** The term "Proprietary Information" shall mean any and all confidential and/or proprietary knowledge, data or information of the Company. By way of illustration but not limitation, "Proprietary Information" includes (a) trade secrets, inventions, mask works, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, improvements, discoveries, developments, designs and techniques (hereinafter collectively referred to as "Inventions"); and (b) information regarding plans for research, development, new products, marketing and selling, business plans, budgets and unpublished financial statements, licenses, prices and costs, personally identifying or proprietary information of investors, suppliers, customer and users; and (c) information regarding the skills and compensation of other employees or contractors of the Company. Notwithstanding the foregoing, it is understood that, at all such times, I am free to use information which is generally known in the trade or industry, which is not gained as result of a breach of this Agreement, and my own, skill, knowledge, know-how and experience to whatever extent and in whichever way I wish.

**1.3 Third Party Information.** I understand, in addition, that the Company has received and in the future will receive from third parties confidential or proprietary information ("Third Party Information") subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. During the term of my contract and thereafter, I will hold Third Party Information in the strictest confidence and will not disclose to anyone (other than Company personnel who need to know such information in connection with their work for the Company) or use, except in connection with my work for the Company, Third Party Information unless expressly authorized by an officer of the Company in writing.

**1.4 No Improper Use of Information of Prior Employers and Others.** During my period of work with the Company I will not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom I have an obligation of confidentiality, and I will not bring onto the premises of the Company or include in my work any unpublished documents or any property belonging to any former employer or any other person to whom I have an obligation of confidentiality unless consented to in writing by that former employer or person. I will use in the performance of my duties only information which is generally known and used by persons with training and experience comparable to my own, which is common knowledge in the industry or otherwise legally in the public domain, or which is otherwise provided or developed by the Company.

**2. ASSIGNMENT OF INVENTIONS.**

**2.1 Proprietary Rights.** The term "Proprietary Rights" shall mean all trade secret, patent, copyright, mask work and other intellectual property rights throughout the world.

**2.2 Prior Inventions.** Inventions, if any, patented or unpatented, which I made prior to the commencement of my contract with the Company are excluded from the scope of this Agreement. To preclude any possible uncertainty, I have set forth on



# Prop Mart

Date: 1<sup>st</sup> August 2022

Mr. Shivangi Namdeo  
Pune,  
Maharashtra,  
India, Pin: 411041.

SUB: EMPLOYMENT WITH PROP MARKETING REALTY INDIA PVT LTD

Dear Rakesh,

We are pleased to appoint you as 'Executive Manager' for Prop Marketing Realty India Private Limited, with effect from Aug 01, 2022. Your appointment will be governed by the terms and conditions stipulated below.

1. Your compensation is mentioned in detail in the Annexure. Compensation is personal and confidential. You are advised to refrain from sharing or disclosing the details of your compensation to anyone, including your colleagues at Prop Marketing Realty India Pvt Ltd.
2. You will be entitled to leave in accordance with the rules of the company.
3. You will be governed by the rules and regulations applicable to the officers of the company from time to time and you will not engage in any other trade, profession or vocation directly or indirectly, for gainful purpose or otherwise.
4. You will be confirmed in writing after six month probation period, subject to your performance being found satisfactory during the on boarding training and/or on the job. The Company reserves the right to extend this period if deemed necessary.
5. The Company shall have the rights to terminate your employment by giving you one week notice in writing or salary in lieu thereof. However, you may terminate your employment with the Company by giving three months' notice in writing and you shall have to work during this notice period. The Company in its sole discretion can decide to waive off/reduce the notice period depending upon exigency. In such case, you would be required to pay to the company, salary for the notice period so reduced/waived off. You will not be relieved until your resignation is formally accepted in writing. You will not be given any formal letter of experience in case of voluntary termination of your services before completion of 12 Months of your employment with the company

- Prop Marketing Realty India Pvt Ltd -

Register & Head Office: Office No 1, Navdurga Homes, Bombay Sappers  
Colony, Wadgaon Pune - 411014, Maharashtra, (India)  
CIN - U70109PN2020PTC194381

Cell: +91 8888084100

Website: www.Prop-mart.in  
Email: Info@prop-mart.in

EcoMed Solutions  
Shop No.26, Fortune Plaza,  
Sasane Nagar, Hadapsar  
Pune – 411 028

28/11/2022

### Offer Letter

Dear Krupali Prakash Wani,

Congratulations! We are pleased to confirm that you have been selected to work for **EcoMed Solutions**.  
We are  
delighted to make you the following job offer:

The position we are offering you is that of **Admin Trainee** with an annual cost to company of 330000/-.  
This position reports to Mrs. Neeta Wani.

We would like you to start work on 30/11/2022. Please report to Mrs. Neeta Wani for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will carry your original documents for verification.

Please sign the enclosed copy of this letter and return it to me by 22/11/2022 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **EcoMed Solutions** and look

forward to working with you.

Sincerely,

Neeta Wani  
EcoMed Solutions

Accepted by,  
Krupali Prakash Wani







# AKSHAY DATA SYSTEM

Office Add -Akshay data system Shop No 12 Shree Sai Samrath Heights,  
Opp. Sanghvi SteelMohan Nagar, Chinchwad Pune - 411019  
akshaydatasystem@gmail.com Mob - 8928610777 / 9673596666

## AKSHAY DATA SYSTEM

Shree Sai Samarth Heights

Shop No-12, Opp- Sanghvi Steel

Mohan Nagar Chinchwad, Pune-19.

[Akshaydatasystem@gmail.com](mailto:akshaydatasystem@gmail.com)

8928610777 / 9673596666

Mr. Pranav Janrao

Prestige Complex

Flat No-27, Bldg. No-05

Telco Road,

Chinchwad, Pune-411019

February 25, 2021

Dear Sir,

With reference to your interview dated 15 Feb 2021, we are pleased to offer you position of HR Admin in our organization.

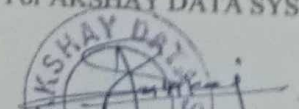
Your joining date is confirmed at 25 Feb 2021 as per the following terms and conditions

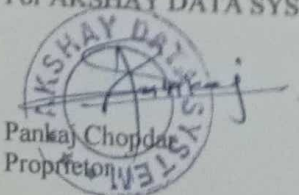
- You are entitled to a CTC of 25550 per month payable as per Annexure A
- You agree to comply with Terms and Conditions of Appointment
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you.

For AKSHAY DATA SYSTEM

  
Pankaj Chordas  
Proprietor



# V. P. LALWANI & CO.

## TAX CONSULTANTS

414, Raviwar Peth, Sonya Maruti Chowk, Pune - 411 002. virenlalwani@gmail.com ☎ : (O) 24453452

MR. Jay Kale,

Bazar peth , Khandala- 410301

May 26 , 2022

Dear Sir,

With reference to your interview dated 23 May 2022, we are pleased to offer you position of Assistant Manager, Accounts and Taxation in our Organization.

Your joining date is confirmed at 04 June 2022 as per the following terms and conditions.

- You are entitled to a CTC of 28550 per month payable as per Annexure A
- You agree to comply with Terms and Conditions of Appointment
- You agree to submit with us a signed copy of mark sheet Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

From V. P. LALWANI & CO.



VIREN LALWANI

Proprietor



Ms Pragati Girish Malang

Skillate ID: 4146993

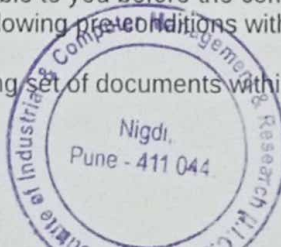
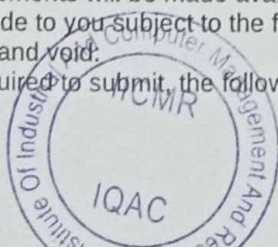
City survey no. 3108, Malang galli, Saraf line, Gunj-golai, Latur, Latur  
Maharashtra, 413512

## Offer Letter

Dear Pragati,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Customer Operations Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **March 11, 2022** .
5. Your Cost to the Company will be **INR 224,988** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with 30 Days' notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will 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.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / 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 know-how, 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 the employee. In such cases, you will 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.
15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void.  
You will be required to submit the following set of documents within five working days from the date of



May 13, 2022

HRD/2T/1004245076/22-23

Ms. Diksha Arun Naitam  
New Police Line Building No.2  
Front Og D.S.Ground  
Bhusawal-425199  
India

Ph: +91-9175880944

Dear Diksha,

Welcome to Infosys!

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

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

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

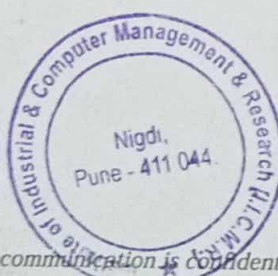
Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo  
<richard\_lobo@infosys.com> Validity Unknown

Digitally signed by Richard Lobo  
Date: 2022.05.13 20:49:49 IST  
Reason: Digitally Signed  
Location: Bangalore

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



Date: 1<sup>st</sup> December 2022

**Offer Letter**

Dear, Miss. Mitali Shinde,

With reference to the interview / Test and subsequent discussions that you have had with us, we are Pleased to offer you the position of **HR Manager** in our Company. Your date of commencement of work will be from the **05<sup>th</sup> December, 2022 at 11:00 AM.**

You will be on probation for 3 months, and may be extended based on your performance. Your remuneration will be **Rs.1,80,000 (One Lakh Eighty Thousand) per annum.** Taxes as applicable would be deducted at source.

Please revert to us conveying acceptance on our offer and your date of joining.

You will be required to carry out such duties and job functions in which you may be instructed from time to time by the Company or person acting on behalf of Company and you may be required to be transferred from one section or department, at the discretion of the Company.

Below is the list of documents which you need to carry at the time of joining. (Self-attested Copy along with originals).

1. Experience letter & Reliving Letter
2. 4 Passport size Photos
3. Pan Card
4. Address Proof: Passport Copy / Driving licence / Adhar Card
5. Salary Slip – Last 2 months
6. Highest Educational Qualification Certificate.

Kindly sign the copy of the offer letter as a confirmation of your joining date and acceptance of terms of the offer and get it along on your joining date.

We look forward and welcome you to **Nypunya Studios LLP** and we are certain that you will find **Nypunya Studios LLP** an exciting place to develop and advance your career.

Sincerely,  
Signature

For nypunya Studios LLP



*Shinde*

(Acceptance of Terms)

# Orcapod

16<sup>th</sup> May, 2022

HR Department  
VM Ware  
Pune

**Subject: Deputation letter for Mr. Yash Parate**

Dear Sir/Madam,

Mr. Yash Parate, an Orcapod Employee, is deputed with VM Ware as Order Management Analyst w.e.f 1<sup>st</sup> June, 2022. He will remain on payroll of Orcapod when working at VM Ware Office.

Please note, the previous deputation letter dated May 9, 2022 will be considered null or void, as this revised deputation is shared.

Thanks and Regards,

*Maitreyee Bhaduri*

Maitreyee Bhaduri (May 17, 2022 11:31 GMT+5.5)

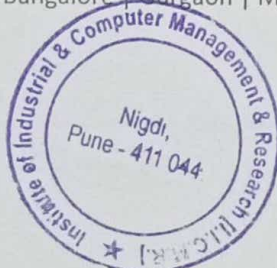
**Human Resources | Orcapod Consulting Services Private Limited**  
207, Tropical New Era, Road No 32, Wagle Estate, Thane 400604, Mumbai,  
Maharashtra, INDIA.  
hr.support@orcapodservices.com  
[www.orcapodservices.com](http://www.orcapodservices.com)  
Mumbai, Delhi, Gurgaon, Pune

**Orcapod Consulting Services Private Limited**

207, Tropical New Era, Road No 32, Wagle Estate, Thane 400604, Mumbai, Maharashtra, INDIA.

Phone: +91 22 6510 5199 | Email : askus@orcapodservices.com | Website: www.orcapodservices.com

Bangalore | Gurgaon | Mumbai | Pune



16<sup>th</sup> May, 2022

Mr. Yash Parate  
MIG-253, Shivnagar, HB Colony,  
Damognaka, Jabalpur,  
Madhya Pradesh - 482001.

Sub: Letter of Appointment

Dear Yash Parate,

We are pleased to extend this letter of appointment, setting out details of your professional engagement with Orcapod.

This appointment is subject to the service conditions as mentioned below and conditions as mentioned in Annexure I attached.

You are hired with Orcapod as **Order Management Analyst** and will be designated as **Order Management Analyst**. Your assignment will start effective from **1<sup>st</sup> June, 2022**. Orcapod will compensate for your services based on the Benefits breakup given in **Annexure II**.

If you are agreeable to the terms and conditions (Annexure I) and offered benefits (Annexure II), please sign this letter within three days of receipt. In case we do not receive the formal acceptance within the mentioned period, this offer will be treated as null and void.

Once again congratulations and welcome to Orcapod. We sincerely hope that, this appointment will be of mutual benefit.

For Orcapod Consulting Services Private Limited,

Maitreyee Bhaduri  
Maitreyee Bhaduri (May 17, 2022 11:33 GMT+5.5)

**Maitreyee Bhaduri**  
Senior Manager- People Strategy

Aishah Wahuj  
Aishah Wahuj (May 16, 2022 16:46 GMT+5.5)

**Aisha Wahuj**  
Associate Manager - People Success

I accept the appointment on the terms and conditions mentioned in the above appointment letter and attached Annexure.

Signature Yash Parate  
Yash Parate (May 31, 2022 13:02 GMT+5.5)

Date 31-May-2022

Name Yash Parate

Place Pune

Orcapod Consulting Services Private Limited

207, Tropical New Era, Road No 32, Wagle Estate, Thane 400604, Mumbai, Maharashtra, INDIA

Phone: +91 22 6510 5199 | Email :askus@orcapodservices.com | Website:

[www.orcapodservices.com](http://www.orcapodservices.com)

Bangalore | Gurgaon | Mumbai | Pune



# V. P. LALWANI & CO.

## TAX CONSULTANTS

414, Raviwar Peth, Sonya Maruti Chowk, Pune - 411 002. virenlalwani@gmail.com ☎ : (O) 24453452

Miss. Yashika Jain

Ekta niwas ,neral-410101

May 30, 2022

Dear Madam

With reference to your interview dated 25 May 2022, we are pleased to offer you position of Assistant Manager, Accounts and Taxation in our Organization

Your joining date is confirmed at 07 June 2022 as per the following terms and conditions.

- You are entitled to a CTC of 25550 per month payable as per Annexure A
- You agree to comply with Terms and Conditions of Appointment
- You agree to submit with us a signed copy of mark sheet Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications

Please send us an acknowledgement of this offer confirming your joining

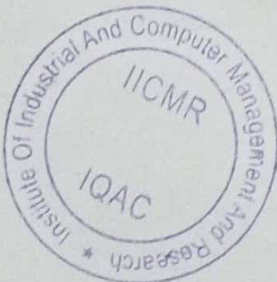
We look forward to a mutually rewarding professional relationship with you

From V. P. LALWANI & CO.



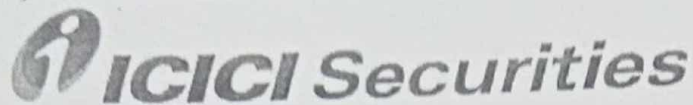
VIREN

Proprietor





Ayush Ramesh Dahake - Pune

PRIVATE AND CONFIDENTIAL

164158

June 20, 2024

Ayush Ramesh Dahake  
Plot No. 1 Patil layout  
Bhamti swawlambi Nagar  
Khamla, MAHARASHTRA

Dear Ayush,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

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

In case you have any further queries feel free to contact at below mentioned number and address: \_\_\_\_\_

Address :

HR, ICICI Securities Limited,  
Unit No.501, 601,701,801, 901, Building No.3,  
At Mindspace Juinagar, Plot Nos. Gen-2/1/D,  
Gen-2/1/E (Part) And Gen-2/1/F (Part) Trans Thane Creek,  
At MIDC TTC Industrial Area, Juinagar, Navi Mumbai 400706

E-Mail Address :

akash.sarak@icicisecurities.com

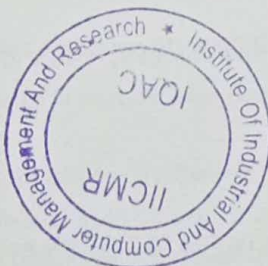
Telephone (Direct) :

Yours sincerely,

For ICICI Securities Ltd

Akash Sarak

Chief Manager - Human Resources



Member of National Stock Exchange of India Ltd, BSE Ltd and Multi Commodity Exchange of India Ltd.

SEBI Registrations: INZ000183631  
CIN No.: LG7120MH1995PLC086241

**Registered Office:**

ICICI Venture House  
Appasaheb Marathe Marg,  
Prabhadevi, Mumbai - 400025, India  
"Tel". (91 22) 6807 7100  
"Fax". (91 22) 6807 7803

**Corporate Office :**

Building No. 3, Plot No. Gen- 2/3D, Gen-2/1E and Gen-2/1F, at  
MIDC TTC Industrial Area, Mindspace Juinagar,  
Bonsari, Shrivane Turbhe MIDC, Navi Mumbai – 400706  
"Tel". (91 22) 4070 3000

**Name of Compliance Officer (Broking Operations) :** Mamta Shetty  
**Email Address:** complianceofficer@icicisecurities.com / Tel. (91 22) 4070 1000  
**Website Address:** www.icicisecurities.com / www.icicidirect.com





## OFFER LETTER

Date: 24-08-22

Dear Sakshi Patel,

College name: IICMR Pune

We are pleased to offer you the position of intern at Shreenathji Automobiles Private Limited (Skoda Authorized dealership), Rajkot.

Please find below, details regarding your internship.

Documents: - College Permission Letter, Aadhar Card Photo with Sign & Mobile Number

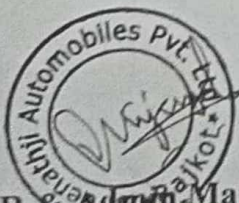
We look forward to welcoming you.

Department: HR DEPARTMENT (SALES & SERVICE)

Date of Joining: 01.09.2022

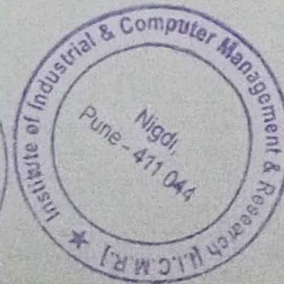
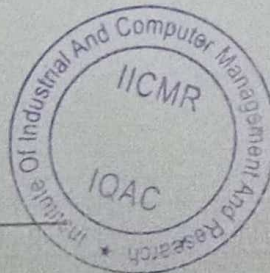
Office location: Work from Office, Rajkot-360004.

Best Wishes!!

  
(HR & Admin Manager)

SHREENATHJI AUTOMOBILES PVT. LTD.

Gondal Road, Near Rajkamal Petrol Pump,  
Opp. Royal Enfield Showroom, Rajkot - 360 004  
Mob. No. 93356 33333



SHREENATHJI



SKODA

## OFFER LETTER

Date: 24-08-22

Dear Shivani Pandya,

College name: IICMR Pune

We are pleased to offer you the position of intern at Shreenathji Automobiles Private Limited (Skoda Authorized dealership), Rajkot.

Please find below, details regarding your internship.

Documents: - College Permission Letter, Aadhar Card Photo with Sign & Mobile Number

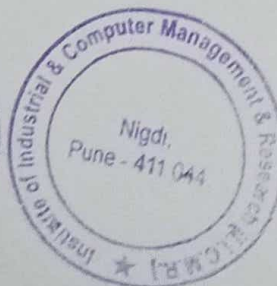
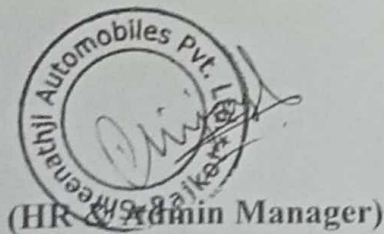
We look forward to welcoming you.

Department: HR DEPARTMENT (SALES & SERVICE)

Date of Joining: 01.09.2022

Office location: Work from Office , Rajkot-360004.

Best Wishes!!



**SHREENATHJI AUTOMOBILES PVT. LTD.**

Gondal Road, Near Rajkamal Petrol Pump,  
Opp. Royal Enfield Showroom, Rajkot - 360 004  
Mob. No. 93356 33333



**SHREENATHJI**

|| RAJKOT || JAMNAGAR || JUNAGADH || MORBI || GANDHIDHAM ||