



**Letter of Intent-Final Placement**

Date: 21-Mar-22

Dear Abhishek ,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position-Executive-Client Acquisition

CTC- 3,30,000/-LPA

Location- Mumbai

An offer letter will be issued to you post successful completion of your 8tdocumentation.

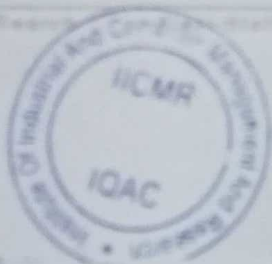
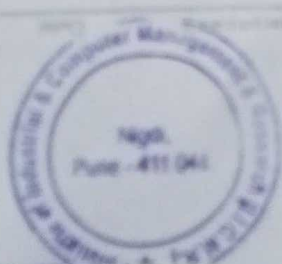
In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely,

Madhup Agrawal

National Head, HR



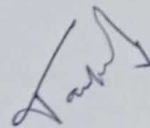
Documents required for issuing the offer letter

We request you to send the below listed documents at [campusconnect@indiamart.com](mailto:campusconnect@indiamart.com) as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

- 1) PAN Card (Please apply if you do not possess one and share acknowledgement with us)
- 2) Aadhar Card (Please apply if you do not possess one and share acknowledgement with us)
- 3) Valid Driving License and 2-Wheeler RC
- 4) 10<sup>th</sup> Marksheet
- 5) 12<sup>th</sup> Marksheet
- 6) All semester wise mark sheet for Graduation (in case of any backlog, please share all mark sheets)
- 7) All semester wise mark sheet for Post-Graduation
- 8) No Objection Certificate from College/Institute or Provisional Degree

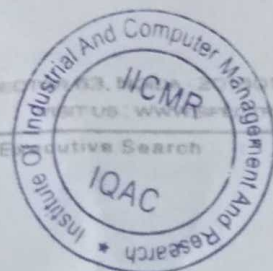
If you have any queries, please feel free to contact HR Dhairy Rogha- (Mobile no. 9549142168)

I accept the terms conditions of this offer



(Candidate's Signature)

Name and Date



42, Sector 13, TEL: 0120 3384800-900

STATUS: WWW.SPECTRUMTALENT.CO.IN

Executive Search

Flexi-Staffing

Payroll

Date: 18.02.2022

Dear **Aashima Sharma**,

At the outset, we would like to extend our sincere thanks for exploring internship opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of internship.

This offer is based on your profile, relevant academic experiences and performance in the selection process.

- Role: **Trainee**
- Designation: **Trainee - Resourcing**
- Grade: **A Grade**

**During your internship, your stipend including all benefits will be INR 20,000.00/- per Month.**

You shall be governed by the terms and conditions of service during your internship with KPIT as per existing policies and those that may be amended from time to time.

**Internship Duration: 21st Feb 2022 to 27th May 2022**

## Terms of Internship -

### Working Hours

- Your working hours are governed by applicable law.

### Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites on the terms and conditions as applicable to you at the time of transfer.

### Annual Leave

- You will be eligible for paid Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. Earned leaves need to be utilized on month basis and it cannot be credit forward.

### Holidays

- You are entitled to Public Holidays applicable in India every year.

### Compensation Structure

- The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.

### Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients.

### KPIT Code of Conduct

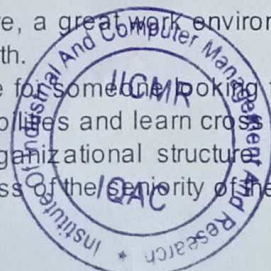
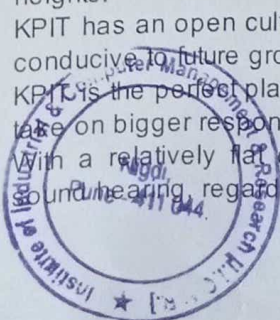
- You are required to sign the KPITs Code of Conduct and follow the same in your day-today conduct as an intern of KPIT.

### Rules and Regulations of the Company

- Your internship will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

### Culture at KPIT

- KPIT has open door policy which makes the work culture transparent and easy to approach.
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights.
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills.
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a round hearing, regardless of the seniority of the individual.



- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.

## The Dhoom Club

- Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously! Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks**. Get ready to showcase your talent even at Work!

## Corporate Social Responsibility (CSR)

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- **Few of our CSR Initiatives:**
  - Chhote Scientists
  - Water Conservation through mass volunteering
  - Reforestation Program
  - Meet the Social Legends

A new assignment, workplace and colleagues, await you to jump start to achieve the company's vision of building a Global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

Yours Sincerely,  
For: KPIT Technologies Limited

*Sahar*

*Rahul Uplap*

Rahul Uplap  
Associate Vice President  
Global Head - Education & Competency Development (ECoDe)





# elasticrun

NETWORK OF POSSIBILITIES

## Offer Letter

Ref No.: Jan 22/WFMC&POPS-SAL/362

Date: 21-Jan-2022

To Mr. Adarsh Singh  
Pune

Subject: Offer Letter

Dear Mr. Adarsh Singh,

We are pleased to offer you the position of **Management Trainee** with **ElasticRun** ("Company"/"Organization") at **Pune** ("Host City") on the following terms and conditions:

### 1. Date of Commencement:

Your Date of Appointment will be **3-Feb-2022**.

### 2. Position and Reporting Structure:

You will be performing the role of **Management Trainee** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

### 3. Probation:

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated, during the probation period and the Company may end your employment by providing a 15 days notice.

### 4. Compensation:

Your Annual gross compensation will be **Rs. 800,000 (Rupees Four Lakhs only)** as defined in the salary structure. You will be covered under the company insurance policies as under -

1. Medical insurance of **Rs. 5,00,000** family cover (Employee + Spouse + 2 Children)
2. Term Life insurance of **Rs. 20,00,000**
3. Accidental disability benefit of **Rs. 20,00,000**

### 5. Annual Appraisal:

Your appraisal shall be subject to the Performance Management policy as designed and applicable to Company. Currently, we follow a performance review cycle of 1st April to 31st March. If your joining date is on or before 30th September, you shall be eligible for performance review in the immediate appraisal cycle, else you will be eligible in the subsequent year.

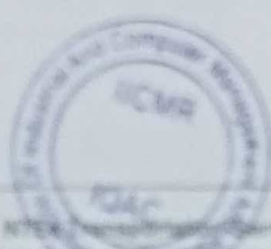
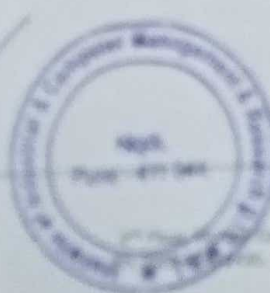
### 6. Salary Revision:

Your salary will be reviewed on annual basis. Revision in salary will be effected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on back of effective (individual and company) performance and results.

### 7. Statutory and TDS Deductions:

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund and ESI.

ALHS



ElasticRun Management & Services Pvt. Ltd.  
Pune  
www.elasticrun.com



# elasticrun

NETWORK OF POSSIBILITIES

## Offer Letter

Ref No.: Jan 22/WFMCG/FOPS-SAL/382

Date:31-Jan-2022

To Mr. Adarsh Singh  
Pune

Subject: Offer Letter

Dear Mr. Adarsh Singh,

We are pleased to offer you the position of **Management Trainee** with **ElasticRun** ("Company"/"Organization") at **Pune** ("Base City") on the following terms and conditions:

**1. Date of Commencement:**

Your Date of Appointment will be **3-Feb-2022**.

**2. Position and Reporting Structure:**

You will be performing the role of **Management Trainee** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

**3. Probation:**

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

**4. Compensation:**

Your Annual gross compensation will be **Rs.400,000 (Rupees Four Lakhs only)** as defined in the salary annexure.

You will be covered under the company insurance policies as under –

1. Medical Insurance of **Rs.3,00,000** family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of **Rs.30,00,000**
3. Accidental disability benefit of **Rs.20,00,000**

**5. Annual Appraisal:**

Your appraisal shall be subject to the Performance Management policy as designed and applicable to Company. Currently, we follow a performance review cycle of 1st April to 31st March. If your joining date is on or before 30th September, you shall be eligible for performance review in the immediate appraisal cycle, else you will be eligible in the subsequent year.

**6. Salary Revision:**

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (Individual and company) performance and results.

**7. Statutory and TDS Deductions:**

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.



**NTEx Transportation Services Pvt Ltd.**

and Class: WFMCG/... Building: ... No. 105, ... Kalyan Chaudhary, ... Pune - 411007

Ref: SIS/AO/HRD/2022- 1231(AMK)

Date: 30.04.2022

To,  
**Mr. Altab Mukhtar Khan**  
Email: [altabkhan.mbaiicmr@gmail.com](mailto:altabkhan.mbaiicmr@gmail.com)

**Sub: Offer Letter & Terms of employment**

**Dear Mr. Altab Mukhtar Khan,**

Thank you for expressing your interest in being a part of the SIS Group Enterprises. You have successfully completed our selection process and we are pleased to make you an offer of employment.

You have been selected as a **Management Trainee**. Upon joining, you will need to undergo a 03-day orientation & familiarization program at SIS Corporate Office, Okhla, New Delhi. After successful completion of this program, you will have to report to your place of posting. SIS Management reserves the right to transfer you to anywhere in India.

Your place of posting will be at the **SIS Regional Office, Pune** where you will work for Maharashtra region.

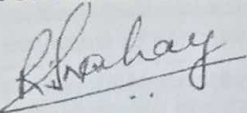
Your annual remuneration (Cost to Company) will be ₹ 5,13,972/- (Rupees Five lac thirteen thousand nine hundred and seventy two only) as detailed in Annexure 1. Apart from above said CTC you will be eligible for drawing conveyance reimbursement also as per company rule. Your terms of employment are mentioned as Annexure-2.

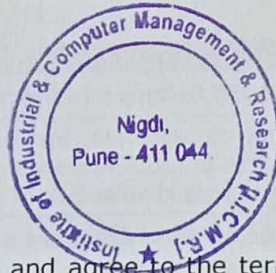
Your specific role and responsibilities will be laid down by your controlling officer. You are required to report to Mr. Sourav Sinha, Assistant General Manager (HRD) at SIS India Ltd, A-28 & 29, Okhla Industrial Area, Phase-1, New Delhi on **May 18, 2022** for the purpose of familiarization and induction briefing.

You are requested to sign and return the duplicate copy countersigned by you on each page in acceptance of the terms and conditions set out herein of this letter (physically or by way of an e-mail) within 7 days from receipt of offer.

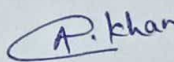
We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

For and on behalf of SIS Limited

  
(R. N. Sahay)  
Senior Manager (HRD)



**Acceptance:** I have read, understood and agree to the terms and conditions of the appointment, as set forth, in this letter.

Signature: 

Date: 02/05/2022

SIS LIMITED  
Nishant Regency, Behind Capitol Tower, Frazer Road, Patna 800 001 Bihar  
L: +91 97982 57529 CIN: L75230BR1985PLC002083

#ProudToBeAnIndianMNC  
INDIA | SINGAPORE | AUSTRALIA | NEW ZEALAND

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



Date: 17th October, 2022

Ref: 935291/2159133/Permt

Ankit Sarkar  
Subhash Sarani, Shanti Nagar, Barnpur, Asansol(m Corp)  
Barddhaman, Burnpur, West Bengal - 713325  
Phone No: 9614090040

## Subject - Offer of Appointment

Dear Ankit Sarkar,

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

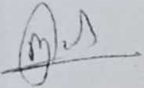
1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Analyst - BPS** on U1 band, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 350000 (Rupees Three Lakhs Fifty Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **17th October, 2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Kajal Prakash Hule** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, Plot No.01, Rajiv Gandhi Infotech Park, Phase-3, Hinjewadi, Pune SEZ, Pune - 411057**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Kajal Prakash Hule** latest by **17th October, 2022**.





9. For any clarification / further Information on-
- Employment terms and conditions, please get in touch with Offers Team (E-Mail: SM00592470@TechMahindra.com)

For Tech Mahindra Limited

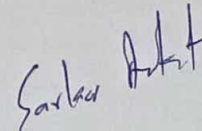


Mukul Sah  
Group Function Head (Support) – Human Resource

**Encl:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H -(Code of Conduct and Ethics).

Accepted

Date:



Signature of Candidate:



16-June-2022

Dear Ankita,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive** in our company at **Pune** location.

This offer is subject to your satisfying the following:

1. Your written undertaking to join, not later than **27-June-2022**.
2. Submission of all your necessary certificates and documents
3. Satisfactory completion of reference checks

You will be on a probation period for first 3 months from the date of your joining and the employment will be confirmed depending upon the performance in the first 3 months.

A formal Appointment Letter shall be issued to you on your joining. You are requested to submit copies of the following documents at the time of your joining. Please carry the originals for verification.

1. Address proof
2. Work experience certificates for all the past employment (If applicable)
3. Resignation letter duly signed & accepted by your employer from the previous organization. (If applicable)
4. Educational certificates – 10th, 12th, Graduation & Post graduation
5. Last drawn pay slip. (If applicable)
6. Two passport size photographs (white background)
7. PAN card
8. Aadhar card
9. Bank Proof

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we shall have the right to review our offer of employment.

Please return the duplicate copy of this Offer Letter, duly signed, in token of your having accepted the same.

Sincerely,  
**Human Resources**

Accepted by  
**Ms. Ankita Mondal**



To,  
D/o. Mr. Sudhir Wankhade  
Near Dr. Misar Hospital, Prashant Nagar,  
Rukmini Nagar, Amravati (MH)  
PIN - 444606

Date: 04-03-2022

### Appointment Letter

Dear Ms. Anuja Wankhade,

We are pleased to appoint you as **HR Trainee** in our organisation in Pune on following terms and conditions with effect from **01-03-2022**.

1. Your consolidated salary will be **Rs. 216383/- Per Annum** (Two Lakh sixteen Thousand Three hundred Eighty-Three Only) details are mentioned in Annexure. This will be your aggregate CTC including of employer and employee Provident Fund, Medical Contribution, Canteen Allowance & Gratuity as per govt. norms etc.
2. You will be on probation in the first instance for a period of Six months from the date of joining. During the period of your training and probation, your services may be terminated by giving you 24 hours' notice or salary in lieu thereof. If your services are found unsatisfactory, the Company may, but is not bound to extend your probationary period. Based on successful completion of probation period, you will be eligible for salary increase.
3. If you discontinue the service within 24 months period from your date of joining, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other expenses. You will be required to sign an undertaking to that effect before you join the company.
4. During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the establishment where you are required to work. Your service conditions will be as per applicable to local labour laws.
5. Your services are transferable at short notice to any branch, office, works or client site in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
6. The Company may from time to time provide you training through current employees, trainers or clients. If you discontinue the service within One-year period, the company reserves the right to recover the amount of rupees one lakh incurred for training and other related expenses.
7. The Company may from time to time send you for training overseas. After successful completion of training/assignment, you will be required to come back to India and work for the Company for a minimum period of Two year. If you discontinue the service within

**GNS Engineering India Pvt Ltd.**

Reg. Office: Bungalow L-1 | Culture Crest Society | Sector No. 6 | Pradhikaran |  
Moshi | Pune - 412105

Office Address: Om Chambers | Office No. 301-B T.29/31 | Bhamburda Industrial Estate |  
Elco Road | Near Toyota Showroom | Pune - 411026



#### Contact Details

Telephone No. 0091 -20-67121600  
Email : mbox@gns-india.com

CIN : U74200PN2010PTC135464  
PAN: AACCG6880A



## Offer Letter

20<sup>th</sup> June 2022

To,  
**Mr. Anup Raut**  
 Yeralwadi Road,  
 Near Sawatamali Temple,  
 Ganeshwadi Taluka,  
 Khatav, Vaduj,  
 Satara - 415506

Dear Mr. Anup Raut,

This is with reference to your interview; we are pleased to offer you a position of "Trainee Functional Consultant" at Winspire Solutions Pvt. Ltd.

You are requested to join on **4<sup>th</sup> July 2022**, failing which this offer letter shall lapse automatically.

Your offer is subject to the terms and conditions as follows:

1. Your total annual CTC shall be Rs. 4,50,000/- (Rupees Four Lakhs Fifty Thousand only).
2. You will be initially working from home however, you may have to undertake travel or may be transferred to any other work site, office, branches in or out of India or other work schedule depending upon exigencies of work.
3. During your training period, company will be investing time, money and efforts in providing you training for the relevant skills required for your job. Hence at the time of joining you are required to provide a bank guarantee of three years with amount of Rs. 2,00,000/- (Rupees Two Lakhs only) in favor of Winspire Solutions Pvt. Ltd. drawn on HDFC Bank, Sahakar Nagar, Pune. In case of your discontinuation of services by voluntary resignation / breach of employment rules as mentioned in the bank guarantee before completing three years from the date of joining, Winspire will encash the said bank guarantee.
4. On Completion of three years from the date of joining, company will release the bank guarantee. (Please refer to Annexure – A for process of BG.)

Survey No. 263/1/5, A-4, Varsha Park Society, Near Hotel Bhairavee  
 Baner Road, Pune – 411045. Tel. +91-20-67120800

*Anup*



The detailed appointment letter will be issued to you on after completion of joining formalities. At any stage if any information provided by you proves to be false/ incorrect, the offer can be terminated.

We would also require \_\_\_\_\_ the date of your joining.

- One passport size photograph

HRD/2T/1000961486/20-21

November 24, 2020

Ms. Chaitrali Dattatray Kulkarni  
 Sr No 18/3 Anand Mangal Niwas Ekta Colony Lane No 2,  
 Ganesh Nagar, Thergaon,  
 Pune-411033  
 India

Ph: +91-7218747173

Dear Chaitrali,

Welcome to Infosys!

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

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

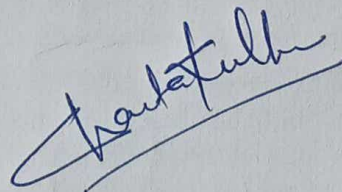
We look forward to working with you and wish you success in your career with us.

Warm regards,

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

Signature Not Verified

Digitally signed by Richard Lobo  
 Date: 2020.11.24 9:34:33 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



This communication is confidential between you and Infosys Limited

**CONCEPT PUBLIC RELATIONS INDIA LTD.**

Queen's Mansion, 1st Floor,  
Next to Cathedral School,  
Prescott Road, Fort, Mumbai 400 001.  
T: 40558900 F: 40558901  
www.conceptpr.com  
CIN No.: U74999MH1993PLC072218

1<sup>st</sup> Feb 2022

Dear Dimple Lande,

Further to our discussions, we are pleased to confirm your employment with Concept Public Relations India Limited ("The Company"), a company registered under Company's Act having its registered office at 1<sup>st</sup> Floor, Queen's Mansion, near Cathedral School, Prescott Road, Fort, Mumbai 400001. The enclosed Contract of Employment confirms the terms and conditions of your employment with the Company.

**CONTRACT OF EMPLOYMENT**

An agreement made on the 1<sup>st</sup> Feb 2022 between Concept Public Relations India Limited ("The Company"), having its registered office address at 1<sup>st</sup> Floor, Queen's Mansion, Near Cathedral School, Prescott Road, Fort, Mumbai 400001, India, of the one part and **Dimple Lande** of the other part whereby it is agreed as follows:

**1. Position and Duties**

You will serve the Company in the capacity of a "HR Executive", in Mumbai.

Your workplace location is set at the current location of the Company in Mumbai, although you may have to travel from time to time to the other offices of the Company in India and/or in other parts of the world, as per the directions in relation to the operational objectives as assigned to you by the Company or any person authorized in that behalf. The appointment is a full-time position subject to the satisfactory completion of a six-month probationary period commencing on 1<sup>st</sup> Feb 2022 and concluding on 31<sup>st</sup> July 2022. After successful completion of the probationary period, you will be sent a service confirmation mail. However, the company has the right to terminate your employment providing 1 months' notice, if the company is not satisfied with your services. You may also be able to terminate your employment by providing 1 months' notice.

During the period of employment (hereinafter referred to as "Employment Period") until terminated, you shall devote the exclusivity of your time and attention to the businesses and affairs of the Company and shall not perform work outside the business and affairs of the Company without the prior written approval of the Management.

**2. Compensation**

- a. **Remuneration:** Your monthly all-inclusive remuneration, payable in India, will be Indian Rupees – 25,000/- (Rupees Twenty - Five Thousand Only). This remuneration includes several allowances that are detailed in Appendix 1. The amount of these allowances will be subject to your agreement, and could evolve from time to time.
- b. **Personal Income Tax:** During the Employment period, you shall be responsible for all taxes on your income, in compliance with the relevant Indian tax laws in force at the relevant time.

**3. Annual Leave**

- a. During your employment, you will be entitled to **21 days** of paid leave per annum, prorated if you in employment for that part of the year.
- b. This annual leave, if not availed of, either in part or in full, is neither encashable nor can it be carried forward to the next succeeding financial year.

**4. Termination**

- a. This assignment shall commence on 1<sup>st</sup> Feb 2022 and shall be continued until terminated by either you or the Company, by giving one (1) month's notice to others, provided however, that this employment shall terminate prior to such date:
  - i. Upon your death or permanent mental or physical disability or incapacity or
  - ii. Upon the Company's termination of your employment under clause (b) below or
  - iii. Upon the date that the Company is dissolved or
  - iv. Upon completing the age of 58 years or as extended by the Company in writing.

**CONCEPT PUBLIC RELATIONS**


### 11. Third Party Beneficiary

You acknowledge that the provisions contained in paragraph 6 hereof are intended to protect the Company and accordingly the Company shall be deemed a third party beneficiary with respect to such provisions and shall have the right to enforce such provisions as appropriate.

### 12. Amendment and Waiver

The provisions of this Agreement may be amended or waived only with the prior written consent of the Company and the Executive and no course of conduct or failure or delay in enforcing the provisions of this Agreement shall affect the validity, binding effect or enforceability of this Agreement.

For & on behalf of Concept Public Relations India Limited,

  
Pooja Chaudhri  
Executive Director

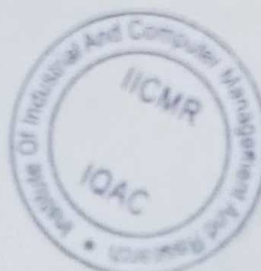
Please confirm your acceptance of this Agreement by returning one of the two copies of this employment contract to the Company, initialed on each page and signed on the last page provided by the annotation "read, approved and accepted".

Signed \_\_\_\_\_ Address: \_\_\_\_\_

Date: .....2022

## ANNEXURE

Gross Payable	25,000/-
Basic	12,500/-
Grooming Allowance	6,250/-
HRA	6,250/-
Less Professional Tax	200/-
Net Payable	24,800/-



Received  
Date 2



## Offer of Employment!!

1 message

Narbada Sharma <narbada.sharma@groupcarnival.com>

Wed, Apr 6, 2022 at 6:40 PM

To: dipalinagare.mbalicmr@gmail.com

Cc: Ameya Karambe <ameya.karambe@groupcarnival.com>, Nikita Dubal <nikita.dubal@groupcarnival.com>, placement cell <placement@iicmrmba.in>

Dear Ms. Dipali Nagare,

Following our discussion, we are pleased to inform you that we wish to engage your services in the designation of **Management Trainee (Business Analyst)** in **Carnival Films Pvt. Ltd.** & will be posted at **Corporate Office – Mumbai**. The CTC offered to you is **Rs. 5,00,000/- (Rupees Five Lakhs only) per annum** which includes Retention Bonus of **Rs. 50,000/- (Rupees Fifty Thousand only)** which will be paid out on completion of 18 months in the organisation. The salary will be subject to the statutory deductions as per Income Tax Rules and other applicable rules & regulations.

A formal contract, setting out terms of your service will be issued once you join us subject to your reference check for the past and current employer being found satisfactory. This offer has been released based on the conversation that we had at different interview stages. In case any information is found misrepresented or any of the below required documents are found insufficient or manipulated during the pre-joining or post-joining period, then the offer and/or appointment letter will stand null and void without any official intimation.

On the assumption of our recent discussion, we would appreciate confirmation of your acceptance to this offer by reverting on this email within 24 hours. We expect you to assume your duties not later than **25<sup>th</sup> April 2022**.

In case you fail to join the company on or before the date of joining mentioned in this offer letter or mutually agreed subsequent date by both the parties, you will be liable to pay the company a sum equal to 5% of the Annual CTC offered to you. For all purposes, this offer letter shall be treated as a contract under the Indian Contract Act, 1872 and violation of this clause can attract legal action.

Kindly note that your appointment will be subject to you being found medically fit by registered medical practitioner. The company reserves its rights to get you medically checked by company empaneled medical practitioner if found necessary.

You shall submit the following documents within 3 working days from receipt of this offer letter. Non submission of the same may result in withdrawal of this offer letter without intimation from our part.

- Self-Attested photocopy of all Educational Passing Certificates & Mark sheets.
- Self-Attested photocopy of Relieving letter from your last employer or original resignation acceptance.
- Self-Attested photocopy of age & current address proof (PAN and Aadhaar colour copy mandatory).
- Four recent color passport size photographs.
- Self-Attested photocopy of Appointment Letter, Salary slips (latest 3 months), and Experience Certificates from past Employers along with Relieving Letters.





· Medical Certificate

Request you to accept this offer by confirming via email on or before 06<sup>th</sup> April 2022.

Kindly find the CTC bifurcation attached herewith for your perusal.

Best Regards,  
Narbada Sharma  
Assistant Manager - HR

*Accepted  
Narbada Sharma*



cid:image001.png@01D3ABED.13451650 **GROUP CARNIVAL**  
Carnival House | Gen. A K Vaidya Marg  
| Off Western Express Highway,  
Dindoshi | Malad - East | Mumbai -  
400097 | Maharashtra | India

Phone: 022-62860000 | Extn.: 518 |

Mobile: +91 8976870174 Web:  
www.groupcarnival.com

"CONFIDENTIALITY NOTICE: This message and any files attached might contain confidential information of CARNIVAL GROUP. If you are not the intended recipient, please notify the sender immediately and delete the message from your system, without any further forwarding or broadcasting of the message. The organisation is not responsible for any damage caused by a virus or alteration of the e-mail by a third party or otherwise."





IKEA India Private Limited

IKEA/FY 22/RTIN/MUM

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

Ms. Dipti Khot

Sub: Offer Letter

This is with reference to our several discussions; we are pleased to offer you the position of IKEA Sales Co-Worker at IKEA Store R-City. Your Gross salary of **Rs. 30,108/-** (Rupees Thirty Thousand One Hundred and Eight Only) **per month** which is equivalent to an **annual CTC of Rs. 4,13,004/-** as per attachment. You will be additionally entitled to Medical Benefits as detailed, and other benefits as per the Company Policy. Your next salary review will be due in January 2023 at the discretion of Management.

After receiving your acceptance of the above, a formal Letter of Appointment will be given to you on the first day of your joining IKEA. We seek your confirmation on this offer by 18<sup>th</sup> March'22 or else it is deemed void.

This offer is valid subject to the condition that your Background Verification is positive.

Yours sincerely,

For IKEA India Pvt. Ltd.

Ajay Singh

Unit People and Culture



I hereby accept this offer as a \_\_\_\_\_ on the terms and conditions stipulated in this letter and confirm to join IKEA from \_\_\_\_\_.

Date.....

(Signature)

# eClerx

Date: December 29, 2020

Ms. Gopika Vivek Pp

Flat No 36, Gurukrupa Complex  
Ruston Colony Chinchwad  
Pune, 411033

## Offer Letter

Dear **Gopika**,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Digital 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. 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.
3. Your date of commencement of employment will be on or before **December 31, 2020**.
4. Your Cost to the Company will be **INR 219,180** (As per the enclosed Annexure).
5. Deductions applicable: Professional Tax / Income Tax / Transport (As applicable).
6. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1400** will be deductible from your net monthly salary every month.
7. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
8. 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.
9. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
10. Successful completion of these training and probation period is critical for confirmation of your employment.
11. 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.

12. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and

Registered Office:  
eClerx Services Ltd.,  
[CIN: L72200MH2000PLC125319]  
Sonawala Building, 1<sup>st</sup> Floor, 29 Bank Street, Fort,  
Mumbai – 400 023, Maharashtra, India.  
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8655  
E-mail ID: [contact@eclerx.com](mailto:contact@eclerx.com) | [www.eclerx.com](http://www.eclerx.com)

Office Address:  
eClerx Services Ltd.,  
Building # 14, 4<sup>th</sup> Floor, K Raheja Mindspace, Plot # 3, TTC Industrial Area,  
Thane Belapur Road, Airoli, Navi Mumbai – 400 708, Maharashtra, India.  
Ph: +91 22 6114 1555  
[www.eclerx.com](http://www.eclerx.com)

joining date, failing this, the offer shall stand withdrawn automatically, without any further intimation to you.

On the day of your joining, you are requested to meet with Vaishnavi Bhagat from Human Resources team for all joining formalities at our Pune office at 9:00 a.m. (Address: Block 01, Lower Ground Floor, Embassy Quadron Business Park Limited, Hinjewadi Phase-II, Pune, Maharashtra 411057) email: vaishnavi.bhagat@eclerx.com; contact number: +91-20-67965025).

Terms of your employment are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organisation.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

**We welcome you to the eClerx family and wish you a successful career with us.**

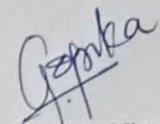
Yours Truly,  
By

Accepted

For eClerx Services Ltd

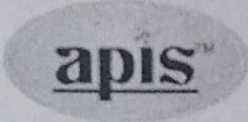


Andrews Simon  
Associate Principal – Human Resources



Gopika Vivek Pp





**APIS INDIA LIMITED**

1002, East Patel Nagar, New Delhi-110 008 India  
T: +91 11 4330 8600 F: +91 11 2571 2631  
E: mail@apisindia.com W: www.apisindia.com

Dated: 23/06/2022

Miss Harshita Grover  
Maharashtra

**Subject: Letter of Intent**

Dear Miss Harshita,

Congratulations!

We are pleased to issue you an offer of appointment as **Key Account Executive**, (Grade- E2) CTC Rs 4,00,000 per annum (Rupees Four Lakh only) in our organization at **Goa Location** on terms and conditions as naturally agreed upon during the course of discussions. Please join the services on or before **28/06/2022**. Kindly submit the documents as mentioned in **Annexure 1**.

This Letter of Intent is issued based on the facts and details shared by you at the time of interview. Your joining will be subject to the verification of your antecedents and the documents submitted by you. In case facts and details shared by you or documents submitted by you are found false at a later date, your services will be terminated immediately and company will be under no obligation for payment of salary for the services rendered by you.

The detailed formal letter of appointment incorporating the terms and conditions of your appointment shall be issued on the completion of all the joining formalities.

**Kindly acknowledge the receipt by signing of this letter of Intent as your acceptance for the same.**

Needless to say that in case you fail to join as stipulated above, the offer shall automatically being revoked / cancelled.

For APIS INDIA LTD

Yours sincerely,

**Neelendra Pandey**

Deputy Manager – HR

**Works:** Khasra No. 66-69, Vill. Makhiali Dundi, Peerpura Road, Opp. Hyundai Showroom, Roorkee, Uttarakhand - 247667 • **CIN:** L51900DL1983PLC164048

STRICTLY CONFIDENTIAL

Date: November 27, 2020

Hrishikesh Murade

Pimpri,  
Pune

Dear Hrishikesh Murade,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Junior Executive and you will be functionally working as Relationship Manager in Grade L1B at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before November 30, 2020. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

**1. Location**

You shall be based at Pune (CFU) and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

**2. Transfer**

The Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

**3. Compensation Package**

Your compensation package will be as detailed in Annexure A. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

**Bonus, Quarterly Incentive and Annual Increment**

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time.

The annual increment and quarterly incentive shall be paid to you subject to the applicable process and policies of the company from time to time. The payment of Quarterly incentive or annual increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company at its sole discretion from time to time. The Quarterly Incentive plan is subject to the management review and the plan in force for that particular quarter

281609/104198/Hrishi Murade/19436

**Bajaj Allianz Life Insurance Company Limited**

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789  
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com  
CIN: U66010PN2001PLC015059



S&P Capital IQ (India) Pvt. Ltd.  
S&P House,  
Behind Divya Bhaskar,  
Opp. Orchid Woods,  
Corporate Road, Prabalnagar,  
Ahmedabad 380051 India  
T : 01 79 4800 5000  
spglobal.com  
CIN : U72200TG1994PTC018719

**OFFER LETTER**  
**Private & Confidential**

October 21, 2022  
Ms Isha Chana

Building no 3,4,  
LIG Colony Road, Sector 25, Pradhikaran, Nigdi,  
Pune - 411044

We are pleased to offer you an employment opportunity as Data Analyst at S&P Capital IQ (India) Pvt. Ltd ("Company"), Ahmedabad.

Job Grade: 7A

Segment: S&P Global Market Intelligence

Date of Joining: December 5, 2022

Your total earnings (Cost to company) is Rs. 484,680.00 (For details refer to Annexure-II and Addendum).

The terms and conditions of this offer are enclosed herewith in Annexure - I.

This offer is subject to (i) confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of December 5, 2022 ("Date of Joining") and at all times thereafter, (ii) the successful verification of your background information; and (iii) you reporting to Company on the Date of Joining. The Company reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

Please note that the joining conditions also include you being present to complete the induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with the Company and being able to receive Company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by the Company to you. You will also need to complete related induction processes, which may be conducted remotely by the Company at its discretion. You will be required to provide requested personal information, education and employment documents as part of the onboarding process as intimated by the Company.

Please note all Company property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of the Company at all times and are to be used with utmost care.

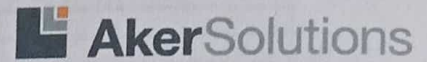
You are requested to kindly acknowledge your acceptance of the offer letter (including the Annexure-I) by signing below and sharing digitally signed copy of the letter within 5 days of receipt. The terms set out in the offer letter are for your guidance and not necessarily exhaustive.

Signature : Ishal Chana  
Date : 25/10/22

**S&P Global**

Registered office: S&P Capital IQ (India) Pvt. Ltd. Floor No. 19, 20, 21, Skyview 10, Survey No. 853, Kharolpada, Chy. Ranurgam Village, Serilingampally Mandal, Hyderabad - 500083





Date: 9/02/2022

**Mr. Karamdeep Singh Kohli,**  
Pune

Dear Mr.Karamdeep,

Further to the discussions you had with us, we are pleased to offer you the position of **Engineer – Quality** in Career Band **E Low** in our organisation on a remuneration given in Annexure-1.

The position offered to you is currently located at our office at Pune and your duties and responsibilities will be largely as described in the Job description / outlined to you during the interview and subsequent discussions.

This offer letter shall be duly accepted and signed indicating the date of joining. The offer letter shall be withdrawn in the event of.

1. Your medical reports are unsatisfactory in the opinion of our company doctors or
2. Your signed acceptance with the joining date is not received within 7 days from the date of this letter or,
3. You do not join the organisation on the committed date without any intimation.
4. A background verification will be conducted, should the result be unsatisfactory, your employment will be terminated.

This offer is subject to the correctness and validity of the information provided by you in your resume, personal registration form and during interview(s).

Please submit the documents/information as mentioned in the pre-joining mail on or before your date of joining.

You will be on probation for a period of six months and your employment will be confirmed from the first day of the succeeding month, subject to your satisfactory performance review by your Line Manager.

Please note that any change in law by the action of the government/statute which effects the components of the salary will be advised to you in good faith when applicable.

Your formal appointment letter with detailed terms and conditions of your employment will be issued to you within a week of your joining.

Please also note that the grade and designation offered to you are as per our current structure.

Yours faithfully,  
For Aker Powergas Pvt. Ltd.

DocuSigned by:  
*Asma Lata*  
Asma Lata  
8FE4E92A00D3409...  
Vice President – People & Organization

DS  
*klk*

I will report to work on 21/02/2022

Received & Accepted

*[Signature]*  
Signature





Let's build  
a World Class Bank,  
right here in India.



Date: July 20, 2022

**Job Offer Title: Senior Bank Officer-Corporate Salary**

**KHUSHI SINGH**

Dear Khushi,

We are pleased to make an offer to you as "**Senior Bank Officer-Corporate Salary**" within **Retail Banking - Retail Liabilities** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **22/Aug/2022** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **Rs. 3,75,000/- (Rs. Three Lakh Seventy Five Thousand only)** per annum. Details maybe referred in Annexure A. The position is currently based at **Pune**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.

A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.

- i. Certificates in support of your highest educational and/or professional qualifications,
- ii. Proof of date of birth,
- iii. Certificates in support of your previous employments,
- iv. Your recent passport size photograph,
- v. Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,  
**Human Resources**  
**IDFC FIRST Bank**

*Khushi*





NEEM Trainee Reg.No. : 574840

Date:- 10/Jun/2022

**NEEM TRAINEE CONTRACT LETTER**

To,  
Mayuri Satishkumar Shastri,  
Sant Krupa Housing Society, Tamhane Wasti, Chikhali, Pune, Maharashtra - 412114

Dear Mayuri,

With reference to your application with us for Intern-PSP, we are pleased to engage you as "Intern-PSP" in "FAURECIA INDIA PRIVATE LIMITED BHOSARI" subject to the following terms and conditions :

1. The Period of training shall be 12 months with start date 28/Jun/2022 and end date 27/Jun/2023.
2. You will be paid consolidated monthly stipend of Rs.15000.00/-
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
7. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
  - i. If you secure gainful employment (on production of copy of the appointment letter) and
  - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
  - iii. Absent from on the job training for more than 3 days without permission.
  - iv. Any kind of disciplinary issue
  - v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

Page 1 of 2

YASHASWI ACADEMY FOR SKILLS

CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA

t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in

CIN : U80903PN2014NPL151080



Let's build  
a World Class Bank,  
right here in India.



Date: July 22, 2022

Job Offer Title: Senior Bank Officer-Corporate Salary

MOHIT KUMAR SINGH

Dear Mohit,

We are pleased to make an offer to you as "**Senior Bank Officer-Corporate Salary**" within **Retail Banking - Retail Liabilities** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **22/Aug/2022** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **Rs. 3,75,000/- (Rs. Three Lakh Seventy Five Thousand only)** per annum. Details maybe referred in Annexure A. The position is currently based at **Pune**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

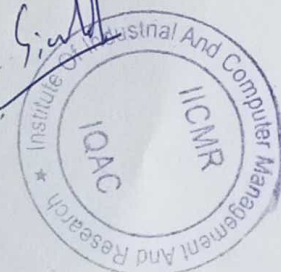
Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.

- A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.
- Certificates in support of your highest educational and/or professional qualifications,
  - Proof of date of birth,
  - Certificates in support of your previous employments,
  - Your recent passport size photograph,
  - Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,  
Human Resources  
IDFC FIRST Bank





# elasticrun

NETWORK OF POSSIBILITIES

Date: 1-Feb-2022

## Retention Bonus Letter

Dear Mokshada nitin jadhav,

With reference to your offer letter **Feb 22/WFMCG/FOPS-SAL/21** dated **1-Feb-2022** for **Management Trainee**, we are pleased to inform you that you will be eligible for Retention Bonus as per below policy:

### Policy:

The amount will be paid to you only if you are still employed on the Installment period and are not serving notice period at the time of bonus pay out. The retention bonus will be paid to you through the next reasonable payroll cycle following the respective installment date. There shall be no pro rata payment of bonus made in any manner whatsoever and the amount shall be payable only upon completion of your respective installment period. In case of separations from the company before the respective installment period either voluntarily or involuntarily; these amounts shall not be payable. The retention bonus is a linkage to meet expectations performance rating in 1st and 2nd year.

Below is the Retention Bonus amount installment details:

Installment No.	Retention Bonus Amount	Installment Period
1	Rs.100000 (Rupees One Lakh only)	12 months from Date of Joining
2	Rs.100000 (Rupees One Lakh only)	12 months from Date of Joining

Kindly acknowledge the same.

Your continued service and commitment is deeply appreciated, and we look forward to the future with you at ElasticRun.

For ElasticRun

Authorized Signatory

### Acceptance

I have read the terms and condition of this letter and confirmed my acceptance of retention bonus payout policy. I acknowledge and confirm that the Company has the right to amend or add conditions at its sole discretion and I shall comply with any changes after they have notified to me.

Employee Signature :

Full Name : Mokshada nitin jadhav

Date: 1-Feb-2022

Place



**NTEx Transportation Services Pvt Ltd.**

2<sup>nd</sup> Floor, Wonder Cars Arena Building, Sr. No. 165, Near Kokane Chowk, Pimple Saudagar, Pune-411027  
Ph: (020) 2740 2430, +91 744474 88501 | CIN - U63090PN2014PTC151094 | email - contactus@elastic.run

[www.elastic.run](http://www.elastic.run)



# elasticrun

NETWORK OF POSSIBILITIES

## Offer Letter

Ref No.: Feb 22/WFMCG/FOPS-SAL/21

Date:1-Feb-2022

To Ms. Mokshada nitin jadhav  
Pune

Subject: Offer Letter

Dear Ms. Mokshada nitin jadhav,

We are pleased to offer you the position of **Management Trainee** with **ElasticRun** ("Company"/"Organization") at **Pune** ("Base City") on the following terms and conditions:

**1. Date of Commencement:**

Your Date of Appointment will be **3-Feb-2022**.

**2. Position and Reporting Structure:**

You will be performing the role of **Management Trainee** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

**3. Probation:**

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

**4. Compensation:**

Your Annual gross compensation will be **Rs.400,000 (Rupees Four Lakhs only)** as defined in the salary annexure.

You will be covered under the company insurance policies as under –

1. Medical Insurance of **Rs.3,00,000** family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of **Rs.30,00,000**
3. Accidental disability benefit of **Rs.20,00,000**

**5. Annual Appraisal:**

Your appraisal shall be subject to the Performance Management policy as designed and applicable to Company. Currently, we follow a performance review cycle of 1st April to 31st March. If your joining date is on or before 30th September, you shall be eligible for performance review in the immediate appraisal cycle, else you will be eligible in the subsequent year.

**6. Salary Revision:**

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (Individual and company) performance and results.

**7. Statutory and TDS Deductions:**

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.

*Mokshada*



NIEx Transportation Services Pvt Ltd.

2<sup>nd</sup> Floor, Wonder Cars Arena Building, Sr. No. 165, Near Kokane Chowk, Pimple Saudagar, Pune-411027  
Ph: (020) 2740 2430, +91 744474 88501 | CIN - U63090PN2014PTC151094 | email - contactus@elastic.run

[www.elastic.run](http://www.elastic.run)

To,

**Mrunal Bhosale,**  
**Location: Pune**  
**India Business Title: Associate - Financial Services Operations**  
**Workday Title: Financial Services Representative I**  
**Grade: S1**

Dear Mrunal Bhosale,

**Sub: Appointment Letter**

DST Worldwide Services India Private Limited is pleased to appoint you in its services with effect from January 3, 2023 subject to the terms and conditions set out in this letter.

You hereby acknowledge that the terms and conditions of employment as set out in this letter shall be governed by the policies and guidelines issued by the Company from time to time. You agree to be bound by any and all such policies and guidelines and acknowledge that such policies and guidelines may be amended or modified or withdrawn from time to time at the sole discretion of the Company. Such change shall be notified by the Company to you at the earliest opportunity and shall be binding upon you.

**1. Designation:**

1.1 The Company agrees to employ you, and you agree to act as "Associate - Financial Services Operations" (India Business Title)" and serve the Company upon the terms and subject to the conditions set out in this letter. Your designation is subject to change as per the roles, responsibilities and work assigned to you from time to time.

**2. Compensation:**

2.1 You will be entitled for an annual cost to company (CTC) of Rs. 2,64,985 (Rupees Two Lac Sixty Four Thousand Nine Hundred Eighty Five Only) per annum. For details of your remuneration structure, please refer to the enclosed Annexure-A.

2.2 All amounts payable by the Company under this letter shall be subject to such withholding tax, tax deduction at source or any other taxes as may be required under applicable laws, other statutory deductions, if any, and social security contributions. However, it shall remain your responsibility to meet your tax liabilities.

**3. Entitlement to other benefits:**

3.1 You will be entitled to provident fund, leave travel allowance, personal accident insurance, mediclaim and any other such benefits as per the Company's policies from time to time and as may be applicable to the same class of employees.

**4. Place of work and Transfer:**

4.1 Your initial place of work will be at Pune, India. However, your services are transferable and you may be assigned to any location in India or abroad, where the Company or any one of its associates or customers conducts business. While on transfer you shall be governed by the rules, regulations and conditions of service of that location.

**5. Shift timings:**

5.1 As the Company functions 24 hours a day and 7 days a week, you will be required to work in shifts as per the requirements of the Company. You will be expected to work and to be on duty except while traveling on business as assigned to you by your superiors. You will be entitled to staggered weekly offs as per the shift schedule put up from time to time.

**6. Probation:**

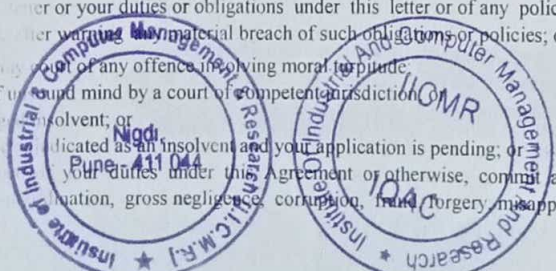
6.1 You would be on probation until you successfully complete your probationary period and the same is confirmed to you through a confirmation letter. The probationary period is for 90 days and may be extended in case there is a gap in performance and you would be notified on or before your probation date in such event. At any time, during the probationary period, either you or the company may terminate your service by giving 30 days of notice or the company may at its absolute discretion make a payment or payments representing basic salary or any other contractual entitlements (except any performance related variable bonus) to which you would be otherwise be due in the notice period in lieu thereof.

**7. Termination:**

7.1 Upon completion of probation period and confirmation, either party shall have the right to terminate this letter upon 2 month(s) notice in writing to the other. The company at its discretion, may permit the termination of employment upon payment of 2 month(s) salary in lieu of the 2 month(s) notice.

7.2 Without prejudice to Clause 6.1 above, the Company shall be entitled to terminate your employment by giving a written notice of 60 days, if you shall:

- (i) be negligent or respect, neglect or fail to carry out or refuse to attend to, or commit any material breach or non-observance of the terms and conditions of your duties or obligations under this letter or of any policies framed by the Company or if you shall be guilty of any other material breach of such obligations or policies; or
- (ii) be convicted by any court of any offence involving moral turpitude;
- (iii) be found to be of unsound mind by a court of competent jurisdiction;
- (iv) be declared as insolvent, or
- (v) be declared to be a defaulter as indicated as an insolvent and your application is pending; or
- (vi) in discharge of your duties under this Agreement or otherwise, commit any acts subversive of good conduct and discipline, or be guilty of fraud, misappropriation, gross negligence, corruption, fraud, forgery, misappropriation or violation of the Company's policies.





PRIVATE AND CONFIDENTIAL

March 25, 2024

Nikhil Uttam Bhalerao

Room No:2 Nawale Chawal  
Engracia Society Pimple Gurav,Pune-411061

Dear Nikhil,

**LETTER OF APPOINTMENT**

We are pleased to offer you employment with DBS Bank India Ltd ("Bank") subject to satisfactory references, on the terms and conditions set out in this letter and in Appendices I and II to this letter which together constitute your contract of employment with the Company ("Letter of Appointment").

**Position**

Your appointment will be OFFICER, PB, Corporate Salary, Distribution (RE0310), with the Corporate rank of Officer in Consumer Banking Group of "Bank" at India>Maharashtra>Pune. Your role and responsibilities may from time to time extend to cover other entities within the DBS Group ("Group") which may be situated at any location where the "Bank" has or may in future commence operation. As we continue to make our mark in Asia, we look forward to having you on board to seize the opportunities offered by a growing Asia.

**TOTAL COMPENSATION**

You will receive a total compensation comprising an Annual Guaranteed Cash (Basic Salary and Other Allowances), Variable Bonus and Benefits.

(a) Your commencing Annual Guaranteed Cash (Basic Salary and Other Allowances) is Rs. 450,000- only.

Refer "**Annexure A**" for a detailed breakup of your Cost to Company (Basic Salary, Other Allowances and Retirals).

**(b) Variable Bonus**

You will be eligible for a Variable Bonus provided you are not serving your notice period consequent to your resignation/termination of your employment by the "Bank" as on the payment date. The amount will be determined by the "Bank" at its sole discretion taking into account your performance, the performance of the "Bank" and the operating unit you are deputed to, as well as other factors that may be determined by the "Bank". The "Bank"s decision in this regard will be final and binding and shall not be called in question.

The Variable Bonus may include:-

- (i) cash; and/or
- (ii) long-term incentives
- (iii) quarterly performance bonus for sales staff (Where Applicable instead of Variable Bonus)

Provided that such performance bonus shall be dependent upon your performance.

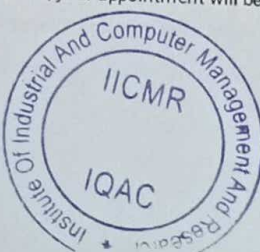
**Benefits**

You will enjoy a host of benefits which covers various types of leave including annual leave, medical leave, banking privileges and insurance. Details of these key benefits are set out in Appendix I enclosed. All schemes on staff benefits, allowances, bonuses and incentives are granted at the "Bank"s sole discretion. The "Bank" may review and modify these schemes from time to time and this may result in changes in or withdrawal of the schemes, upon notification by the "Bank".

**Probation**

Your probationary service period is 3 months months starting from (and including) the date on which you commence your employment with the "Bank". Confirmation of your appointment is subject to satisfactory work performance and conduct during the probationary service period. Unless you are notified otherwise, your appointment will be confirmed automatically.

**Resignation and Notice Period**



Ref: 934284/2156788/Permt

Date: 10th October, 2022

Pallab Dey  
12/44, Tilok Road, Durgapur 5, Baragaria, Durgapur Steel Town  
East Bardhaman, West Bengal - 713205  
Phone No: 7407065406

Subject - Offer of Appointment

Dear Pallab Dey,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Analyst - BPS on U1 band**, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 350000 (Rupees Three Lakhs Fifty Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **10th October, 2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Kajal Prakash Hule** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, Plot No.01, Rajiv Gandhi Infotech Park, Phase-3, Hinjewadi, Pune SEZ, Pune - 411057**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Kajal Prakash Hule** latest by **10th October, 2022**.





**faurecia**  
inspiring mobility

22-March-2021.

Mr. Pradnesh Bhattu,  
Snehdeep, Plot No. 17/C,  
Sr No. 23-4A Samartha Nagari,  
Near Appu Ghar, Nigdi  
Pune 411044

Dear Mr. Pradnesh,

Faurecia India is pleased to offer you the position of "ANALYST - PSP" effective 22-March-2021 We trust that your knowledge, skills and experience will be among our most valuable assets. At the time of joining, the originals (for verification) as well as a copy each of the following documents is to be furnished:

1. Educational Certificates (as applicable)
  - a. Post Graduation
  - b. Graduation
  - c. HSc.
  - d. SSc.
2. Experience Letter / Relieving Letter from the previous two employers.
3. Salary Certificate from the previous two employers
4. Age Proof
5. Photo Identity Proof
6. PAN Card
7. Passport sized photograph (02 Nos)

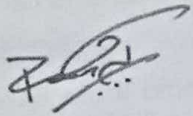
You are requested to appear for pre-employment medical checkup before joining. This offer is subject to your being certified medically fit by the medical practitioner at any given point of time of your employment.

Please sign the enclosed copy of this letter and return it to indicate your acceptance of this offer. We at Faurecia Interior Systems look forward to welcoming you aboard for a long and mutually rewarding association

Thanking you,

Yours faithfully,

For Faurecia India Pvt. Ltd.



Pavan JAYAPRAKASH  
Group HR Director - Faurecia India and FCM Operation India

I Accept the above terms and conditions and shall report, for duty on : P.P.B.

Signature of the candidate and date :

02/04/2021

**Faurecia India Private Limited**

(Formerly known as Faurecia Interior Systems 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

P.P.B.

# Advani Olickal Healthcare Services Pvt. Ltd

201, Sundaram Bldg, M G Road, Ghatkopar (E), Mumbai - 400 077. Tel.: 022-25298202, Mob.: 961 939 4267

Date: 31<sup>st</sup> Aug 2021

Dear Miss Pranali Rajendra Kokate

Subject: OFFER LETTER

With reference to above we are pleased to inform you that your appointment as Receptionist will be from 6<sup>th</sup> September 2021. You will be paid a gross remuneration of Rs. 20000/- per month inclusive of all statutory and other benefits.

This offer is on the following terms and conditions:-

1. Your service in the company will be governed by the rules & regulations in force from time to time.
2. You will undertake not to engage yourself in any other employment or business activity and that you will not divulge any confidential and competitive information to any third party nor engage in any activity detrimental to the interest of the company either directly and indirectly while in employment of the company.
3. Your appointment will be at Daycare Angels, 3<sup>rd</sup> Floor, Sushrut Hospital, Swastik Park, Chembur East. Should the need arise your services are transferable as the Management may consider necessary from.
4. Retirement: You will retire from the services of the Company on your completing the age of 58 years. For computing this age, the date of birth recorded in your School leaving Certificate or any other record considered authentic enough by the Management at the time of joining will be taken as final. On non-availability of these or in the event of any dispute arising over this at any point of time, the assessment of your age will be done through medical examination and the opinion of the examining doctor appointed / authorized by the Company will be taken as final
5. If there is relocation of the work spot you should be prepared to accept the work in the relocated place.



-1-



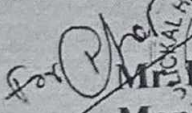
mobile : 09619304200

# Advani Olickal Healthcare Services Pvt. Ltd

01, Sundaram Bldg, M G Road, Ghatkopar (E), Mumbai - 400 077. Tel.: 022-25298202, Mob.: 961 939 4267

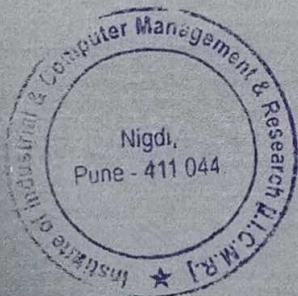
6. If you want to resign, one month notice period is compulsory from the date of submission of resignation letter. To avoid patient inconvenience.
7. You shall furnish to the management your correct residential address. Any subsequent change in the address should be intimated immediately in writing to the management.
8. This letter is issued on the understanding that all the information furnished by you in your application is correct and true. If, at any time, it is found that the information given by you is not correct and true and or you have suppressed any information, the company will have the right to terminate the employment without any notice.
9. During the period of your service with the company you will devote your full attention to the responsibilities entrusted to you and you will perform your duties to the best of your ability and in best interest the Company, in line with directions and guidance from the Superior.
10. This Appointment Order is issued to you in duplicate. Please affix your signature and return the copy in token of having understood and accepted these terms and conditions.

Your's Faithfully,

  
General  
Mr. Deepu Jose  
Manager  
★ ADVANI Olickal HEALTHCARE SERVICES PVT. LTD. ★

I have read and understood all the terms and conditions of my Employment as mentioned herein and fully agree to subject myself to the said terms and conditions.

  
Miss, Pranali Rajendra Kokate



Apprenticeship Offer cum Appointment Letter

Date: May 22, 2021

Mr. Pratik Ashish Jadhav  
77/4, Sector 25, Lig Colony,  
Pradhikaran, Nigdi 411044

Dear Pratik,

Congratulations!!!

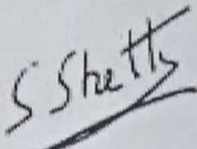
We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as "DOMAN"). Your designation under the Program would be an Analyst and functional title as Apprentice. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "Contract"). Please return a duly signed duplicate copy of this letter for our records.

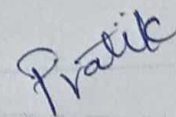
Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you.

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

Regards,

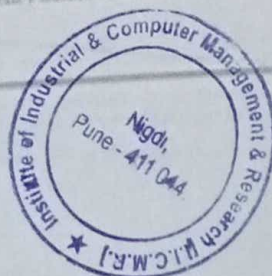


Sagar Shetty  
- Human Resources



Registered Office:  
eClerx Services Ltd.,  
[CIN: L72200MH2000PLC125319]  
Sonawata Building, 1<sup>st</sup> Floor, 29 Bank Street, Fort,  
Mumbai - 400 023, Maharashtra, India.  
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8655  
E-mail ID: contact@eclerx.com | www.eClerx.com

Office Address:  
eClerx Services Ltd.,  
Block No 1, 5<sup>th</sup> Floor, Quadron Business Park Limited,  
Rajiv Gandhi Infotech Park, Plot No: 28, Hinjewadi Phase II,  
Pune - 411 057, Maharashtra, India.  
Ph: +91 20 4027 7990  
www.eClerx.com



Confidential

Pratik Ashish Jadhav

Letter of Offer

*Strictly Private and Confidential*

03-Oct-2022

**PREETAM PHADTARE**

Dear PREETAM PHADTARE,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Independent Relationship Manager at Management Trainee** grade based at **PUNE**. Your per annum fixed **Cost To Company (CTC)** ( inclusive of all statutory payments ) shall be **Rs. 350004/- p.a. (Rupees Three Lakh Fifty Thousand and Four Only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

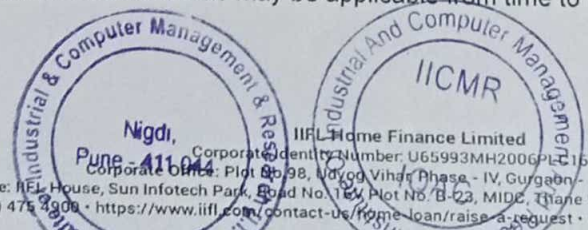
All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **10-Oct-2022**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

Classification: Class B

  
IIFL Home Finance Limited  
Corporate Identity Number: U65993MH2006PLC156475  
Corporate Office: Plot No. 98, Vajda Vihar Phase - IV, Gurgaon - 122015 (Haryana)  
Registered Office: IIFL House, Sun Infotech Park, Road No. 1, Plot No. B-23, MIDC, Thane Industrial Area, Wagale Estate, Thane - 400604  
Tel: (91-124) 4754900 • <https://www.iifl.com/contact-us/home-loan/raise-a-request> • website: <https://www.iifl.com/home-loans>

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

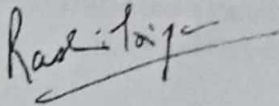
We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

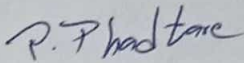
Yours faithfully,

For IIFL



**Rashmi Priya**  
Human Resources

I have read and understood the above terms and conditions of the offer and hereby accept the offer.



**PREETAM PHADTARE**

Date:

Classification: Class B



JEMKON

# JEMKON PVT. LTD.

CORPORATE OFFICE: Pk No. 1, Survey No. 7952 Opp. Maharashtra Sahasra 2, Subhashwadi, Talawade Road, Hingoli, Maharashtra 410501, India. CIN: U24233PN2013PTC14

Tel: 02135-202901/793037/5053. Email: [info@jemkon.com](mailto:info@jemkon.com) / [www.jemkon.com](http://www.jemkon.com)

Date: 20/01/2023

To,

**Ms. Prajakta Talware**

**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 **Project Coordinator in Marketing 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 **27 Jan 2023**. Your consolidated salary will be **Rs.20,000/-**. 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 can 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 (Adhar Card, Pan card, driving license), Age, Address Proof (light bill, phone bill), A. Bank details,
5. Relieving/Experience letter of previous company.
6. All Original Documents (Government issued ID) to be produced for Verification purpose.
7. Any other 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 **27 Jan 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 **27 Jan 2023**.

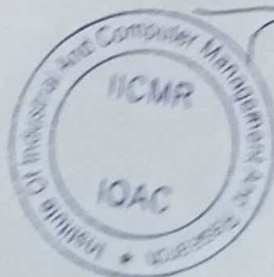
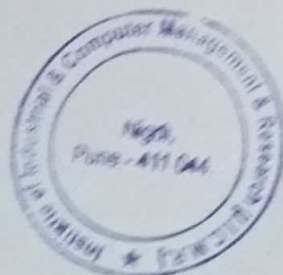
We congratulate you on your appointment & wish you a long & successful career with us.

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



*Prajakta T*

# Hettich

Hettich India Private Limited

A-26/4, 1st floor,

Mohan Co-operative Industrial Estate,

New Delhi - 110 044

Tele Ph. : +91 11 4889 4000

Fax : +91 11 4889 4044

E-mail : Sales\_enquiry@in.hettich.com

: Customer\_services@in.hettich.com

Website : www.hettich.com

Toll free : 1800 209 2096

CIN : U36109MH1999PTC161129

28<sup>th</sup> February 2022

Mr. Rohan Ashokrao Sawane  
Krishi Sarthi colony  
Basant road Parbhani-431401

Dear Mr. Sawane,

Sub: OFFER OF EMPLOYMENT/ LETTER OF INTENT

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in our organization as "Management Trainee" based at PAN India, at a salary and other terms and conditions, discussed and agreed to between us.

Your employment would be effective from 07<sup>th</sup> March 2022. And the formal Appointment Letter will be issued to you, upon successful completion of training followed by confirmation into regular cadre.

At the time of your joining the organization, it is considered obligatory for you to bring along and submit your letter of relieving from your former employer, wherever applicable

As your initial phase of appointment is in the nature of "Trainee" that requires expending company's resources to train and equip you for our job requirement, you will be required to execute a bond for an amount of Rs. 50,000 (Rupees fifty thousand Only) and undertake to serve the company for a minimum assured period of 24 (Twenty four) months, after successful completion of your training and confirmation in regular cadre.

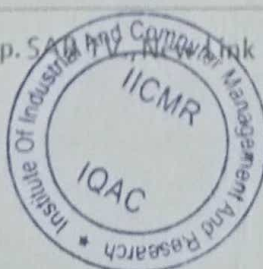
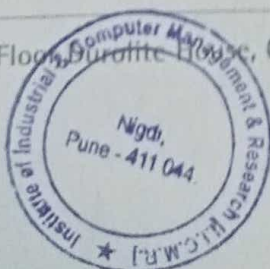
During the period of your training however, you will be required to appear for weekly tests on areas covered and it is considered a must that you pass each of these test to qualify eventually for continuity of your follow up training & consequent confirmation into regular job.

Kindly acknowledge the receipt of this Offer Letter and return the duplicate, as a token of your acceptance.

Yours faithfully,  
For Hettich India Private Limited

A. K. Goel  
Managing Director

Regd. Off: 3rd Floor, Computer Management & Research Institute, Opp. S.A. Road, Andheri (West), Mumbai - 400 053





Date: 09/08/2022

Mr. Sagar Baban Telange

At. Post. Wanjarawadi Ta. Bhoom. Dist. Osmanabad  
PIN CODE : 413504

**Sub: Offer for Traineeship**

Dear Sagar,

With reference to your application and subsequent interview you had with us, we are pleased to engage you as **Management Trainee** for a period of one year from the date of your joining, on the following terms and conditions:

1. During the above-stipulated period, you will be paid a Stipend of Rs 40,000.00 per month ( It includes PF of Rs.3600 p.m.). Your net take home will be Rs. 36,400 p.m.
2. In addition to this you will be eligible for a onetime bonus of Rs. 60,000 on completion of an year.
3. Your engagement will be initially for a period of one year. This period can be extended for further period or terminated at any time by the Company without any notice.
4. On successful completion of training, you may be confirmed on company's regular roll in proper grade and suitable designation.
5. You can be placed at any of the plants, projects of Company and its sister concern at India and abroad.
6. You shall be governed by all the rules & regulations and standing orders, as applicable from time to time to trainees of your category of the Company.
7. You shall carryout the jobs entrusted to you from time to time and shall be responsible for your work to all such officers under whom you shall be under training.
8. You are advised to report at **Pune Office** on or before **01/09/2022**

\*Candidate will be on Training for 1 year and evaluated after completion of said period for confirmation basis performance.

Please sign the attached duplicate copy of this letter in token of your acceptance of the above terms and conditions and return the same to us at the earliest. You will be required to undergo the medical examination; aforesaid offer would be treated as withdrawn/cancelled, if you are not found medically fit. While reporting for training please bring annexed Medical Fitness Certificate duly completed, five copies of your latest passport size photograph, copy of PAN Card, Aadhar Card and one copy each of your certificates/testimonials along with original, failing which you will not be allowed to join training.

We welcome you to the J.K. family and hope for your long and happy association.

Thanking you and wishing you all the very best

For J.K. Cement Ltd.

(Anileeb Jain)

Group President - Human Capital and Corporate Communications

This is a system generated letter

*Sagar Telange*

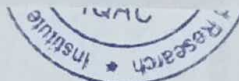
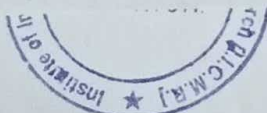


Registered Office  
Kamla Tower, Kanpur - 208001, U.P., India  
+91-512-2371478 to 85  
+91-512-2399854  
www.jkcement.com

**JK SUPER CEMENT**  
BUILD SAFE

JK CEMENT  
**WallMax X**  
White Cement With Fly Ash

Manufacturing Units at :  
Nimbahera, Mangrol, Gotan (Rajasthan) | Muddapur (Karnataka)  
Jharli (Haryana) | Katni (M.P.) | Aligarh (U.P.) | Balasinor (Gujarat)



AOESPL/HR/HR/2021-22/1136

25th Feb'22

Ms Sakshi Vijaykumar Kahalekar  
Near Fire station, Triratn Vihar, Shivajinagar,  
Nanded, wagh Shivajinagar Maharashtra-431602

**OFFER LETTER**

Dear Sakshi Vijaykumar Kahalekar,

We are pleased to offer you the position of "Trainee HR Recruiter" at Autoone Engineering Services Pvt Ltd, on the following terms and conditions:

Please refer your meeting and discussion with us earlier w.r.t existing positions at Autoone Engineering Services Pvt Ltd. We are pleased to offer you appointment at the designation of "Trainee HR Recruiter", at Autoone Engineering Services Pvt Ltd in Pune for which you had interviewed with us.

Your salary will be as mutually discussed and agreed between us. We request you to go through this offer letter and reply us by email the acceptance of the said offer.

Upon your joining and completion of formalities, we will arrange to issue you a detailed appointment letter on the date of your joining with us.

**You are requested to carry following documents in original and photocopy along with you as a part of joining formalities. All below mentioned documents should be self-attested.**

1. Copy of Resignation letter from previous company duly approved by HR department.
2. Relieving letter from previous company.
3. Proof of Salary – Salary slips for last three months or Bank Statement for last six months.
4. 5 Passport size photographs.
5. Address proof - Copy of electricity bill, phone bill etc.
6. Photo ID proof – Copy of Driving License, Passport etc.
7. Copy of Educational qualifications (SSC/HSC/Graduation/Post Graduations/Others if any).
8. PAN card photocopy.
9. "Medical Certificate" from a registered medical practitioner

**AUTOONE ENGINEERING SERVICES PRIVATE LIMITED**

Office No. 503, 4, 5<sup>th</sup> Floor, C Building, Pune IT Park-34, Gundh Road, Bhau Patil Marg, Bopodi, Pune- 411 020. Phone No. 20-6715700 Email: [hr@autooneengg.com](mailto:hr@autooneengg.com) | Website: [autooneengg.com](http://autooneengg.com)

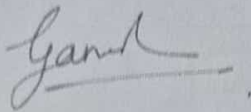


This offer will be valid till 28.02.2022 and you are requested to confirm your acceptance of said offer by email at the earliest. This offer is contingent upon veracity of all information shared, reference checks & completion of all onboarding formalities.

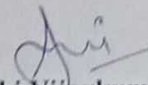
We look forward to your joining Autoone Engineering Services Pvt Ltd soon. We are sure that you will have a very exciting, enjoyable and fruitful career with the organization.

We take this opportunity to welcome you into the folds of "Autoone Team".

Yours Sincerely,



Human Resources  
Autoone Engineering Services Pvt Ltd



Sakshi Vijaykumar Kahalekar



Date: 05-Mar-2021

Sanjivani Ganesh Ayyar  
Vaishnavi Niwas, Bhawsar Chowk  
Mantri Nagar, Taroda  
Malegaon Road, Nanded-431605  
Sanjivaniayyar2021@gmail.com

Dear Ms. Sanjivani Ganesh Ayyar,

**Letter of Appointment**

Intellect Support Services Pvt. Ltd. is glad to offer you an appointment as **Executive Customer Support**. The broad terms and conditions of your appointment are as follows: -

1) Base Salary

Your base salary will be as per the details of the Compensation Package attached hereto as Annexure I, which shall be payable pro-rata at the end of each month and will be reviewed annually based upon your performance.

2) House Rent Allowance

The company shall pay you house rent allowance as per the compensation package attached as Annexure I.

3) Other Allowance

The company shall pay you Other Allowance as per the compensation package attached as Annexure I.

4) Place of work

Your initial place of work will be with our client **PayU Payments** deputed at Pune. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company conducts business, or your services may be seconded to clients, companies, associates, affiliates or joint ventures.

5) Working hours

The Company will be working 5 days a week, twenty four hours a day on different shifts. You will be expected to attend the office except while travelling on business and to work in shifts assigned to you of such other hours as may reasonably be required to complete your business duties. Within the working hours you would be entitled to a half an hour meal break.

*Sanjivani*

**INTELLECT SUPPORT SERVICES PRIVATE LTD.**

Corp. Office: A-47, LGF, Hauz Khas, New Delhi -110016 India  
Tel. : 011-41655400-03, Fax: 011-26967365





**Letter of Intent-Final Placement**

Date: 21-Mar-22

Dear Satyam ,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position-Executive-Client Acquisition

CTC- 3,30,000/-LPA

Location- Mumbai

An offer letter will be issued to you post successful completion of your 8tdocumentation.

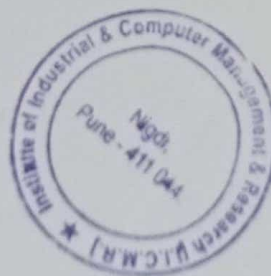
In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely,

Madhup Agrawal

National Head, HR





# elasticrun

NETWORK OF POSSIBILITIES

## Offer Letter

Ref No.: Mar 22/FIN/FIN-ACC/246

Date:21-Mar-2022

To Mr. Saurabh Anil Nerkar  
Pune

Subject: Offer Letter

Dear Mr. Saurabh Anil Nerkar,

We are pleased to offer you the position of **Junior Accounts Executive** with **ElasticRun** ("Company"/"Organization") at **Pune** ("Base City") on the following terms and conditions:

**1. Date of Commencement:**

Your Date of Appointment will be **24-Mar-2022**.

**2. Position and Reporting Structure:**

You will be performing the role of **Junior Accounts Executive** and will be assigned a reporting manager once you join. The company has the sole discretion to change your position, reporting line and responsibilities as required by business needs.

**3. Probation:**

You will be on probation for a period of six months or till order of confirmation has been issued in writing, whichever is earlier. If your performance is found unsatisfactory during the probation period, then your probation period may be extended or your services may be terminated. During the probation period, you or the Company may end your employment by providing a 15 days notice.

**4. Compensation:**

Your Annual gross compensation will be **Rs.400,000 (Rupees Four Lakhs only)** as defined in the salary annexure. You will be covered under the company insurance policies as under –

1. Medical Insurance of **Rs.3,00,000** family floater (Employee + Spouse + 2 Children)
2. Term Life Insurance of **Rs.30,00,000**
3. Accidental disability benefit of **Rs.20,00,000**

**5. Annual Appraisal:**

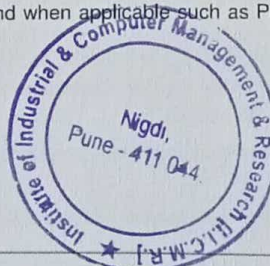
Your appraisal shall be subject to the Performance Management policy as designed and applicable to Company. Currently, we follow a performance review cycle of 1st April to 31st March. If your joining date is on or before 30th September, you shall be eligible for performance review in the immediate appraisal cycle, else you will be eligible in the subsequent year.

**6. Salary Revision:**

Your salary will be reviewed on annual basis. Revision in salary will be affected every year as per policy of the company. Salary revisions are discretionary and will be subject to, and on basis of effective (Individual and company) performance and results.

**7. Statutory and TDS Deductions:**

Statutory amount will be deducted from your salary as and when applicable such as Professional Tax, Income Tax, Provident Fund, and ESIC.



*Nerkar Saurabh*

**NTEx Transportation Services Pvt Ltd.**

2<sup>nd</sup> Floor, Wonder Cars Arena Building, Sr. No. 165, Near Kokane Chowk, Pimple Saudagar, Pune-411027  
Ph: (020) 2740 2430, +91 744474 88501 | CIN - U63090PN2014PTC151094 | email - contactus@elastic.run

[www.elastic.run](http://www.elastic.run)

Date: March 16, 2022

**Job Offer Title: Senior Bank Officer-Corporate Salary**

**SAURAV SARKAR**

Dear Saurav,

We are pleased to make an offer to you as "**Senior Bank Officer-Corporate Salary**" within **Retail Banking - Retail Liabilities** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **04/Apr/2022** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **Rs. 3,75,000/- (Rs. Three Lakh Seventy Five Thousand only)** per annum. Details maybe referred in Annexure A. The position is currently based at **Pune**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.

A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.

- i. Certificates in support of your highest educational and/or professional qualifications,
- ii. Proof of date of birth,
- iii. Certificates in support of your previous employments,
- iv. Your recent passport size photograph,
- v. Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,  
**Human Resources**  
IDFC FIRST Bank

*Saurav Sarkar*



06 Apr 2021  
Cognizant Technology Solutions India Private Ltd.  
Plot No. 26/27 ,  
Rajiv Gandhi Info Tech Park,  
M. I.D.C., Hinjewadi, Pune - 411 057

TO WHOM IT MAY CONCERN

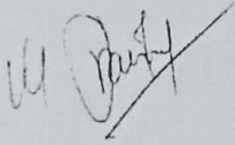
Sub: Proof of Employment

Employee Name : Mr.Sharad Kolte  
Employee Id : 915234  
Designation : Process Executive - Data  
Date of Joining : 26 Feb 2021  
Letter Validity : 60 days

Thanking you,

Yours Faithfully,

For Cognizant Technology Solutions India Private Ltd..



Pravin Mathiyalagan Kumar  
Associate Director - HR  
06 Apr 2021

Disclaimer: This document is valid, subject to associate being employed with us.

This e-letter is secure and when printed is deemed to be a valid document issued by Cognizant to its associate.  
To verify the content please reach [verification@cognizant.com](mailto:verification@cognizant.com).





Letter of Offer

*Strictly Private and Confidential*

04-Oct-2022

**SHRADDHA BHISE**

406, C wing, Mayur Nature Glory phase-3 Parsik Nagar, Kalwa

Dear SHRADDHA BHISE,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Independent Relationship Manager at Management Trainee** grade based at **PUNE**. Your per annum fixed **Cost To Company (CTC)** ( inclusive of all statutory payments ) shall be **Rs. 350004/- p.a. (Rupees Three Lakh Fifty Thousand and Four Only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **10-Oct-2022**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

Classification: Class B

IIFL Home Finance Limited  
Corporate Identity Number: U61999MH2006PLC166475  
Corporate Office: Plot No.98, Udyog Vihar, Phase - IV, Gurgaon - 122015 (Haryana)  
Registered Office: IIFL House, Sun Infotech Park, Road No. 16V Plot No. B-23, MIDC, Thane Industrial Area, Wagle Estate, Thane - 400604  
Tel: (91-124) 475 4900 • <https://www.iifl.com/contact-us/home-loan> • <https://www.iifl.com/home-loans>





# COLLEGE OF COMPUTER ACCOUNTANTS

CCA Educations Pvt. Ltd.  
311, 3rd Floor, Mahalaxmi Market, Shanipar Chowk, Mandai Road, Pune -2  
E mail: admin@ccaIndia.in CCA Web : www.ccaIndia.in  
Cell : 9372327456 / 9326325210

Date: 1/04/2015

To,  
Ms. Shraddha Rajendra Kapure,  
Flat No-05, 2<sup>nd</sup> Floor,  
Jhamtani Corner Building,  
Tapovan Mandir Road,  
Near Hotel Ganesh,  
Pimri Colony,  
Pune - 411 017.

Subject: Offer Letter

Dear Madam,

We are pleased to inform you that you have been appointed for the role of Branch Manager. This is an official offer letter confirming your employment with CCA Education Private Ltd. starting on 1st April 2015.


Your employment is subject to the terms and conditions detailed in the contract document supplied individually in due course of time.

Please sign and return this letter no later than 1st April 2015 to signal your acceptance of this offer and all its terms.

Congratulations and welcome to CCA Education Private Ltd.

Thanking You,

for, CCA Education Private Ltd.

  
Sachin Maheshwar  
Managing Director



Dear Shubhanshu,  
Congratulations!!

We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

**Joining Details:**

**Date of Joining : 6-Sep-2022**

**Joining Location : Jaipur**

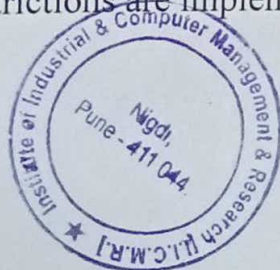
**BDT Training Location : Jaipur**

**Fixed CTC during training (not inclusive of incentives):** INR 3Lpa (Rs.25,000/- Stipend)

**Annual CTC post successful completion of Training:** INR 10 LPA (7 LPA fixed +3 LPA variable) for the role of BDA - Direct Sales

**Details of Business Development Trainee Program:** You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA (Business Development Associate) - Direct Sales (at 10 LPA). Once you have a BDA, you will be posted in the Role Location and will be working out of the Sales Circle Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During



Step3: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer

**Kindly revert back with your acknowledgement and the acceptance of the LOI within 24 hours.**

Regards,  
Tobias Silveira

**Team BYJU's •**

*Shubhankar*



## Letter of Offer

*Strictly Private and Confidential*

04-Oct-2022

**Sourav Sharma**

Dear Sourav Sharma,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Independent Relationship Manager at Management Trainee** grade based at **PUNE**. Your per annum fixed **Cost To Company (CTC)** ( inclusive of all statutory payments ) shall be **Rs. 350004/- p.a. (Rupees Three Lakh Fifty Thousand and Four Only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **10-Oct-2022**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential information as may be applicable from time to time.



Classification: Class B

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

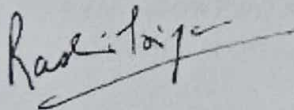
We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

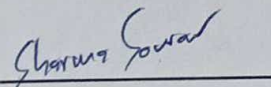
Yours faithfully,

For IIFL



**Rashmi Priya**  
Human Resources

I have read and understood the above terms and conditions of the offer and hereby accept the offer.



**Sourav Sharma**

Date:

Classification: Class B



Email - sales@Excelconveyors.in  
Mobile - +91-98229-57645  
www.Excelconveyors.in

Ref: HR/offer/2021/ 1

Date: 25-Jun-2020

**OFFER LETTER**

To,

Mr. / Ms./ Mrs **Swaynil Sanjay Saje**  
Kayananaagar in front of Satraj Foods , Chikhali, Pune-412 114, Maharashtra India.

87932 13436

Email : **saje.7152@gmail.com**

Sub: Offer Letter

We are pleased to inform you that you are been selected for the position of **Engineer** in **Design** department , **Pune**

We trust that your knowledge, skills and experience will be among our most valuable assets for us.

Your date of joining will be **25-Jun-2020**

This offer is purely for the above mention post based on documents and information provided by you at the time of interview and your per month salary will be Rs 150000 .

Looking forward to welcoming you aboard.

Yours Faithfully,  
For Excel Conveyors

Mr. Vivek Ingle  
Partner



Accepted by

**Swaynil Sanjay Saje**





**PROTECTOR  
REALTY**

☎ 8446010022

✉ protectorrealty@gmail.com

☎ Aditya Centeegra, 3rd Floor, Office No. 4, Fergusson College Road,  
Next to Mantri House, Shivajinagar, Pune, Maharashtra 411004

Date.: 24.06.2021

**Letter of Appointment**

**Subject.: Appointment to the Post Of Dealer.**

**Dear Mr. Swapnil Vijay Katkar.**

Your joining date is confirmed at **25<sup>th</sup> June 2021** as per the following terms and conditions , we are pleased to offer your position of **Dealer**.

- You are entitled to a CTC of **13000/- payable for 2 months** as Provision period. You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of Mark Sheet, PAN Card, ADHAR 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

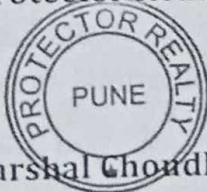
We look forward to a mutually rewarding professional relationship with you.

**For. Protector Realty.**

**Employee Signature**

**Mr. Harshal Choudhari**  
Director

**Mr. Swapnil Vijay Katkar.**



*Handwritten signature of Mr. Harshal Choudhari*

*Handwritten signature of Mr. Swapnil Vijay Katkar*





## APPOINTMENT LETTER

30 March, 2021

Dear Swaroopa Suhas Deshmukh,

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

### 1. Place of Employment and Timing:

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

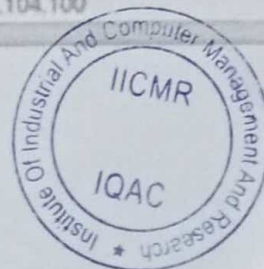
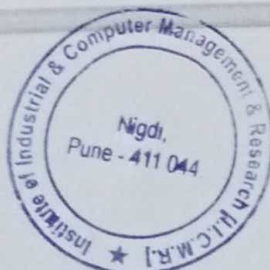
### 2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 100000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

### 3. Reimbursement of Expenses:

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

Signed by Swaroopa Suhas Deshmukh | Swaroopadeshmukh1997@gmail.com | 30-03-2021 07:31:43 PM IST | 106.193.104.100



### 4. Leaves:

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

April 25, 2022

Swetha Nair

Flat No. 203, Bldg- II Shalimar, Motaj Residency, Sector-16, Sarpada,  
Navi Mumbai, Maharashtra 400705

Dear Swetha,

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.

1. You will be part of the SIJ Amazon 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.
2. Your On Target Total Compensation will be **INR 5,00,000/-** 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.
3. 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.
4. Avalara India provides coverage under Group Medical, Personal Accident & Term Life Insurance for all its employees as per the Company Policy.
5. 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.
6. 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 as defined under applicable laws, for the purpose of administering your employment with the Company and consent to the transfer of your personal



Swetha Nair

**TALENTIKA RPO**  
Talent · Technology · Incubation

To,  
Saurabh Muley,  
20-Jun-2022  
Pune

**SUB: OFFER OF EMPLOYMENT**

Dear Saurabh,

We are pleased to offer you employment with Talentika Business Solutions for the position of **Management Trainee - Business Development Manager - RPO**. In addition to confirming the Offer, this letter sets out the terms and conditions of your employment.

**Terms and Conditions of Offer:**

Position	Management Trainee - Business Development Manager - RPO
Probation Period	90 Days
Notice Period	60 Days
Work Hours	9 hours 9.30 AM to 6.30 PM (Rotational or Fixed timings, depending on business requirements)
Latest Joining Date	24-Jun-2022
Location	Pune

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below:

**Salary and Benefits:**

Total Annual Compensation	Rs. 6,00,000 P.A
Total Fixed Compensation	F
Total Variable Compensation	Rs. 1,20,000 P.A

Muley Saurabh

Dear Taanmay,  
Congratulations!!

We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

**Joining Details:**

**Date of Joining : 6-Sep-2022**

**Joining Location : Ludhaina**

**BDT Training Location : Chandigarh**

**Fixed CTC during training (not inclusive of incentives): INR 3Lpa (Rs.25,000/- Stipend)**

**Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed +3 LPA variable) for the role of BDA - Direct Sales**

**Details of Business Development Trainee Program:** You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA (Business Development Associate) - Direct Sales (at 10 LPA). Once you have a BDA, you will be posted in the Role Location and will be working out of the Sales Circle Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During



OFFER LETTER

Date: April 14, 2022  
Tanushree Dhawad,

Dear Tanushree, e-Zest Solutions Ltd. is excited to welcome you onboard as "Trainee HR Executive". We hope this engagement will be fulfilling and rewarding for your career.

Your remuneration (CTC) will be ₹ 3,50,000 p.a. The details of your salary package are mentioned in the Annexure I. Your CTC will be subject to applicable taxes.

You will be on probation for a period of three months. Your confirmation and continued association with e-Zest is dependent on the successful outcome of your performance appraisal during your probation period. On confirmation your designation will also change based on your performance. Periodical regular performance evaluation reviews will be conducted to evaluate your performance and suitability in the team.

During your association with the organization, you will be governed by the service rules, policy manual, and regulations framed by the organization from time to time, which shall be applicable and binding on you. The other terms of our association are mentioned below. These terms are reviewed and communicated time to time basis.

**Terms of our association:**

- The regular office working hours are 9.00 am to 6.30 pm from Monday to Friday; however, working hours and days may differ based on the client requirements.
- Your employment is governed by the detailed terms specified in the Non-Disclosure agreement. You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately at the time of joining.
- The Company reserves the right to change the different components/allowances in the total emoluments package, at its own discretion, at any time in future.

**Next Step- Joining Procedure:**

- On your acceptance of the offer the HRMS link will be shared with you, you are requested to add all the mandatory documents and fill personal information details in UNITY HRMS tool.
- A copy of "The Spirit of e-Zest", the organizational culture guide, will be provided to you on the day of your joining. Other guidelines will be shared with the welcome e-mail and during the induction.
- On submission of all the necessary documents in UNITY, "Appointment Letter" will be issued.

**Please note:**

- This offer is subject to satisfactory professional reference checks.
- This is an initial offer just to facilitate you to broadly understand the financials of your employment with e-Zest. All other terms and conditions of your employment will be communicated to you in writing due course of time through a separate Appointment letter, if the same is acceptable to you, you will be further allowed to resume your employment.

We shall expect you to confirm your joining to us on **23-May-22** based on which your detailed appointment letter shall be awarded to you as stated herein above.



**e-Zest Solutions Ltd.**

Building IT - 09, 3rd Floor, SEZ, Blueridge Township, Plot No. - 02,  
Rajiv Gandhi Infotech Park Phase-1, Hinjewadi, Pune - 411057, Maharashtra, INDIA / [info@e-zest.net](mailto:info@e-zest.net) / [www.e-zest.net](http://www.e-zest.net)

CIN: U72100PN2000PLC144013

## Annexure I

Salary Details	Monthly CTC Amount	Yearly CTC Amount
Basic	12,900	1,54,800
HRA	5,160	61,920
Education Allowance	200	2,400
Conveyance	1,600	19,200
Food	2,200	26,400
Medical	1,250	15,000
LTA	583	7,000
Other Allowance	1,740	20,884
<b>Gross Salary(A)</b>	<b>25,634</b>	<b>3,07,604</b>
PF	1,800	21,600
ESI	-	-
Statutory Bonus	754	9,048
Group insurance	360	4,320
Provision for Gratuity	619	7,428
Annual Bonus	-	-
<b>Deferred Benefits (B)</b>	<b>3,533</b>	<b>42,396</b>
<b>CTC Monthly(A+B)</b>	<b>29,167</b>	<b>3,50,000</b>
<b>Deductions</b>		
PF	1,800	21,600
ESIC	-	-
PT	200	2,400
Total Deductions	2,000	24,000
<b>Net Pay</b>	<b>23,634</b>	<b>2,83,604</b>

As an e-Zestian you are also entitled to following additional benefits

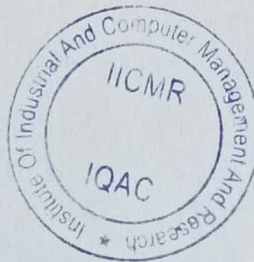
- Group Medical Insurance Coverage up to 2,00,000 and Personal Accidental Insurance Coverage up to 5,00,000.
- Gratuity, on separation after 5 years of continuous service, payable as per Payment of Gratuity Act.
- \*\* Net Payout is subject to the reimbursement option chosen by you on joining and Income Tax Deductions as applicable.

**Note:** Any Statutory revision of provident fund/ESI contribution or any other similar statutory benefits will result in a change in the net take home salary and the annual gross compensation will remain the same.

e-Zest has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us. You are an important addition to our team, and we look forward to long, productive, and mutually fulfilling time together.

Should you have any further questions, please email to [Apeksha.Shetty@e-zest.in](mailto:Apeksha.Shetty@e-zest.in)

For e-Zest Solutions Ltd.  
April 14, 2022



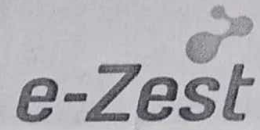
*Tanvisha Dhanraj*

e-Zest Solutions Ltd.

Building IT - 09, 3rd Floor, SEZ, Blueridge Township, Plot No. - 02,  
Rajiv Gandhi Infotech Park Phase-1, Hinjewadi, Pune - 411057, Maharashtra, INDIA / [info@e-zest.net](mailto:info@e-zest.net) / [www.e-zest.net](http://www.e-zest.net)

CIN: U72100PN2000PLC144013

Date: June 8, 2022



INTERNSHIP OFFER LETTER

Dear Twinkle Sinha,

We are pleased to offer you the Internship for a period of 6 months. Please note that your internship will commence from 9<sup>th</sup> June 2022 to 9<sup>th</sup> December 2022. After successful completion of internship period you will be offered for full time employment, based on your performance. You will receive a stipend of INR 22,000 per month for the mentioned duration.

As an intern, you will be expected to abide by Company rules and policies. You may not disclose confidential company information to unauthorized third parties.

Should you have any further questions, please email to Gauri.Karhe@e-zest.in

For e-Zest Digital Solutions Pvt. Ltd.

June 8, 2022



e-Zest Digital Solutions Pvt. Ltd.

Corporate Office: 2nd Floor, Anand Nilay Business Center, Near Karve Statue, Karve Road, Kothrud

Pune - 411 029, Maharashtra, INDIA / info@e-zest.com / www.e-zest.com

CIN : U72900MH2021 PTC353624



# elasticrun

NETWORK OF POSSIBILITIES

Date: 23-Jan-2023

Ref. No: Jan 23/EMP04457//3

Subject: Appointment Letter

Dear **Uma Pramod Bhavsar** ,  
Employee Code : **EMP-04457**

We are delighted to onboard you as **Executive - Accounts Payable** with Elasticrun based at **Pune** beginning on **23-Jan-2023** .

All other terms and conditions of your appointment remain the same as mentioned in the offer letter dated : **20-Jan-2023** accepted by you. We also understand that you have access to and have accepted the company policies.

We look forward to your valuable contributions and wish you all the very best for a rewarding career.

Welcome to the Elasticrun family!!

For Ntex Transportation Services Private Limited

Authorized Signatory

Pramod.B.



**NTEx Transportation Services Pvt Ltd.**

2<sup>nd</sup> Floor, Wonder Cars Arena Building, Sr. No. 165, Near Kokane Chowk, Pimple Saudagar, Pune-411027  
Ph: (020) 2740 2430, +91 744474 88501 | CIN - U63090PN2014PTC151094 | email - contactus@elastic.run

[www.elastic.run](http://www.elastic.run)





## JEMKON PVT. LTD.

CORPORATE OFFICE : Plot No.1, Survey No. 795/2, Opp. Mahindra, Subhashwadi, Nighoje-Talwade Road,  
Nighoje, Dist - Pune, (Maharashtra) - 410 501, India. • CIN : U24233PN2013PTC146703  
Tel. : 02135 - 202901. E Mail : info@jemkon.com Website : www.jemkon.com

Date: 02/08/2022

To,

**Ms. Utkarsha Patil,**

**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 **Marketing Executive in Marketing department** at Chakan Office 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 August 8 2022. Your consolidated salary will be Rs.12,800/- 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 can 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 one 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 8 August 2022 to confirm your offer with Jemkon, failing which company has the right to cancel the offer.

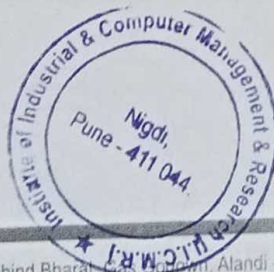
If accepted, you will have to submit your documents before 8 August, 2022

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



*Utkarsha Patil*

FACTORY ADDRESS : Gat. No.84, Behind Bharat, Chakan, Alandi - Markal Road, Chakan, Phata, Tal. Khed, Dist. Pune, (Maharashtra) - 412 105, India  
Branch Office : Office No.3, Bldg. No. 5, Road No. 4, Street No. 8, Mahipalpur, (New Delhi) - 110 037, India. Tel : 011- 6464 1003  
Branch Office : Opp - Shanti nagar, Near Vidya Estate, Behind Ekta Hotel, Bavlia Road, Ujala Circle Sarkhej, Ahmedabad. (Gujarat) - 382210. India



Confidential

March 28, 2022

**Vaishak Sudarshan**

Gajanan Housing Society, Flat.No 401, behind Golden fitness club  
Akurdi, Pune, Maharashtra 41103

Dear Vaishak,

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.


- 1 You will be part of the **512 MyLodge 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.
- 2 Your On Target Total Compensation will be **INR 500000/-** 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.
- 3 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.
- 4 Avalara India provides coverage under Group Medical, Personal Accident & Term Life Insurance for all its employees as per the Company Policy.
- 5 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.
- 6 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



remains correct and accurate. Waivers of this Conduct Code may be made only as follows: (a) in the case of any executive officer or director of Avalara, by the Board of Directors or the Audit Committee, and (b) in the case of any other person, by the Chief Executive Officer, Chief Financial Officer, or General Counsel. This waiver requirement applies to any de facto waiver where an employee or director violates the Avalara Conduct Code but is not subjected to any internal sanctions. Any waiver of the Avalara Conduct Code for an executive officer or director will be disclosed to shareholders on a timely basis as required by applicable laws, rules and regulations.

I HAVE READ AND FULLY UNDERSTAND THIS AGREEMENT.

Name: \_\_\_\_\_  
Vaishak Sudarshan Panicker

Signature: \_\_\_\_\_  
DocuSigned by:  
  
DB79B8AC8025413...

Date: \_\_\_\_\_  
3/28/2022

Date: 11<sup>th</sup> SEPT 2017

Dear Mr. Vikas M. Sonawane

It is my pleasure to extend the following offer of employment to you on behalf of Meteor Softech, and look forward you to being a part of our plan to build a company that will all enjoy working for! With reference to our discussions and interview you have had with us. You are expected to join duty on 11<sup>th</sup> SEPT 2017.

**Position:**

We are appointing you to join is in the capacity of at our **Jr. Software Engineer** center in Pune, India.

**Compensation:**

As a compensation for your services, your starting salary will be Rs. 12,000/- per month. Our standard pay schedule is on the Second week of every month.

Performance and salary reviews

During the first year of your employment you will be subject to two formal reviews of performance: one after six month, and the other after 12th month, at that time your salary may also be revised (Subject to your performance). During the second and subsequent years of your employment, you will have one annual performance and salary review.

**Termination:**

You will be under probation period of six months, during this period either side can terminate the services giving written notice of one Month or salary in lieu thereof. Your performance will be evaluated after completion of six months and the decision will be taken about making you permanent employee or extending the probation period. Once you are offered with the permanent employment then service can be terminated by written notice of 45 days by either side or salary in lieu thereof. However, in case of resignation, Management reserves the right to accept the same from any date during the notice period and no salary in lieu of unexpired notice period would be payable.

**Vacation and Benefits:**

As a new employee you will be eligible for 5 days of casual leave in the first year. Additionally, upon completion of six months on employment with Meteor Softech Pune, you will also eligible for 10 days of earned Leaves.



Vikas Sonawane



Let's build  
a World Class Bank,  
right here in India.



Date: July 20, 2022

**Job Offer Title: Senior Bank Officer-Corporate Salary**

**VISHWAJEET RAJENDRA GAIKWAD**

Dear Vishwajeet,

We are pleased to make an offer to you as "**Senior Bank Officer-Corporate Salary**" within **Retail Banking - Retail Liabilities** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **22/Aug/2022** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **Rs. 3,75,000/- (Rs. Three Lakh Seventy Five Thousand only)** per annum. Details maybe referred in Annexure A. The position is currently based at **Pune**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.

A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.

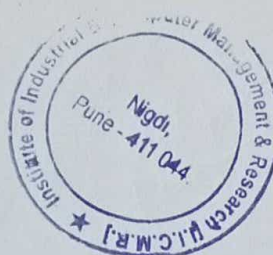
- i. Certificates in support of your highest educational and/or professional qualifications,
- ii. Proof of date of birth,
- iii. Certificates in support of your previous employments,
- iv. Your recent passport size photograph,
- v. Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,  
Human Resources  
IDFC FIRST Bank

*V.R. Gaikwad*





VSYNERGIZE

# V SYNERGIZE OUTSOURCING PVT. LTD.

Ground Floor, North Side, IT6 Building, SEZ, Qubix Business Park Pvt. Ltd.  
Rajiv Gandhi InfoTech Park, Phase 1, Hinjewadi, Pune - 411057.  
Tel. : 020 - 6795 9715 Fax : 1-508-256-6553  
Email : info@vsynergize.com URL : www.vsynergizeoutsourcing.com  
CIN : U72200PN2010PTC136750

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

Vyankati Rahatkar,  
Pune Maharashtra.

**Offer Letter for the position of: Email Marketing Executive**

Dear Vyankati,

We are pleased to offer the position in our organization title of, "Email Marketing Executive", compensation details as mutually discussed is attached (Annexure I)

You are requested to join us on or before **26<sup>th</sup> September 2022** along with all testimonials attached annexure II, failing which this offer will stand cancelled. Appointment letter with all the terms and conditions shall be handed over to you on your joining. However, your appointment is subject to clearance of background verification check and medical checkup report & solely at discretion of the management.

Kindly sign the duplicate copy of the offer letter and returned to us as receipt of acceptance.

Thanking you,

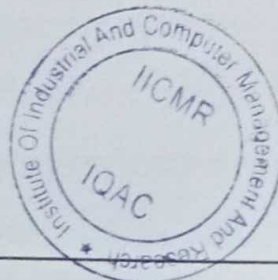
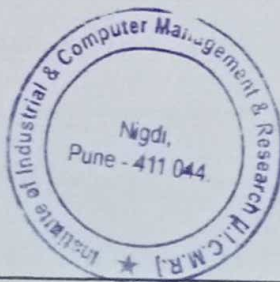
For Vsynergize Outsourcing Private Ltd.



*Acceptd  
Rahatkar*

Tejas Surve  
Assistant Manager – HR & Employee Relation

Candidate Signature:



# M/S ASHISH & BROTHERS

DEALS IN ALL KINDS OF EDIBLE OIL & FOOD ITEMS

Address: LADKIMANDI, BAHADUR GANJ SHAHJAHANPUR-242001

GSTN - 09AHPPG9466Q1Z5

Contact:- 09415046848, 09793289120

## OFFER LETTER

Date:-15/01/2020

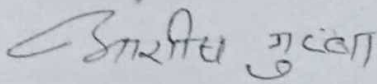
Mukul Rathore  
Accountant  
Ashish & Brothers  
Lakdimandi – Bahadurganj, Shahjahanpur  
(U.P) 242001

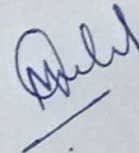
Dear Mukul Rathore,

We are pleased to inform you that Mr. **Mukul Rathore** is one of our sincere employee who is designated in our firm on the post of the Accountant since Jan 2020 he is serving us.  
His working hours are 10AM to 7PM

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

Sincerely,  
Ashish & Brothers





Proprietor (Ashish Kumar Gupta)



Date: Saturday, 7 November 2020

To,

Manibhushan Kumar  
Rohan hights flat no 104, Mahesh Nagar Pimpri,

Dear Manibhushan ,

Subject: Offer-cum-appointment letter.

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement/ acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:-

Designation – Business Development Manager

Department – Agency

Organizational Band/ Grade – J2

Location – Pune - Aundh

Date of Joining – Within 15 days of Monday, 9 November 2020

**Job Detail:**

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

**Compensation & other Benefits**

1. Your annual emoluments will be 316000 per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).

*Manibhushan*

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office:

13<sup>th</sup> Floor, Lodha Excelus, Apollo Mills Compound,  
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10 am to 7 pm (Local charges apply)  
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## Job Appointment Letter

**Date:** 20<sup>th</sup> March 2020

To

Shreyash Chorge

Golden Empire, Baner Road,

Before Dmart, opp. Syngenta Company,

Pune- 4110088.

Dear Shreyash,

This is with reference to your application for the job profile "Product Analyst" with "Dynamic Distributors" and the subsequent discussions you had with us at the interview on March 9<sup>th</sup> 2020, on the following terms and conditions.

**Designation:** Product Analyst

**Job Location:** Baner

You may however be required to work at any place of the business or as per the letter requirement.

**Commencement of Employment:** Your employment will be effective with us since 1<sup>st</sup> April 2020.

**Salary and Compensation:** You will receive the CTC of Rs. 2.05 lakhs per annum as per mentioned in the attached sheet. Tax deduction and other statutory deduction will be done at the source. You will receive the variable amount based on your performance, strictly. After the completion of the probationary period, you will be eligible for leave, as per the company rules.

**Working Hours:** The working days will start normally from Monday and end on Saturday. The working hour for your profile will be 9 AM to 6 PM.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

Sincerely

