

5.2 Student Progression

5.2.1 Placement of outgoing students

2022-23



5.2.1 Number of placement of outgoing students during the year

| AY | No. of students passed | No. of students placed |
|---------|------------------------|------------------------|
| 2022-23 | 67 | 47 |



Computer 2022-23

| S R NO | Roll No | Name Of Student | Mob No. | Company Name | Package |
|--------|---------|-------------------------------|------------|--|------------|
| 1 | 4201 | AUTE ROHIT VIJAY | 7620886778 | Q Spiders | NA |
| 2 | 4202 | BARAVKAR VAISHNAVI RAMKRUSHNA | 7249180960 | NOT PLACED | NOT PLACED |
| 3 | 4203 | BHANGE RUSHIKESH ARUN | 9561198810 | NOT PLACED | NOT PLACED |
| 4 | 4204 | BHAPKAR ROHIT DATTATRAY | 8149692382 | NOT PLACED | NOT PLACED |
| 5 | 4205 | DABHEKAR RACHIT ANKUSH | 7738431320 | Maharashtra Mirror, kandivali, Mumbai | 2 LPA |
| 6 | 4206 | DANGE ESHWAR BUBASAHEB | 8766769862 | NOT PLACED | NOT PLACED |
| 7 | 4207 | GAIKWAD VIJAY BALAJI | 9503388051 | CATENSYS chain drive systems | 3.96LPA |
| 8 | 4208 | GHARAT SHUBHAM DILIP | 8766843042 | Aurus Pvt. Ltd. Nigdi Pune | 3.25 LPA |
| 9 | 4209 | KALE RUSHIKESH BABAN | 7020868118 | Q Spiders | NA |
| 10 | 4210 | KAMBLE AKASH ASHOK | 7888258887 | VOSS AUTOMOTIVE RANGOOT | 3.2 LPA |
| 11 | 4211 | KAMBLE ASHISH MADAN | 8830428934 | NOT PLACED | NOT PLACED |
| 12 | 4212 | KASHID ONKAR RUPCHAND | 7378544518 | Wipro Ltd | 2.10 LPA |
| 13 | 4213 | KULKARNI ASHWINI SUNIL | 9284124774 | Jnana prabodhini | 2.5 LPA |
| 14 | 4214 | MHASKE TRUPTI KAILAS | 8605211183 | NOT PLACED | NOT PLACED |
| 15 | 4215 | MORE AKASH ASHOK | 9325220441 | Q Spiders | NA |
| 16 | 4216 | MUJAWAR ASIF SIKANDAR | 8208323459 | FRESH TO HOME PVT LTD BALEWADI | 4 LPA |
| 17 | 4217 | MUKDAM RUSHIKESH PRAKASHRAO | 9421424269 | Q Spiders | NA |
| 18 | 4218 | NIKAM RAJ YASHWANT | 8767337340 | NOT PLACED | NOT PLACED |
| 19 | 4219 | PHALE JAYESH BALARAM | 8975142143 | I Medita learning solutions | 3 LPA |
| 20 | 4220 | RAUT KRUSHNA AJINATH | 9356249546 | NOT PLACED | NOT PLACED |
| 21 | 4221 | SATWADHAR ABHIJEET UTTAMRAO | 9637620010 | NOT PLACED | NOT PLACED |
| 22 | 4222 | SHENDAGE KRISHNA KESHAV | 9881819916 | Q Spiders | NA |



| | | | | | |
|----|------|----------------------------|------------|----------------------|------------|
| 23 | 4223 | SUL PRIYANKA BABAN | 9359127458 | NOT PLACED | NOT PLACED |
| 24 | 4224 | SURYAVANSHI ROHIT RAJENDRA | 7768036990 | Q Spiders | NA |
| 25 | 4225 | TEKALE KRUSHNA RAMDAS | 9130666459 | Neutrino Tech System | 3.6 LPA |
| 26 | 4226 | TELGOTE RAVINA LAXMAN | 8459025197 | Q Spiders | NA |
| 27 | 4227 | VAYAL SNEHA TUKARAM | 8080439173 | ncircle tech pvt ltd | 3 LPA |
| 28 | 4228 | WAGHMARE AJIT PRAKASH | 9922130485 | NOT PLACED | NOT PLACED |
| 29 | 4229 | WANKHEDE DEEPAK SANJAY | 8308868482 | Q Spiders | NA |
| 30 | 4230 | YELAKAR PRIYA MADHAV | 8975011982 | Wipro Ltd | 3.5 LPA |

Mechanical 2022-23

| S R NO | Roll No | Name Of Student | Mob No. | Company Name | Package |
|--------|---------|---------------------------|-------------|--|-----------|
| 1 | 4301 | DESHMUKH SAMRAT VITTHAL | 9545194653 | Innovassynth Technology India LTD | 2.9 LPA |
| 2 | 4302 | JADAHV NITEEN AMBADAS | 9923051892 | Burkhardt compression India pvt ltd | 5 LPA |
| 3 | 4303 | JADHAV VIKAS PANDHARINATH | 9766118493 | HNTI LTD | 6 LPA |
| 4 | 4304 | KAMBLE UDHAV ROHINDRA | 8432126464 | Nippon Saniyo Special Steel India pvt. Lim. | 4 LPA |
| 5 | 4305 | KANOJIYA SANDESH RAMACHAL | 8796663365 | GUNINA alloy & steel pvt. Ltd, Gujarat, Bhavnagar-364001 | 4 LPA |
| 6 | 4306 | KUMAR DIWAKAR | 8877836258 | JSW Steel Limited | 545707 PA |
| 7 | 4307 | KUMAR RAHUL | 8541088665 | JSW Steel Limited PPC Steel zone | 4 LPA |
| 8 | 4308 | KUMAR SANJEET | 6207734742 | NA | NA |
| 9 | 4309 | KUMAR SUBHAM | 7273803056 | JSW | 5.2 LPA |
| 10 | 4310 | MANKAR NITESH PRAMOD | 8793402656 | Echjay Forging Pvt Ltd Khopoli | 2.4 LPA |
| 11 | 4311 | MASURKAR YOGESH | 99145697091 | Sai Datta Engineering | 3.2 LPA |
| 12 | 4312 | PAWAR SANJAY CHANDU | 9970802019 | Belrise Industries Limited | 8.5 LPA |



| | | | | | |
|----|------|-----------------------------|------------|------------------------------|------------|
| 13 | 4313 | PHAND SANKET SHUBHAM | 9637510143 | JSW Steel Ltd | 6.25 LPA |
| 14 | 4314 | SHAIKH MOHAMMAD ABRAR | 7738275184 | NOT PLACED | NOT PLACED |
| 15 | 4315 | SHIGVAN GAURAV GANESH | 8668368921 | Bonace Engineering Pvt Ltd | 390000 PA |
| 16 | 4316 | SHINDE KETAN KISHOR | 9673539526 | NOT PLACED | NOT PLACED |
| 17 | 4317 | SONAWANE SANIKET RAMDAS | 9028803284 | Powerica LTD | 5.5 LPA |
| 18 | 4318 | SURVE OMKAR MILIND | 9527414791 | Cantonment Board Dehuroad | 2.5 LPA |
| 19 | 4319 | UJGAONKAR SAHIL CHANDRAKANT | 8446562825 | NOT PLACED | NOT PLACED |

Civil 2022-23

| S R NO | Roll No | Name Of Student | Mob No. | Company Name | Package |
|--------|---------|--|------------|---|------------|
| 1 | 4101 | BHOSALE AKASH ARIUN | 7875559267 | NOT PLACED | NOT PLACED |
| 2 | 4102 | CHAVAN ATUL PRAKASH | 7264016494 | apc Planners, Engineers & Structural Consultant's | 12 LPA |
| 3 | 4103 | GUNTUPALLI AJAY | 9346656038 | NAVAYUGA ENGINEERING CO. LTD. LONAVLA PUNE 410401 | 8 LPA |
| 4 | 4104 | HALWAI MUSTAQEEM AHMED MOHAMMED ISHAQUE | 7972893619 | NOT PLACED | NOT PLACED |
| 5 | 4105 | JADHAV AARTI SANJAY | 9137904459 | EIGHT FOLD GROUP, PANVEL 410206 | 6 LPA |
| 6 | 4106 | JADHAV RAGINI NIRAJ | 9325826638 | NOT PLACED | NOT PLACED |
| 7 | 4107 | JAMSUTKAR AMEY VIJAY | 8108008076 | HIGHER EDUCATION JSPM INSTITUTE | NA |
| 8 | 4108 | JAMSUTKAR HARSHAL PANDURANG | 8652525938 | B G SHIRKE construction technology pvt. Ltd. | 3.85 LPA |
| 9 | 4109 | JOSHI ABHISHEK JAGANNATH | 9321328308 | NOT PLACED | NOT PLACED |
| 10 | 4110 | PHAD AMARDEEP CHHABURAO | 9889573794 | PRAMODEEP CONSTRUCTION PUNE | 6 LPA |



| | | | | | |
|----|------|---------------------------|------------|---|----------|
| 11 | 4111 | PRATHAMESH MANGESH SINGH | 8796781692 | BNC INFRASTRUCTURE | 4 LPA |
| 12 | 4112 | SARVADE SUMEDH BHARAT | 9373644601 | BLUEBERRY DEVELOPERS | 3 LPA |
| 13 | 4113 | SASANE SAURABH DEEPAK | 8080804566 | CONGROW BPO | 4.5 LPA |
| 14 | 4114 | SHAIKH ZAKI MUSHTAQUE | 8378918894 | IBS ASSOCIATES SOLAPUR | NA |
| 15 | 4115 | SHELKE HRISHIKESH BHIMRAO | 9082638266 | B G SHIRKE construction technology pvt. Ltd. | 3.85 LPA |
| 16 | 4116 | SIRAJUDDIN NASEER BAIG | 9969174136 | EVERSHINE DEVELOPERS | 5 LPA |
| 17 | 4117 | SONKAR AMAN RAJESH | 7700073482 | SHUBHAM HOUSING, Builders & Developers | 6 LPA |
| 18 | 4118 | TOMPE SHRIDHAR DILIP | 8104395475 | B G SHIRKE construction technology pvt. Ltd. | 3.85 LPA |





DTE
CODE
6815

VIDYA PRASARINI SABHAS
COLLEGE OF ENGINEERING AND TECHNOLOGY LONAVALA
Gat No:685, Mauje Waksai, Tal.Maval, Dist.Pune- 410405

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**SHUBHAM
GHARAT**
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DEPARTMENT



**KRISHNA
SHENDAGE**
COMPUTER
DEPARTMENT



**RUSHIKESH
KALE**
COMPUTER
DEPARTMENT



**SNEHA
VAYAL**
COMPUTER
DEPARTMENT



**DEEPAK
WANKHEDE**
COMPUTER
DEPARTMENT



महाराष्ट्र मिरर

दैनिक साप्ताहिक, सत्रिक वृत्तपत्र

Id No. 05MM/Mum/2023



Rachit Dabhekar

SEO Executive

Mob : +91 7738431320

Address : Kandiwali, Mumbai.

Validity : 1 Sept 2023 to 31 August 2024

PRESS





Vijay Balaji Gaikwad

| | |
|-----------------|------------|
| Emp. Code | 4390017 |
| Blood Group | A+ve |
| Date of Joining | 01/07/2022 |
| Date of Birth | 11/05/2000 |



Comp

If found please return to issuing authority

Catensys India Pvt. Ltd.
A3, Talegaon Dabhade MIDC,
District Pune 410507.
Maharashtra, India

Residence
B-3, 608 Yaswant Nagar,
Plus Society, Talegaon Dabhade,
Pune 410508
M. +91 9503388051



Issuing Authority
Site HR Head
Date of Issue : 01/07/2022



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VIDYA PRASARINI SABHA'S
COLLEGE OF ENGINEERING & TECHNOLOGY LONAVALA
GAT NO. 685, MAUJE, WAKSAI, MAVAL, LONAVALA, PUNE-410405

Congratulations



Mr. Shubham Dilip Gharat

BE.Comp 2023

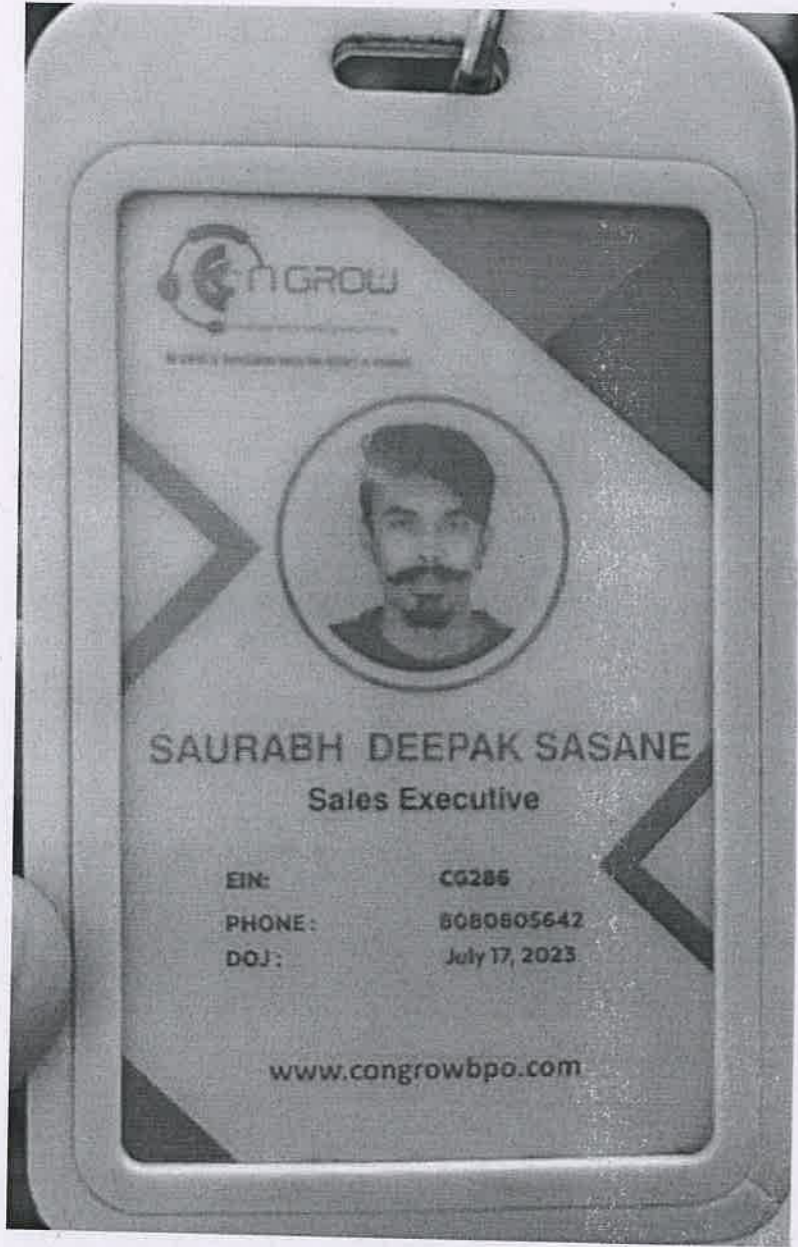
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Comp.



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On the other hand, we denounce with righteous indignation and dislike men who are so beguiled and demoralized by the charms.


Amardeephad@gmail.com



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION

| | | | | |
|--|---|-------|--|---|
| Application ID | 109010312103 | | |  |
| Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक | 2131000315673174 | | | |
| Division / विभाग | Pune | | | |
| District / जिल्हा: | Pune | | | |
| Office Name | Shop Inspector Office, Chinchwad, Address- Gulnur Building, Near Chinchwad Railway Station, (Maladhakka), Chinchwad, District-Pune. | | | |
| Name of the establishment / आस्थापनेचे नाव | PRAMODEEP CONSTRUCTION प्रमोदीप कंस्ट्रक्शन | | | |
| Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती | New Registration | | | |
| Postal address and situation of the Establishment / (आस्थापनेचा पत्ता) | A-104, VISION INDRAMEGH, NEXT TO LOTUS BUSINESS SCHOOL, PUNAWALE, PUNE (MUNICIPAL CORPORATION.), PUNE CITY, PUNE, 411033 | | ए-104, विझन इन्द्रमेघ, नेक्स्ट टु लोटस बिजनेस स्कुल, पुनावळे, पुणे (महानगरपालिका.), पुणे शहर, पुणे, 411033 | |
| Mobile / धमणध्वनी क्र. | 8263829003 | | | |
| Email-id / ई - मेल आय डी | | | | |
| Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक | 08/08/2021 | | | |
| Nature of Business / व्यवसायाचे स्वरूप | CONSTRUCTION | | कंस्ट्रक्शन | |
| Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते | Private | | | |
| Total No. of Employee | Men | Women | Transgender | Total |
| | 2 | 0 | 0 | 2 |
| Name of the Employer / मालकाचे नाव | AMARDEEP CHHABURAO PHAD | | अमरदीप छबुराव फड. | |
| Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता | A-104, VISION INDRAMEGH, NEXT TO LOTUS BUSINESS SCHOOL, PUNAWALE, PUNE (MUNICIPAL CORPORATION.), PUNE CITY, PUNE, 411033 | | ए-104, विझन इन्द्रमेघ, नेक्स्ट टु लोटस बिजनेस स्कुल, पुनावळे, पुणे (महानगरपालिका.), पुणे शहर, पुणे, 411033 | |
| Resident Since / वास्तव्य | 2018 | | | |
| Status / Designation | PROPRIETOR | | | |
| Mobile No | 8263829003 | | | |
| E-mail ID | amardeephad@gmail.com | | | |
| Aadhar No | 938169820880 | | | |
| Name of Manager / व्यवस्थापकाचे नाव | | | | |
| Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता | | | | |
| Contact No | | | | |
| Fax No | | | | |
| Email-ID / ई - मेल आय डी | | | | |
| Aadhar No | | | | |



| | | | |
|--|------------------------------|------------------|-------------------|
| Category Of Establishment / आस्थापनेचे वर्गवारी | SHOP (??????) | | |
| Category Of Establishment Type / आस्थापनेचे उपवर्गवारी | CONSTRUCTION | | |
| Type of organisation / आस्थापनेचा प्रकार | Self Ownership (Proprietary) | | |
| Name of the member of employer's family employed in the establishment / आस्थापनेत नोकरीत असलेल्या मालकांच्या कुटुंबातील इसमांची नावे | Amardeep अमरदीप | | |
| | Men / पुरुष | Women / स्त्रिया | Transgender / इतर |
| | 2 | 0 | 0 |

Self Declaration / स्वघोषणापत्र

I AMARDEEP CHHABURAO PHAD, hereby solemnly affirm and state that the business which I AMARDEEP CHHABURAO PHAD have started is not banned or prohibited by any Act, Rules, Law or Order of any Court of Law or any competent authority and the premises where I AMARDEEP CHHABURAO PHAD, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or any Competent Authority.

I AMARDEEP CHHABURAO PHAD, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge, information and belief. I AMARDEEP CHHABURAO PHAD, am/are fully aware about the consequences of giving false information. If the information is found to be false, I AMARDEEP CHHABURAO PHAD, shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I AMARDEEP CHHABURAO PHAD, have obtained necessary licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority.

I AMARDEEP CHHABURAO PHAD, shall be responsible and liable for legal action if the business is conducted without proper licence, permission, permit from the appropriate Authority. I/We submit and declare that I AMARDEEP CHHABURAO PHAD, will not undertake any illegal activity or any business prohibited in law in force in India.

I AMARDEEP CHHABURAO PHAD, declare that the place of business is not located in any area wherein commencing / running of such business is prohibited by any law or order of any Competent Authority.

I AMARDEEP CHHABURAO PHAD, hereby declare that the copies attested by me are true copies of original documents. I AMARDEEP CHHABURAO PHAD, am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I AMARDEEP CHHABURAO PHAD, undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017) and the Rules and orders passed thereunder by any Authority.

मी अमरदीप छबुराव फड, याद्वारे गांभीर्यपूर्वक दृढकथन करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणताही अधिनियम, नियम, कायदा किंवा कोणत्याही विधी न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेली नाही आणि मी अमरदीप छबुराव फड ज्या जागेत उक्त व्यवसाय करीत आहे/ आहोत तेथे कोणताही अधिनियम, नियम, कोणत्याही न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश यांचे उल्लंघन झालेले नाही.

मी अमरदीप छबुराव फड, याद्वारे असे घोषित करतो/करते की, वर अर्जांमध्ये नमूद केलेली माहिती, माझ्या आमच्या वैयक्तिक ज्ञानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी व बिनचूक आहे. चुकीची माहिती देण्याच्या परिणामाची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी अमरदीप छबुराव फड भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधात लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिक्षेसाठी पात्र आहे/ आहोत.

मी अमरदीप छबुराव फड, अर्जात नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकाऱ्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

मी अमरदीप छबुराव फड, अनुज्ञप्ती, परवानगी, परवाना न घेता व्यवसाय करीत असल्यास कायदेशीर कारवाईसाठी पात्र व जबाबदार राहू.

मी अमरदीप छबुराव फड, असे घोषित करतो/करते की, भारतातील लागू असणाऱ्या कायद्यांतर्गत मनाई असलेले बेकायदेशीर कृत्य अथवा व्यवसाय करणार नाही.

मी अमरदीप छबुराव फड, असे घोषित करतो/करते की, जेथे असा व्यवसाय सुरू करण्यास किंवा चालविण्यास कोणत्याही कायद्याद्वारे किंवा कोणत्याही सक्षम प्राधिकाऱ्याच्या आदेशाद्वारे मनाई केलेली आहे त्या कोणत्याही क्षेत्रामध्ये माझे/ आमचे व्यवसायाचे ठिकाण स्थित नाही.

मी अमरदीप छबुराव फड, असे घोषित करतो/करते की, अर्जासोबत सादर केलेल्या स्वयं-साक्षात्कृत दस्तावेजाच्या प्रती या मूळ दस्तऐवजाच्या सत्यप्रती आहेत, या प्रती असत्य किंवा बनावट असल्याचे आढळून आल्यास भारतीय दंड संहिता (1860 चा 45) आणि / किंवा त्यासंबंधात लागू असलेल्या कोणत्याही इतर कायद्यान्वये माझ्या/आमच्या विरुद्ध न्यायालयीन खटला भरण्यासाठी व शिक्षेसाठी मी अमरदीप छबुराव फड पात्र आहे/ आहोत याची मला/आम्हाला पूर्ण जाणीव आहे.



मी अमरदीप छबुराव फड, महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) अधिनियम, 2017 (2017 चा 61) व त्याअंतर्गत तयार केलेल्या नियमातील तरतुदींचे आणि सक्षम प्राधिकारी यांचेकडून निर्गमित करण्यात आलेले आदेश यांचे पूर्णतः पालन करण्याची हमी देतो/देते.



AMARDEEP CHHABURAO PHAD
Name and Signature of the Employer





Asif Sikander Mujawar,
Pune , Maharashtra

Date: March 24, 2022

OFFER OF EMPLOYMENT

Dear Asif,

Further to your application and recent Interview, we are pleased to offer you employment with **Pro Delivery Solutions**. The employment would take effect from **26 March 2022**, once you have signed a copy of the offer accepting the terms and conditions enclosed. You will be employed with Pro Delivery Solutions as **Hub Lead at Freshalicious Super Bazaar Private Limited for Kolhapur, Sangli, Miraj and Karad Location**. Please find out our offer of employment with following terms and conditions:

- 1. Fixed Compensation:** Your Gross Annual CTC will be INR 3,32,400 (Indian Rupees Three Lakhs Thirty-Two Thousand Four Hundred), please see detailed break-up as follow :-

| Particulars | Amount Monthly | Amount Annual (INR) |
|---|----------------|---------------------|
| Basic + DA | 15,000 | 1,80,000 |
| House Rent Allowance | 1,500 | 18,000 |
| Statutory Bonus | 1,250 | 15,000 |
| Other Allowance | 4,250 | 51,000 |
| *Variable Pay (Based on Performance) | 3,000 | 36,000 |
| Provident Fund (Employer's Contribution) | 1,950 | 23,400 |
| Medical Insurance (Employer's Contribution) | 750 | 9,000 |
| Sub Total | 27,700 | 3,32,400 |
| Deductions: | | |
| Provident Fund (Employee Contribution) | 1,800 | 21,600 |
| Professional Tax | 200 | 2,500 |
| Net in Hand | 25,700 | 3,08,400 |

2. Pay-out of *Variable Pay will be based on actual performance and will be paid once in a quarter.
3. Subject to prevailing market conditions, the company reserve rights to increase or decrease allowances as mentioned for in clause no 1 & 2 above.
4. You will be required to work from the hub assigned to you and the official hours of company will be notified from time to time.
5. You will be governed by the Company's rules and regulations that may be enforced at the time of your appointment and also that may be promulgated from time to time.

Office Address: 403 Sai Residency, Ambegaon Budruk, Pune, Maharashtra 411046
Email : connectprosolutions@gmail.com ; Phone : +91800777359





6. This agreement may be terminated by either of the parties giving one month notice to other in writing.
7. Notwithstanding clause 6 above, this agreement may be terminated with immediate effect in the following circumstances:
 - a) If you are found to be guilty of dishonesty or misconduct by your actions;
 - b) If you are committed any fraud or has assisted in the conduct of your fraud;
 - c) If you have been found to be negligent in the conduct of your duties;
 - d) If you have made or given a false statement or document testifying to your ability or competence knowing that it is false;
 - e) If you have been found to be under influence of Alcohol or drugs;
 - f) Or any other objectionable ground including criminal acts, disloyalty etc;
 - g) You are found to have indulged in financial irregularities;
 - h) You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.
 - i) You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.
8. This employment shall be governed by the Indian Labour Law.

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

We welcome you as a member of our team and wish you successful career.

Best Wishes,
For Pro Delivery Solutions,

Amrita Kadam

I, _____ accept the employment and Terms and Conditions mentioned above at Pro Delivery Solutions.

Acceptance Signature _____
Date: _____



12th October 2023

Private & Confidential

Mr. Samrat Vithal Deshmukh
Gangangiri Nagar, Man Mandir bldg.,
Flat no.6, Khalapur, Dist-Raigad,
Pin-410203.

Offer Letter

Dear Samrat,

Greetings to you from the Human Resources team.

This bears reference to your application for employment with our company and the subsequent interviews and discussions we had with you. We are pleased to offer you appointment as **Trainee-Maintenance** in our organization. You will be on probation for a period of one year. Your annual remuneration will be **INR 2.9 Lacs p.a.** Details of your remuneration (Annexure I) are mentioned in this offer letter.

As an organization we have embarked upon the never-ending journey to perfection. We welcome you aboard with us. We are determined to make this organization one of the best performing companies and an awesome place to work. From now on till your formal joining and beyond that during the entire course of your career with us we expect you to conduct yourself with integrity and professionalism and thereby proving yourself worthy of our selection.

We will need a formal confirmation from you regarding your acceptance of this offer and your exact date of joining. We expect you to forward us your resignation letter addressed to your present company and the acknowledgement of the same within a week after accepting this offer.

You will appreciate that after this offer, we have effectively stopped our recruitment process. We expect you to be able to join your duties on or before **21st November 2023**. On the day of joining, you should report to our HR Department at 10 am.

A detailed appointment letter containing all the terms and conditions of your employment will be issued to you and your formal induction process will be initiated immediately upon your joining our Company.

We have invested in strong systems and SOPs. We encourage you to take up the task of completing documentation purposefully. Documentation checklist is enclosed separately. Please carry copies of all the documents along with the original on the joining date for verification purpose. Please note that submission of the above documents in original while joining is mandatory or else the appointment is liable to be cancelled.

The health of our employees matters to us the most. We call upon you to invest in your health and fitness. This offer letter will be subject to your medical fitness to be certified by Competent Medical Officer

Page 1 of 3



or by our Physician. You will undergo medical check-up as and when called upon by the company. Cost of your basic mandatory medical check-up will be borne by the company. However, in case of any medical issues that come up, the cost of further medical investigations and treatment will be borne by you completely.

We strive to ensure smooth relocation of our employees and provide every possible help to ensure smooth transition. Our relocation policy is attached herewith for your perusal. You are required to go through the same carefully and complete the formalities mentioned therein.

Your remuneration is a matter negotiated and agreed between you and the company. It is important that you maintain absolute confidentiality and discretion regarding the same at every point in time. Please do not discuss your salary with any other colleague from your own or any other department or anyone else. Also please do not seek or cause to seek information directly indirectly or in any other manner regarding the remuneration of any other colleague, senior, junior or anyone else in the company except your contact point in the HR department.

Also please note that this offer has been made based on the information furnished by you in the employment application format filled by you and the documents that you have furnished in support thereof. At any point in time if we come across any discrepancy or inconsistency in the information provided by you and the facts regarding your remuneration, educational qualifications, professional experience or any other aspect, this offer will be withdrawn without any explanation. Decision of the company in this regard will be final and binding on all concerned.

Please note we will be conducting a reference check from any of your past employers. You are expected to cooperate for the same. If during reference check we come across any integrity issue or any other issue that may potentially jeopardise the company interests, this offer will be revoked.

We take this opportunity to congratulate you once again. If you have made it to this stage in our professional association, it is because we have identified and respect the potential in you and we look upon you as an invaluable asset who can prove to be the future leader of this industry.

We look forward to a meaningful professional association with you and wish you a rewarding career.

With Warm Regards,


Dr Hardik Joshipura
Managing Director & CEO



Annexure I

Name : Samrat Vithal Deshmukh

Designation : Trainee

Department: Engineering

| Particulars | Monthly | Yearly | Total Per Annum (INR) |
|-------------------------------------|---------------|---------------|-----------------------|
| Basic | 15,000 | - | 1,80,000 |
| HRA | 6,000 | - | 72,000 |
| Special allowance | 367 | - | 4,400 |
| Gross Total | 21,367 | - | 2,56,400 |
| Provident Fund+EPS (12%) | 1,800 | | 21,600 |
| Ex gratia* | | 12,000 | 12,000 |
| Cost To Company (CTC) Yearly | | 12,000 | 2,90,000 |

* This component will be governed and payable as per the Payment of Bonus Act.

Other benefits

- i) Family Medclaim Insurance coverage up to Rs. 5 Lakh P.A.
- ii) Accident Insurance coverage for employees up to Rs. 8 Lakh P.A
- iii) Gratuity payable as per Gratuity Act.

With Warm Regards


Dr Hardik Joshipura
Managing Director & CEO

Acceptance

I have read and understood the terms and conditions mentioned in this letter of this offer in totality and I hereby confirm unconditional acceptance of the same.

Candidate Signature:

Date:





Burckhardt Compression



Name : Niteen Jadhav

Emp. No. : 1663

Blood Gr. : O+ve

Dinesh

Issuing Authority

Burckhardt Compression (India) Pvt. Ltd.

Floor No.5, Suite no.5&6, "Muttha Towers"

Survey No. 103/123/1

Yerwada, Pune 411 006, Tel. : +91 20 6749 2000



JSW Steel Limited



Diwakar Kumar

Card No.: JSW03274

Deptt. : BF 2

Employee Code :1019614

Blood Group : B+VE



2102000000006675

Auth. Signatory





ECHLJAY FORGINGGS PVT. LTD.

PUSHHPAMAN FORGINGGS DIVISION

Name : Nitesh Pramod Mankar

Dept. : D25 Q.A.

Ticket No. : 000777

D.O.B. : 16.05.1995

D.O.J. : 17.10.2020

Emergency Cont. No.: 8793402656



Nitesh Pramod Mankar

Authorised Signatory





Ref : PER/7100/ 19
Dated : 10.07.2023

Shri. Vikas Pandharinath Jadhav
S/o. Pandharinath Jadhav (Late)
Polekar Building, Vihari,
Khopoli, Raigad District
PIN - 410203

Dear Shri. Vikas Pandharinath Jadhav

With reference to your application and interview you had with us, we are pleased to engage your services as **Techno Commercial on retainer basis** in our company effective **12.07.2023**, on the following terms and conditions:

1. Your compensation will be as per the Annexure 1 attached herewith.
2. Your engagement is on retainer basis for a specific period of **One Year**, on expiry of which your contract of employment will automatically cease.
3. There is no guarantee or assurance that on completion of your retainership period you will be absorbed against any regular vacancy in the company.
4. You will not besides be eligible for any other allowance or benefits.
5. You will devote six days a week for the assignment and are bound to carry out work in shifts, if necessary.
6. Please note that your compensation package is confidential between you and the management and in case you need any clarification, you are advised to discuss with our HR department head.
7. Your services can be terminated at any time without notice during the retainership period, without assigning any reason and without payment of any compensation.
8. The terms and conditions of your service will be governed by the "Code of Conduct" as applicable to employees of your cadre in the company.

SP

-contd.



HNTI Limited (Formerly known as Harita-NTI Limited)

Registered Office & Factory : A-3, 1st Main Road, Ambattur Industrial Estate, Ambattur, Chennai - 600 058



Dear Shri. Vikas Pandharinath Jadhav,

9. During the period of your service, you should accept transfer to any other place in our Organisation or to any other Division or Associates of our Company, existing or to be formed in future, or to any of our Group of Companies, in any place, if required.
10. Your emoluments will be applicable so long as you are in HNTI Limited. In the event of transfer to any of our group Companies, the emoluments applicable to that Company will apply to you.
11. You shall carry out such duties as are assigned to you by the company from time to time relating to the position to which you are now appointed and to which you may be transferred or promoted in future. You shall carry out your duties punctually and diligently, at such place or places as may be required with full attention to the business of the company and during such hours, including working in shifts, as may be stipulated by the company from time to time.
12. You shall not engage yourself in any outside work over and above your legitimate work in the Company, on duty days, on holidays and when you are on leave.
13. You will be provided medical assistance through a scheme with United India Insurance company as applicable to employees of your cadre.
14. You will not disclose or divulge to any person or Company except to the extent permitted in writing by the Company either during the continuance of your service with the Company or any extension thereof and even after the cessation of your employment with the Company by any reason whatsoever:
 - i) Any secrets, affairs, confidential information entrusted to you or coming to your knowledge relating to the Company in the course of your employment.
 - ii) Any special and/or secret knowledge or processes developed by the Company or by its Collaborators.
 - iii) The fruits of any special training that may be imparted to you by the Company or the fruits of any research contributed either by you or other employees, in the course of your or their employment with the Company.



-contd.

HNTI Limited (Formerly known as Harita-NTI Limited)

Registered Office & Factory : A-3 1st Main Road, Ambattur Industrial Estate, Ambattur, Chennai - 600 058



Dear Shri. Vikas Pandharinath Jadhav,

15. Your appointment is terminable by a notice of three months or pay in lieu of notice, on either side. However, the management at its discretion can insist you to serve the entire notice period.
16. In the event of any unsatisfactory background verification report or any information furnished by you, in connection with your employment with us, is suppressed or found to be false or incorrect, the management at its discretion can withdraw the offer or terminate your services without any notice or compensation whatsoever, as the case may be.
17. You will not take up employment with a competitor of the Company for a period of three years from the date of leaving the services of the Company.
18. Your place of work will be initially at Pune.

This offer is valid for 15 days from the date of this letter. If you are agreeable to the above terms, please return to us the duplicate copy of this offer, indicating your acceptance and the date by which you will be able to join us.

Please bring with you, original and true copies of all educational and experience certificates, relieving order from the present employer, PAN card details and also four passport size photographs, when you report for duty.

For HNTI Limited

S. Balaji
President

Cc: Personal File
Cc : Accounts



HNTI Limited (Formerly known as Harita-NTI Limited)

Registered Office & Factory : A-3, 1st Main Road, Ambattur Industrial Estate Ambattur, Chennai - 600 058



Annexure 1

Dear Shri. Vikas Pandharinath Jadhav,

| Components | In Rs PM | In Rs PA |
|-------------------------|---------------|-----------------|
| Basic | 23,116 | 2,77,392 |
| HRA | 11,558 | 1,38,696 |
| Uniform Allowance | 4,000 | 48,000 |
| Special Allowance | 4,150 | 49,800 |
| Sub Total [A] | 42,824 | 5,13,888 |
| PF | | 33,287 |
| Sub Total [B] | | 33,287 |
| CTC [(A*12) + B] | | 5,47,175 |

S. Balaji

S. Balaji
President



HNTI Limited (Formerly known as Harita-NTI Limited)

Registered Office & Factory: 2, 4th Main Road, Lonaivala, Tal. Lonaivala, Dist. Solapur, Maharashtra - 431 201.



Sneha Wayal

Pune,

Dear Sneha Wayal

It gives me immense pleasure to welcome you to **nCircle Tech Pvt. Ltd.** At nCircle Tech we believe that each employee contributes directly to the growth and success of the company and I am sure you would be a great asset to our team. We look forward to a long and mutually rewarding journey.

I would like to wish you all the best and sincerely hope that with talented and skilled individuals like you and our existing team at nCircle, we shall be well placed to navigate the road ahead to meet our customer expectations.

Enclosed please find your employment contract and other relevant details for your review and acceptance.

Looking forward to seeing you soon in **nCircle Tech Pvt. Ltd**

A handwritten signature in blue ink, appearing to read 'Nikhil Kulkarni', with a small circular stamp containing the letter 'N' above it.

On Behalf of nCircle Tech Pvt. Ltd.

Nikhil Kulkarni

HR Head





Date:

Sneha Wayal

Pune,

Subject: Offer cum Appointment Letter

Dear Sneha Wayal,

This has reference to your application for employment for the position of **Member of Technical Staff** and subsequent interview you had with **nCircle Tech Pvt. Ltd.**, we are pleased to appoint you on the following terms and conditions.

1. **Appointment:** You are appointed on the rolls of the company w.e.f. **07/17/2023** and you will be designated as **Member of Technical Staff**.

2. **Probation, Confirmation / Extension:** You will be on probation for a period of **6 Months** from your date of joining. Your performance will be observed during the probation period. You will be made permanent in the services of the company by issuing a confirmation letter after completion of your probation period subject to your performance and conduct being satisfactory during the probation period. The Company may extend your probation for a period of 03 (three) months if the performance / conduct is found to be unsatisfactory. Such extension may be done for not more than 2 occasions.

3. **Remuneration:** Your CTC (Cost to Company) will be **3,50,000/-**. Detailed CTC breakup shall be shared separately. Please note that CTC structure may be subject to change as per prevailing government rules and regulations.

4. **Confidentiality of CTC:** The contents pertaining to the overall earnings including the annual benefits are strictly confidential and only meant for your consumption. Any leakage, passing out of the information by you within the organisation or otherwise will be viewed very seriously by the Management.

5. **Taxes:** Any tax liability as per prevailing laws arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.





6. **Medical fitness:** Your appointment and continuance in employment shall be subject to your initial and intermittent fitness (Physical and Mental) to be certified by the Company appointed Doctor / empaneled Medical partner agency, whose findings shall be final and binding.

7. **Governance of your services:** You shall be governed by company policies and rules and regulations, existing and amended from time to time. All prevailing employment laws and amendments that may be done from time to time shall be applicable and binding on you.

8. **Job Responsibilities and Duties:** You shall perform all tasks and duties as assigned to you by your superiors from time to time. You shall also undertake to do all duties and tasks including the work ancillary and incidental to your duties with utmost care and sincerity.

9. **Transfers:** Your services are transferable. As such you may be transferred at a short notice to any existing or future department / branch/ office/establishment / works/ location etc. of the Company or its collaborators / associates or subsidiaries of any of these Companies within India or abroad, or deputed at a client site / office either existing or newly setup in future as the case may be. You shall abide by the rules and regulations of conduct, performance and discipline prevailing at such place of transfer. The Company shall issue such orders based on the exigencies of business and other requirements. Such transfer orders can be issued to the employee in the same designation / position or otherwise as the Company deems fit. Such transfers cannot be refused by any employee and any such refusal if not accepted by the Company may be treated as resignation by the Employee.

10. **Travel for company work:** You shall be required to travel for company work as per requirement from time to time and you shall be eligible to receive travel expense reimbursement including stay, food and incidental, as per company travel policy applicable to your category of employees.

11. **Training:** If you are required to undergo any specialized training arranged by the Company that involves investment of monetary and non-monetary nature from the Company, you shall execute a Training Agreement, if the Company so requires.

12. **Leave/Holidays:** You shall be eligible to get annual paid leaves and festival holidays as per company leave and holiday policy.

13. **Code of Conduct:** You will abide by the code of conduct of the company and shall sign the undertaking to that effect.





14. **Confidentiality:** It is a material term of your appointment that you will not at any time during your appointment or after termination of your appointment, divulge to any person, firm or corporation, any information received by you during the course of your employment with regard to financial or other affairs of the Company including but not limiting to Company's client and such information shall be kept confidential by you. You shall also not divulge, publish or otherwise reveal any knowledge or information or any facts concerning any ideas, methods, inventions, processes, technical know-how, pricing, proprietary designs, systems or devices used by the Company and disclosed to you by reason of your employment. Failing to comply with this shall attract strict legal action. You have also signed an Employee Confidentiality Agreement which will form part and parcel to this letter.

15. **Intellectual property rights:** Any innovation, 'first time' improvement in product, process, design, etc. relating to the Company's business shall be the exclusive intellectual property of the Company and the Company shall obtain the exclusive and unlimited right to make use of all works that may be subject to copyright law and are the result of any activities carried out within the framework of employment by the Company, including but not limited to improvements which are the result of planning, engineering, technical development and the use of computer programs. The conditions under which such rights of utilization are transferred to the Company shall be the subject of agreements. Provisions shall not be affected by termination of employment at the Company by either of the parties i.e. employer or employee in accordance with terms of employment conditions or statutory right.

16. **Whole time employment:** You are employed as a full-time employee and you shall not undertake any job or employment or enter into any business independently and / or in association with any competitor / prospect of the Company and its business directly or indirectly or in any other unrelated domain, and / or also not to advise or render consultancy services of any kind and in any manner to others, including competitors of the company, during your employment with the Company. Failure to comply with this shall result in you being liable to liquidity damages as determined by the Company and you authorize the Company to deduct the said amount from your other legal dues resulting from separation. In case the dues are insufficient you shall be required to make good the balance amount within 30 (thirty) days of separation or from the date the notice is issued to you by the Company.

17. **Notice:** While on probation, your services may be terminated by the Company by giving One month notice (1 month) or salary in lieu thereof. If you wish to voluntarily resign from the services of the Company while on probation, you will need to give One month notice to the Company or salary in lieu thereof. Post confirmation, the notice period in case of Management initiated termination of services as well as voluntary resignation by you shall be 90 (ninety) days





or salary in lieu thereof. However, notice period buy out in case of voluntary resignation shall be subject to Management's discretion.

18. **Handover:** On resignation / upon termination of services, nearer to the date of relieving, as agreed between your Manager and you, you shall return, Company documents [Hard / Soft Copies], Drives [USB-drives, Hard-Disks, CDs etc...], and any other company assets, equipment, data [Login Credentials, Subscription details, Software license information etc.] which may have been entrusted to or be in your care and custody during your employment.

19. **Retirement:** You shall retire on attaining the age of 58 years Your date of birth as per the Company records is **12/31/1999** . This is as per the documents produced as the proof of age. For all purposes relating to your length of service, your joining date shall be considered as **07/17/2023**.

20. **Work From Home (WFH):** WFH is allowed (If approved by your reporting senior / client). You must have a stable & high speed (min 50Mbps) internet connection. You will be required to relocate to **Pune** as per companies/client policy, as communicated to you in advance.

21. In case of disassociation with the company within a period of 6 months from date of joining, the company would be authorized to deduct the joining, relocation and training expenses incurred on the employee, if any, from the full and final settlement.

Please provide us your acceptance to this offer by returning a signed copy of this letter.

We look forward to welcoming you on board to the nCircle Tech family!

With the acceptance letter, please share soft copies of documents as per Annexure A.

For, nCircle Tech Pvt. Ltd.,

A handwritten signature in blue ink, appearing to read 'Nikhil Kulkarni', with a circled 'N' above the first letter.

Nikhil Kulkarni

Head - Human Resources





I have understood the terms and conditions mentioned in this Appointment letter and accept the same fully. I agree to abide by the same in word and spirit.

Annexure - A

List of documents to be submitted along with offer acceptance:

a) Signed copy of Offer cum Appointment Letter

b) Identity Proofs / Permanent Address Proof (Mandatory) :

1. Aadhar Card (2 copies)
2. PAN Card (2 copies)
3. Passport Copy OR Driving License OR Electricity Bill (1 copy)

c) Current Residence Proof :

Rent agreement OR Lease license OR Electricity Bill/Telephone bill of landlord with a letter mentioning that you are staying with him/her.

d) Previous Employment (If Applicable) :

1. Last 3 months Salary Slip
2. Last Increment Letter
3. Relieving & Experience Letter from previous employers (last 2 employers only)

e) Educational Certificates :

1. Copies of Certificates (Highest 2 Degrees)
2. Mark statements supporting your educational qualification (Highest 2 Degrees)
3. Any Other Certificate (if any)

f) Latest Passport Size photograph (3 Copies)



IDENTITY CARD



NAME

Shreya Vayal

DESIGNATION

Member of Tech
Staff

DEPARTMENT

Siemens

OFFICE

Nude Tech Alt

AUTHORITY SIGN



Appointment Letter

Ref: NTS/APPT/FRSHR/2023/INDIA/042

27th Dec 2023

AT.PO. Dabhadi TA. Badnapur,
Dabhadi, Dabhadi, Jalna,
Maharashtra, 431213
Ph: 9130666459

Dear Krushna Tekale,

Sub.: Appointment for Employment as Associate Software Engineer

This letter confirms your full-time employment as Associate Software Engineer with NTS Automation Labs Pvt. Ltd., Pune. Start date of this position is 8th Jan 2024 Responsibilities include, but are not limited to:

1. Appointment

Your place of posting shall initially be Pune (India). However, you can be posted to any location in India or abroad, as may be required for the Company's business, subject to Company's policies from time to time.

2. Remuneration:

- a. You shall be paid the Annual Gross Salary as detailed in Annexure A.
- b. In addition to the above, you shall be entitled to receive various employee benefits as detailed in Annexure A. These benefits are governed by the Company's policies and are subject to revision from time to time.
- c. Salary reviews and re-fitments will always be subject to the schedules as may be implemented by the Company from time to time. Your growth in the Company and increment in the salary will depend solely on your performance and contribution to the Company. Your employment should be confirmed by the company before being eligible for any salary review.
- d. In case of change in the existing statute or introduction of new statute including but not limited to requiring payment of new salary component or existing salary component at a higher percentage, the Company reserves a right to adjust the salary components within your then existing Annual Gross Salary.
- e. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

Krushna Tekale



Jnana Prabodhini Prashala

510, Sadashiv Peth, Pune- 411030

Contract Letter

Certificate Number: 2022517
Date : 12/08/2022

To,
KULKARNI ASHWINI SUNIL,
A 103, APLA GHAR HSG SOCI, SHIKRAPUR, PUNE

This is in reply to your proposal for providing your services as Data Manager dated 29/07/2022 .
After scrutiny, the School Management Committee has agreed to sign a contract with you for the same
from **03/08/2022** till **22/10/2022** .

You will be paid the following professional fees.

| Earning | Percentage | Amount(Rs.) |
|--------------------------|------------|-------------|
| Contract Daily Payment | --- | 555 |
| Contract Travel Expenses | --- | 64 |

Services: Guidance & counseling in the subject allotted.

Terms and Conditions

1. The contract period will be as mentioned above. Either party can terminate this contract with one month prior written notice.
2. The payment will be done after deducting all the taxes and other legal charges.
3. Specific deductions will be made if the work done is unsatisfactory.
4. No literature can be published regarding the proceedings of the institute without prior permission of the institute. Any action affecting the goodwill of the institute is prohibited.
5. The contractor must attend the meetings and training programmes arranged by the institute.
6. The contractor is solely responsible for paying the Profession Tax to proper government authority.
7. Payment will be done in suitable installments.

(Sign of Contractee)

Name : Dr. Milind M. Naik



(Sign of Contractor)

Name: KULKARNI ASHWINI SUNIL

Witnesses -

1. Name : Mrs. Rohini S. Dhavale
2. Name : Mrs. Vaishali S. Potdar

Sign :

Sign :



**B.G. SHIRKE
CONSTRUCTION TECHNOLOGY PVT. LTD.**

SHIRKE

Regd. Office & Factory : 72/78, MALINDRANA, FLING, 411 038 (MUMBAI)

Tel : (022) 26708100, Fax : (022) 26871817, E-mail : shirke@shirke.co.in

Website : www.shirkegroup.com CIN : U45201PN1904PTC077340



Date: 21.05.2021

Mr. Shridhar Dhip Tompe
B-309, Suryavihar CHS,
Sec- 1E, Kalamshah,
Navi Mumbai - 410218.

SUB: APPOINTMENT FOR "PMAY Khoni Project, Mumbai (1374)".

Dear Mr. Shridhar,

In connection with your application for employment and the subsequent interview you had. The management is pleased to engage you as "Jr. Engineer - Civil", for our "PMAY Khoni Project, Mumbai (1374)" work on the following terms and conditions.

Initially you shall work with Shriram Enterprises, who is associated with us and is our designated manpower Agency. As informed by them your terms and conditions of Employment shall be as under. However, upon your job performance and the suitable vacancy in the company you will be absorbed in BGSTPL with revised terms and conditions of Employment which shall be intimated to you separately.

1. Your CTC is attached (Annexure - 1).
2. Your appointment commences from the date of your joining dates i.e. 26/02/2021 on Shriram Enterprises Roll for Operating unit BGSTPL.
3. During the employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the operating unit of Shriram Enterprises where you are required to work i.e. BGSTPL. Moreover, any rules, regulations and orders promulgated by the operating unit of Shriram Enterprises i.e. BGSTPL and applicable to employees of your level/grade, will also be applicable to you.
4. Your appointment is subject to your medical fitness as certified by the Operating Unit of Shriram Enterprises Medical Officer.
5. You will not during the course of your engagement with BGSTPL or at any time thereafter disclose to any person, firm or Shriram Enterprises, any information, confidential or otherwise, concerning the affairs of the BGSTPL & Shriram Enterprises and particularly information about the process, the machinery the technical knowhow, drawings, designs etc. or the raw materials etc.
6. You will attend the work place before 8.00 a.m. each day at the operating unit. You should write the diary daily and furnish assessment to the superior/in-charge of daily work before you leave work place.
7. Your services are transferable by a notice of 24 hours to any project/division, section, branch office, work site etc. of the BGSTPL, the operating unit or its subsidiary in India. 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 which are prevalent at your new place of project/site posting.
8. You will carry out such duties and responsibilities during such hours as shall be assigned to you from time to time by your superiors of that project/site.

- 1 -



Civil



Date : 17/04/2023

To,

Mr. HRISHIKESH BHIMRAO SHELKE
At. A-305, Gurusankalp CHS,
Sec. 1E, Kalamboli,
Raigad- 410 218.

Subject : Appointment for Cidco Talaja Sec 28A 29 31 And 37 Pkg 1 (1415)

Dear Hrishikesh,

With reference to your application for employment and the subsequent interview you had with us, the management is pleased to appoint you as "JR. ENGINEER - CIVIL" for our " Cidco Talaja Sec 28A 29 31 And 37 Pkg 1 (1415)" work on the following terms and conditions

1. Your CTC is attached. (Annexure - I).
2. Your appointment commence from the date of your joining duties i.e. 01/04/2023
3. You will be on Probation for a period of 3 months at the end of which your performance and conduct will be reviewed and based on the same your services are liable to be confirmed or extended or even terminated, at the sole discretion of the company. Confirmation of services will not be deemed to have taken place unless and until, informed to you in writing. Until such confirmation letter is issued to you, you will be deemed to continue your appointment on probationary basis.

During the probationary period your services can be terminated by without giving any notice in advance and/ or without giving assigning any reasons thereof by the Management.

4. During the period of Probation, you will not be entitled to avail of any leave. However on confirmation, you will be entitled to benefits of leave according to prevailing rules of the company.
5. After confirmation and in the event of your leaving our employment or where the Company desires to terminate your services for any reason whatsoever, the same can be done by giving one month's clear notice in writing or salary in lieu. Any reduction in the notice period or decision to set off accumulated leave against the notice period would be entirely at the discretion of the Management. However no such notice will be required to be given in case your services are terminated for any misconduct. Your failure to comply with this clause shall entail forfeiture of your leave salary, bonuses and discretionary benefits and the company will be at liberty to initiate legal action against you for the recovery of the amount.
6. During the employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the company where you are required to work. Moreover Any rules, regulations and orders promulgated by the company and applicable to employees of your level/ grade, will also be applicable to you.
7. Your appointment is subject to your medical fitness as certified by the Company's Medical Officer.
8. You will not during the course of your employment in our organization, or at any time thereafter disclose to any person, firm or company, any information, confidential or otherwise, concerning the affairs of the company and particularly information about the process, the machinery the technical knowhow, chemical or the raw materials etc.
9. You will attend the work place each day, ontime/sharp at the stipulated duty start timings. You should write the diary daily and furnish assessment to the Superior/incharge of daily work before you leave work place.
10. Your services are transferable by a notice of 24 hours to any project/division, section, branch office, work site etc. of the company or its subsidiary in India. 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 which are prevalent at your new place of project/site posting.
11. You will carry out such duties and responsibilities during such hours as shall be assigned to you from time to time by your superiors of the project/site.





OFFER FOR EMPLOYMENT

25 Oct 2023

Dear Jayesh Balaram Phale,

We are delighted to offer you the position of Web Developer at I-Medita Learning Solutions Private Limited based on your exceptional qualifications and potential. Below, you will find the detailed terms and conditions of your employment:

APPOINTMENT DETAILS:

- **Position:** Web Developer
- **Date of Joining:** 25 October 2023
- **Job Type/Location:** Work from Office (Baner, Pune)
- **Reporting to:** Saurabh Rawat
- **Location:** You will be based in Pune but may be required to work at the company's subsidiaries or associated companies, both within and outside India.
- **Conditions for Employment:** Your employment is contingent upon the accuracy of the provided testimonials and information, your freedom from contractual restrictions preventing your acceptance of this offer, and the provision of three satisfactory references (professional and personal).
- **Employment Type:** This is a full-time position requiring approximately 9 hours per day, six days a week.

REMUNERATION/CTC:

Cost to Company (CTC): Your annual Cost to Company is INR 3,00,000 (Indian Rupees Three Lakh Only). This will be disbursed in accordance with the prevailing compensation plans of the company.

TRAINING & PROBATION:

Training/Probation Period: You will be on a training/probationary period for an initial six months. The Company reserves the right to extend the probationary period if your performance does not meet expectations, as determined by your Reporting Manager.

I-Medita Learning Solutions Private Limited
Address: Second Floor, Aditi Samruddhi Building, Baner Road, Baner, Pune, M.H-411045
Contact: +91-8750004411, CIN-U80903HR2014PTC082683, Website: www.imedita.com



Comp



OFFER FOR EMPLOYMENT

25 Oct 2023

Dear Jayesh Balaram Phale,

We are delighted to offer you the position of Web Developer at I-Medita Learning Solutions Private Limited based on your exceptional qualifications and potential. Below, you will find the detailed terms and conditions of your employment:

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- **Date of Joining:** 25 October 2023
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- **Reporting to:** Saurabh Rawat
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- **Employment Type:** This is a full-time position requiring approximately 9 hours per day, six days a week.

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TRAINING & PROBATION:

Training/Probation Period: You will be on a training/probationary period for an initial six months. The Company reserves the right to extend the probationary period if your performance does not meet expectations, as determined by your Reporting Manager.

I-Medita Learning Solutions Private Limited
Address: Second Floor, Aditi Saranvidhi Building, Baner Road, Baner, Pune, M.H-411045
Contact: +91-878004411, CIN-U80903HR2014PTC062663, Website: www.imedita.com



JSW Steel Limited



Kumar Subham

Card No.: JSW03277
Deptt. : BF 2
Employee Code : 1019771
Blood Group : O+VE

2102000000013341

Subham
Auth. Signatory



Meeh

SSMI

**Sanyo Special Steel
Manufacturing India Pvt. Ltd.**



Name : Udhav R. Kamble

Token No : 23233541

Dept : Conditioning Shop

Date Of Joining : 11.09.2023




Issuing Authority



Mech

Office : 101, Eva - 1, Nr. Atabhi Chowk, Talaja Road,
Bhavnagar - 364001, Gujarat, INDIA
Ph. : (0278) 2471843. E-mail : gaspl@ymail.com



Ref. No: Cust/0054

02/04/2019

SANDESH RAMACHAL KANOJIYA
At:- Krishna Nagar Khopoli
Raigad, [Maharashtra]- 410203
Mobile-8796663365

Subject: Appointment for the post of Junior Shift Incharge [Production].

Dear, **SANDESH RAMACHAL KANOJIYA** ,
We are pleased to offer you, the position of **Junior Shift Incharge CCM (SMS Dept.)** with M/S **GUNINA ALLOY STEEL PVT. LTD.** on the following terms and conditions:

1. Commencement of employment
Your employment will be effective, as of 04/04/2019
2. Job title
Your job title will be Junior Shift Incharge and you will report to Jitendra Vishwakarma(Manager).
3. Salary
Your salary and other benefits will be as set out in Schedule 1, hereto.
4. Place of posting
You will be posted at Dholka Ahmedabad. You may however be required to work at any place which the Company has, or may later acquire.
5. Hours of Work
The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours require a rotational shift and you are expected to work not less than 8 hours each week, and if necessary for additional hours depending on your responsibilities.
6. Safety & Disciplinary
 - A. You should comply with all statutory, regulatory & other applicable legal requirements related to Occupational Health & Safety. Any violation of safety will be punishable as per the disciplinary policy of our company.
Safety rules, safety instructions, safety signage, and symbols that are displayed in the relevant and prominent location must be obeyed strictly.
 - B. No personnel shall be allowed to enter the premises without mandatory safety induction training.
 - C. Safety Helmet, Safety Shoes, Eye protection, and fluorescent jacket shall be worn on the job place.
 - D. The use of illegal drugs or alcohol being under the influence of the same at the workplace is cause for termination.
 - E. Do not distract the attention of fellow workers, and do not engage in any act which would endanger another employee.

Works : Survey No. 644, Vill : Simej, Tal : Dholka – 387 810 Dist : Ahmedabad, Gujarat. INDIA



Mech

Office: 101, Eva - 1, Nr. Atabhi Chowk, Talaja Road,
Bhavnagar - 364001, Gujarat, INDIA
Ph. : (0278) 2471843. E-mail : gaspl@ymail.com



7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in the Schedule.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during your employment, and shall return all such property to the Company before relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward, or compensation for your gains from or otherwise place yourself under financial obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than one month, prior notice in writing or salary in lieu thereof. For this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than one month, prior notice or salary for the unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property, documents, and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or clients, business affairs.

11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention, and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed, or engaged in any other business or activities or any other post or work part-time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents, and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For this clause, Confidential Information means information about the Company's business and that of its customers which is not available to the general public and which may be learned by you in the course of your employment. This includes but is not limited to, information relating to the organization, its customer lists, employment policies, personnel,

Works : Survey No. 644, Vill : Simej, Tal : Dholka – 387 810 Dist : Ahmedabad, Gujarat, INDIA



Office : 101, Eva - 1, Nr. Atabhi Chowk, Talaja Road,
Bhavnagar - 364001, Gujarat, INDIA
Ph : (0278) 2471843 E-mail : gaspl@ymail.com



and information about the company's products and processes including ideas, concepts, projections, technology, manuals, drawings, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under the clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time about matters like leave entitlement, maternity leave, and employees. Benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of the High Court Gujarat only.

15. Acceptance of our offer

Please confirm your acceptance of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

SANDESH R. KANOJIYA
02/04/2019

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source by applicable law.

Works : Survey No. 644, Vill : Simej, Tal : Dholka – 387 810 Dist : Ahmedabad, Gujarat. INDIA



EVERSHINE DEVELOPERS

S/302, Hanjar Nagar, Pump House, Andheri (East), Mumbai – 400093.
Mob. : 9969174136 , E-mail : evershinenaseer78@gmail.com

Date :

SN
Sirajuddin Naseer
Big
Civil



BNC INFRASTRUCTURE

PLANNERS, ENGINEERS & CONTRACTOR (SINCE 1993)

OFFICE ADD: KUSHGAON WADI NEAR NATIONAL HIGHWAY BRIDGE LONAVLA 410401(PUNE)

TO WHOM IT MAY CONCERN

Date: December 21, 2023

This is to certify that Mr Prathmesh Sing working as a Jr. Engineer since last two years.

It has been a wonderful experience to work with Mr **Prathmesh** Sing. His expertise in Management and **Site Handling** is truly remarkable. His sheer brilliance and commitment have tremendously helped in the growth of the organisation.

I wish him all the **best** in his future endeavours.

Yours Sincerely,

Shiv Vishwakarma

MD

BNC INFRASTRUCTURE,

Lonavala, Pune.



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EIGHT FOLD GROUP

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0
8

Interior, Estimator, Q&S Budgeting, CIVIL, Finishing, Landscape
1/402, Moraj RiverSide Park, Plot no.448/449, Takka, Panvel-410206; eightfoldgroup2019@gmail.com
GST No :- 27AQDPK4297J1ZF

Date:-20.06.2022

To Whom It May Concern

I hereby certify that Mrs.Aarti Sanjay Jadhav as a
"Junior Site Engineer" with our company during the period starting
from January 2021 to Still working

She is working with sincerity and excellent performance, she
demonstrated as a diligent and truthful person. Her interpersonal skills are
outstanding, she has been very helpful and highly appraised with her team.

Thanks & Regards,


Mr. Radhesham Khillare
For Eight Fold Group



Civil

Atul Chavan
7264016494



apc
CONCEPT TO REALITY

PLANNERS & ENGINEERS STRUCTURAL CONSULTANT

apcplanners2021@gmail.com

Taware Building, Near Saibaba Mandir, Bhangarwadi,
Lonavala, Tal : Maval, Dist : Pune 410401

person development
construction job worker site helmet house
builder contractor professional
paper manager crane people blueprint architect building architectural hat design working
protection
equipment structure instrument
occupation engineer industrial business survey
architecture



Civil

JSW Steel Limited



Rahul Kumar

Card No.: JSW01643

Deptt. : PPC Steel Zone

Employee Code : 1019609


Blood Group : O+VE




2102000000005044


Auth. Signatory

Kiech


A PROMISE FOR POWER
POWERICA LIMITED



SANIKET RAMDAS SONAWANE
EMP. CODE : 10132


Authorised Signatory



Mech

NEC/COE/G. Ajay/Appointment/018

Dated: 08.05.2019

To

Mr. Guntupalli Ajay,

S/O- Guntupalli Vankateswara Rao,

2-243, Paladugu,

Guntur,

Andhra Pradesh-522401

Contact No. +91-9346656038

APPOINTMENT LETTER

Dear Sir,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "Diploma Trainee Engineer" on local basis with the following terms and conditions.

1. You will be paid a consolidated salary of Rs. 11,500/- per month (Rupees Eleven Thousand Five Hundred Only) per month inclusive of all allowance.
2. You will be provided free bachelor accommodation at the Project Site.
3. You are liable to be posted at any of our company's construction Sites in India.
4. Your appointment can be terminated with one month notice on either side without assigning any reasons.
5. You will be governed by the rules and service conditions of the Company that are in force from time to time.
6. Please bring with you two copies of your entire certificate and copy of your passport size photograph and the original certificates at the time of reporting the duty.
7. You shall be subject to the service rules and regulations including the conduct rules as well as the administrative order of the company in force from time to time.
8. You shall devote your whole time to your duties and shall not carry on or be concerned in any other Business or occupation what so ever.
9. You shall be responsible for the charge and care of the company's money, goods and stores and any Property entrusted to you or in your hands and truly and faithfully account for or pay over or deliver To proper person, money, goods and which shall at any time come to your hands or under your charge, On account of the company.

CIN: U45203AP1986PLC006925

Site Office: Mumbai Pune Expressway, Missing Link Project, Lonavala - 410401.

Corp. Off: 1259, Lakshmi Towers, Rd#30, Jubilee Hills, Hyderabad - 500 033, INDIA

Tel: +91-40-2355 7196, Fax: +91-40-2355 7190, E-mail: nec@navayuga.com, www.necitd.com

Regd. Off: 3B D 17, Dwarkanagar, Vishakhapatnam - 530 016, INDIA

Tel: +91-891-2764602, 2747335, Fax: +91-891-2747302, E-mail: nec.vizag@navayuga.com



Civil

10. The expression "Company" in this letter shall include all or any officer of the Company for the time being placed in authority.

11. In case of any dispute regarding interpretation of terms and conditions of this offer of appointment or the rules governing your service or otherwise, the decision of the company thereon shall be final and binding.

12. If above terms and condition are acceptable to you:

Please communicate your acceptance of your offer duly signed on the copy of this letter and return the same within seven days intimating the date on which you will be joining, failing which this offer shall stand withdrawn.

Your place of posting will be at Lonavala site, you should report to Shri. K Anil Kumar (Project Manager). You requested to report for duty at our said Office immediately.

Site address:

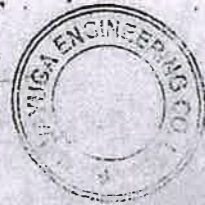
NAVAYUGA ENGINEERING CO. LTD.
Mumbai-Pune Expressway, Missing Link Project,
Near Singhgad Institute, IRB Service Center,
Lonavala, Pune- 410401
Email-hr1299@necltd.com

Contact Person: Mr. Deepak Gupta, HR Assistant - Mobile No: +91 98053 84948.

This letter is being forwarded to you in duplicate. You are requested to sign and return one copy of the same as token of acceptance.

Thanking You,
Yours Faithfully,
For Navayuga Engineering Co. Ltd.

(MD. SIRAJUDDIN)*
Director



G. Anole
Agreed and Accepted



CIN: U45203AP1986PLC006925

Site Office: Mumbai Pune Expressway, Missing Link Project, Lonavala - 410401.

Corp. Off: 1259, Lakshmi Towers, Rd#36, Jubilee Hills, Hyderabad - 500 033, INDIA
Tel.: +91-40-2355 7196, Fax: +91-40-2355 7190, E-mail: nec@navayuga.com, www.necltd.com
Regd. Off: 48-9-17, Dwarakanagar, Vishakhapatnam - 530 016, INDIA
Tel.: +91-891-2754602, 2747335, Fax: +91-891-2747362, E-mail: necvizag@navayuga.com



Sharda Motor Industries Ltd.

WORKS : A 1/8, Mahindra Vendor MIDC Park, Chakan Phase IV Village Nighoje, Pune - 410 501, Tel : 02135-674400

Ref. No.: SMIL/CHK/HRD/APP/STF/-286

2nd February, 2022

Sanjay Chandu Pawar,
At - Karkalli Tanda,
Tal - Shahapur,
Dist - Yadgir,
Karnataka'

Dear Mr. Pawar,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as **Engineer – NPD w.e.f. 2nd February, 2022** in L- 5 grade at our Chakan Plant. Your salary structure will be as per the attached Annexure.

Your appointment is subject to the following terms and conditions

1. You will be on probation initially for a period of six months. However, this period may be further extended for another six months at the sole discretion of the management. You shall continue to be on probation till you are not confirmed in service by an order in writing. During the probationary period either party can terminate the contract of employment by giving one month's notice to the either side. You are required to serve during notice period also. If you fail to serve during the notice period, you shall be liable to surrender one month's salary in lieu of notice period.
2. Your appointment and its subsequent continuance shall be subject to your being found medically, physically and mentally fit and continue to be as such during the period of your employment. You are further liable to submit yourself for medical check-up as and when required by the Management. You can be discharged from the services of the Company in case of continued ill health. During the period of this employment you shall not secure or try to secure any other post or part-time work.

Contd. Page---2





Sharda Motor Industries Ltd.

WORKS : A 1/B, Mahindra Vendor MIDC Park, Chakan Phase IV Village Nigohje, Pune - 410 501, Tel : 02135-674400


-3-

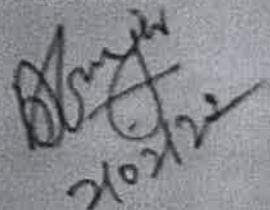
13. You shall not absent yourself from your work or overstay the sanctioned leave at any time without the consent of the Management in writing.
14. During the tenure of your service, you will use the property of the Company with utmost care. You shall be responsible for safe keeping and return in good condition of the property or assets of the Company, if any, entrusted to you and you shall be liable to account for the same.
15. After confirmation your employment is liable to be terminated on either side by giving two month's notice or payment in lieu thereof, subject to Company rules.
16. Any change in your residential address or marital status should be notified in writing to the Company. Any communication sent at the address furnished by you shall be deemed to be of sufficient service.

In case you agree to the above terms and conditions, you are hereby required to sign the duplicate copy of this letter as a token of your acceptance.

We wish you a very long association with us.

For Sharda Motor Industries Ltd.

 General Manager
(Plant Head)


21/02/22

Received & Accepted the
above terms & conditions

CC to : 1) Head Office (HR)
2) Head Office (Accts)

Signature & Date



Offer cum Contractual Appointment Letter

31.05.2023

BEPL/MGL/23-24/632

Employee Code: BON11156

Mr. Gaurav Ganesh Shigvan,

Congratulations!

This refers to the discussions and the subsequent interview you had with the Client. We are pleased to share with you that you have been selected as **Project Engineer** to work with our client **Mahanagar Gas Ltd.** at their works at **Mumbai** on contract basis till 31st May 2025 as per client requirement on the following terms and conditions as discussed and agreed.

1. Duration of Contract: As discussed and explained to you personally and agreed during the course of your interview with us and the client, this is purely a contract assignment and will automatically cease on expiry of the contract or termination of our job by our client. The contract extended/reduced as per the project requirements or your performance on the job.

2. Remuneration: Your remuneration will be **INR 31500/- per month all inclusive (Rupees Thirty One Thousand Five Hundred Only)** the details of which is been given in the **Annexure A** attached below.

The deputation charges as per Annexure A due to you for the work done will be credited by the 10th day of the following month to the A/C details furnished by you after having received your duly completed and authenticated time sheet for the concerned month latest by the 3rd of the following month. In case of any natural calamities / Strikes / any unforeseen activities, you shall be paid only on basis of the time sheet approved by the client.

3. Deductions:

- **Taxes:** All taxes and statutory dues will be payable by you and will be deducted from your monthly dues at effective rates for the time being in force and at rates as may be made effective from time to time by the authorities.
- PT & Tax deductions as applicable will be done as per Govt. rules. The above compensation structure is subject to change without affecting emoluments adversely. Please note that the CTC shall remain same throughout the contract tenure. Any changes in the statutory requirements as may be defined by the government will reflect in your net salary.

4. Notice Period: Your contract appointment will come to an end on the completion/termination of the work awarded to us by our client or on expiry of period for our contract appointment, whichever is earlier. In case you discontinue on your own without giving advance notice of 30 days to us, up to one-month compensation or part as deemed fit will be deducted / recovered from you either from your due payment or otherwise as penalty. In case of resignation, your Resignation Letter must be approved by your Immediate Reporting Manager as well as Project Executive from Bonace. Also, please note that you shall not be entitled to benefits like national holiday & paid leaves, etc while you are serving your notice period and you are expected to serve 30 days as your notice period to us.

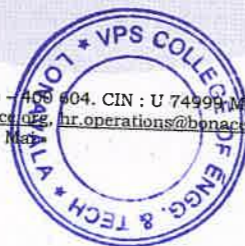
Bonace reserves the right to terminate your contract at any point of time with immediate effect, in case occurrence of any of the following even

- Your performance/behavior is not found up to the expectation of our Client.
- You remain absent from duty without proper approval from Site in Charge and/or Seniors (including from BEPL).
- Your conduct with your colleagues and supervisors and others at project site not satisfactory as decided by Site in Charge.
- In case, you are found to have consumed Alcohol/Drugs during working hours.



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- Also please note that in case you are demobilized due to any of the above mentioned points, the company / client can levy a penalty up to one month compensation.
- 5. Full & Final Settlement:** The Full and Final settlement shall take place only on completion of following process:
- At the time of demobilization / leaving the job, you are required to return back all Identity cards/gate passes, PPEs etc. In case of failure to return the same penalty as levied by Client / Bonace shall be recovered.
 - In case of Resignation/ Demobilization the final settlement will be made in the following payroll cycle month.
 - Experience Certificate will be issued only after you complete site clearance formalities at site and payroll clearance formalities from Payroll Team.
- 6. Other Terms and Conditions:**
- Work Ethics & Discipline:**
- During the course of your employment, you shall observe strict discipline at work and shall not indulge in any activities directly or indirectly detrimental to our interest or to the interest of our client. You will be reporting to your Engineer-in-charge at our client's work place for day-to-day instructions/assignments.
 - You are required to comply with the Organization's and Client's policies, which include those related to non-discrimination, sexual harassment, confidentiality, board memberships and inside information. The Employee agreement provides for basic standards of behavior which is expected from the Employee. Also during your employment you may have access to certain confidential information (which may or may not be classified as confidential) about the Organization and/or its clients and customers, therefore our belief is that you shall work in ethical and legal manner and shall not disclose to any person/s, any such information or indulge in any malpractices.
 - Smoking and consumption of Alcohol/Drugs / banned substance is strictly prohibited in Client premises as well as in the accommodation if provided by Bonace.
 - During the period of your employment you shall not engage yourself directly or indirectly with or without monetary benefits and/or otherwise in any other employment or activity which BEPL or their client may in its sole discretion consider contrary or inconsistent with your duties and obligations hereunder and / or which may in its sole discretion deem prejudicial to its interest.
 - You shall not divulge and/or reproduce any of the trade secrets and/or confidential information (whether endorsed or not) and/or activities of the BEPL or their client to any person/s, firm and/or organization nor shall you use or attempt to use any information received during your tenure. You shall use such above information solely for the Purpose of your appointment and for no other use whatsoever, and shall prevent any and all unauthorized use or reproduction of the such information and activities by taking all necessary measures, including by preventing unauthorized access by appropriate physical and electronic means, following best practices. You understand that all the information received by you and the work performed by you during your tenure with the client and/or BEPL is strictly confidential and therefore divulging any information / using / misusing the same would cause loss and/or damage to the client and/or BEPL and hence you shall be responsible for any such loss / damage caused to the client and/or BEPL due to your act/s.
 - You shall not carry/disclose/damage / destroy any document, drawings, sketch, data etc. hard copy or electronic form outside the site office / working premises. As such you shall maintain strict secrecy of all documents, information and data of our client, failing which we / Client may take initiate legal action against you.
 - You can be transferred to any of our client's site / offices. Upon transfer you shall be under the administrative control of the Office to which you are transferred and shall be governed by the terms and conditions of Employment that are in force at that Office. You will not have any claim for permanent employment with BEPL and/or our client. Also payment of Gratuity is not offered under this contractual appointment.
 - While working at site if any damage happens to the MGL property, the same shall be recovered from your salary.



- You will never enter client premises without mandatory PPE's, provided to you or arranged by yourself. In case you found without PPE's then as per "Contract Clause" you shall be liable for penalty of INR 500/- Per Day
 - You need to abide by basic civil rules of the guesthouse provided to you, failing to which or in case of any damage caused to the guest house property, the cost of the same/ penalty as levied shall be deducted/ recovered from your salary.
 - All communication regarding transfer, contract extension, increment would be done in electronic form and it should be acknowledged electronically
- 7. Non-Disclosure Clause:** You shall not either during the continuance of this engagement or thereafter disclose, divulge or communicate in any manner to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of our firm or our associate firms including methods, process, pricing and systems used by us.
- 8. Confidentiality:** This Offer cum Contractual Appointment Letter is highly confidential and for your use which is not to be shared with any other person/agency/company.
- 9. Jurisdiction:** The exclusive place of jurisdiction is Thane, Maharashtra.
- 10. Joining Formalities:** Before joining you have to complete all joining formalities and submit the following documents to avoid any delay in your joining and salary process:
- Induction Form with Personal Details, Bank Details, Address & ID Proof (Aadhar Card & PAN Card), PF Form 11 & 4 passport size photographs
 - Recent Salary Certificate (Pay Slips) and Bank Statements
 - Qualification Certificates (10th, 12th & Degree/Diploma)
 - Experience/ Relieving letter from your Present & Past Employers.
 - Medical Fitness Certificate as per Client Requirements
 - Police Verification Certificate.
 - Mobile Phone with good quality camera (to be carried daily to site)

*** Your appointment is being made on the basis of your particulars such as qualifications etc. given by you in your application of employment and in case of any information given by you is found false or incorrect, your appointment will be deemed void and liable for immediate termination without any notice or salary in lieu of notice.

As agreed, you are requested to report to client **Mahanagar Gas Ltd.** on **11.07.2023** complete your joining & induction formalities post which you shall be transferred to the project site.

If you are unable to join the duties in stipulated time and date, this offer cum CAL given to you will stand cancelled or withdrawn automatically. Kindly confirm your acceptance on the duplicate of this letter.

Thanking you,

For Bonace Engineers Pvt Ltd

Priyankatti

Human Resources



I have understood and accept the terms and condition of this letter and shall abide by the same.

Name – **Mr. Gaurav Ganesh Shigvan** Signature _____ Date: / /

Note: As a token of your acceptance of the terms and conditions of this offer cum contractual appointment letter, sign the letter on each page. Email the duly signed soft copy and return the duplicate copy of this signed letter to the undersigned within 3 working days of receipt thereof. Please note that as per the company policy, a signed copy of the offer cum contractual appointment letter is mandatory without which your monthly salary will be withheld.

Annexure A

| Component | Monthly Salary (INR) |
|---|----------------------|
| Basic | 23322 |
| Statuary Bonus | 1943 |
| HRA | 4625 |
| Other Allowance (Mobile, Uniform & Washing Allowance, Mediclaim, Insurance etc) | 1610 |
| Remuneration / CTC | 31500 |

- PT & Tax deductions as & if applicable will be done as per Govt. rules. The above compensation structure is subject to change without affecting emoluments adversely. Please note that the CTC shall remain same throughout the contract tenure. Any changes in the statutory requirements as may be defined by the government will reflect in your net salary.
- Any other deductions applicable to you which are covered under 'Work Ethics and Discipline' of this letter or due to violation of Client & Company Work Policies
- **Work Timings:** Your workday and hours will be scheduled in line with our client's Work day and hours. You will be required to be available at site until declared formally closed for the day as per Client Record System. You may also be required to work beyond normal working hours.
 - Working Hours – 8.5 hours per day excluding meal breaks
 - Standard Days of Working - 6 days a week
 - You will undertake to perform normal duty expected of you during course of your deputation. However, if you are absent without prior approval of the reporting authority at MGL, salary for the same shall be deducted on prorata basis.
- **Job Location:** You will be liable to serve at any place in Mumbai / Thane / Thane District/ Navi Mumbai / Raigad District depending upon the Client & Project Requirements.



- **PPEs:** Necessary & relevant PPEs required to carry out your daily jobs will be provided by the Bonace. Please note that you are required to strictly use the issued PPEs while on duty and necessarily comply with all the relevant safety standards at site. If you will be found not abiding to the safety standards, you shall be liable to the PPE Penalty levied by Client and the same shall be recovered from your salary.
- **Local Conveyance:** In addition to the salary mentioned above in Annexure A, you shall be paid INR.1575/- per month as Conveyance allowance. This amount shall be paid to you on pro-rata basis per month.
- **Leave:** In addition to the salary mentioned above in Annexure A, you shall be entitled to 21 Days of Paid / Earned Leave on pro rata basis & 5 days of Sick leaves on approval of client on pro rata basis. No compensation will be paid for accumulated & unutilized Paid / Earned Leave. Accumulated & unutilized leaves will get lapse at year-end. However, availing any type of leave should be pre-approved by the line Manager. Please refer to the Leave Policy shared separately for availing these leaves.
- **Safety & Technical Competency Training (STC):** STC training is mandatory for all engineers working at MGL site. Client (MGL) or company (Bonace) shall arrange for these training (First end training/refresher training) as per project requirements. In case you leave the projects within twelve months from the date of taking these training as amount of INR 1200/- or 600/- shall be deducted in your full and final settlement.
- **Insurance:** Bonace shall take Workmen's Compensation Policy to cover you during the period of contract with no costs to you. In addition to this Bonace shall also take Mediclaim of 2 Lakh and GPA of 5 Lakh for you. For whatsoever, BEPL's Liability in the event of any claim will be limited to the terms and conditions of the Insurance Policy. INR.350/- per month shall be deducted from your monthly remuneration for the same.
- **Security Deposit:** An amount of INR.2500 (one time only) will be retained from your first salary as security deposit. The amount retained as security deposit will be refunded to you after completion of one year. Also, if you leave the job before expiry of this contract or if client due to your non-performance terminates the contract, the retained amount shall be forfeited by "Bonace". The same shall be adjusted in front of PPEs provided by Bonace and STC training.

***Apart from above, you are not eligible for any other monetary benefits.

- **Encl:**
 - Client's Safety & Quality Requirements (covered under HSE Policy)
 - BEPL's COBP covering Work Ethics, Discipline & Roles + Responsibilities.



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आजादी
अमृत महोत्सव



छावनी परिषद कार्यालय, देहुरोड/CANTONMENT BOARD, DEHUROAD

भारत सरकार, रक्षा मंत्रालय/ Govt. of India, Ministry of Defence

नजदीक देहुरोड रेलवे स्टेशन, देहुरोड छावनी, पुणे- 412101

Near Dehuroad Railway Station, Dehuroad, Pune- 412101

Tel:020-27671222, Fax: 020-27672610

e-mail: ccodehu-stats@nic.in

website:https://dehuroad.cantt.gov.in

No. CBDR/ Admin/Appointment/ Manpower Tender/2022

Date:- 30/12/2022

To,

Mr. Omkar Milind Surve
28 Laxmikrupa Niwas,
Narveer Tanaji Wadi,
Shivaji Nagar, Pune- 411005

Sub - Appointment as Contractual Painter Cantonment Board Dehuroad.

With subject mentioned above, you are appointed as **Painter** on Contractual basis. You will be given an amount of Rs. 873.49/- per day (working days 26 in month) as per Minimum Wages Act, as Remuneration. You are liable to follow these terms and conditions by accepting this appointment letter.

- 1) You are hereby offered an appointment for the post of Painter on contract basis from 3rd January 2023 to 28th February 2023.
- 2) Necessary TDS as per the Government Rules will be deducted from the Payment of your Remuneration.
- 3) This office reserved the rights, if any objection is raised by the audit authority regarding excess payment, the same will be recovered from your salary or otherwise you will have to pay the excess amount in cash to this office.
- 4) Your appointment is purely on contractual/temporary basis and you will not have any claim for Permanent Absorption or Regular Employment, Regularization, Earned leave or Annual Increment.
- 5) Your working hours will be from 09.30 am to 06.00 pm. However, this timing can be changed as per the requirement of the Cantonment Board Dehuroad.
- 6) As per the requirement of the Cantonment Board Dehuroad, you may be called before or after your service hours to provide your services to the Cantonment Board Dehuroad at any time. You will not be given overtime for any kind of additional work/duty.
- 7) Your appointment will automatically come to an end on the expiry of the specific period mentioned above and no notice/notice pay, retrenchment compensation will be payable to you by the board.
- 8) Your working hours will be as directed by the section Head of the respective section.
- 9) If your work is found non-satisfactory, your services will be terminated by giving 24 hour's notice. In case of self-discontinuation of your service you will have to give 1 month prior notice in advance or you will have to pay one month salary to the Cantonment Board.
- 10) Cantonment Board reserve the right to recover the one-month remuneration amount from you, if you left the job without proper intimation to Board.
- 11) You will not initiate any legal proceeding against the Cantonment Board.



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SAI DATTA ENGINEERING

Regd. Off.
Ground, Sr. No. 33/1/2, Maharashtra Nagar,
Gajanan Nagar, Kamthe Building, Rahatani, Pune - 17.

Factory
Plot No. EL-26/1, J-Block,
MIDC, Bhosari, Pune - 26, INDIA.
sai.datta.engineering2017@gmail.com

Ref: SDE/HR & A/20/2022

December 25th, 2022

Date

To,
Mr. Yogesh Masurkar
Patil complex near to Ganraj Complex,
Ranjangaon
Pune - 412220
M. NO. 9145097091

Subject - Appointment letter

Dear Mr. Yogesh,

With reference to your application & subsequent interview and interaction you had with us, we are pleased to offer you an employment at our unit on following terms and conditions.

1.0 Designation: You will be designated as "Purchase Engineer" in our esteemed organisation and you will be reporting to the Director of the company.

2.0 Commencement / Terms:

- Your appointment at Sai Datta Engineering shall be effective from Jan 1st, 2023
- You will be on probation for a period of six months. After completion of probation your service will be continued to be on probation till company communicates you in writing about your confirmation.

3.0 Salary:

- You will be entitled to get monthly salary considering your attendance as mentioned in Annexure "A"

Other Terms and Conditions of Services:

- **Professional Ethics & Confidentiality:**

While you are working in the premises of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the client company and will not divulge to any person or utilize any of the Client Company's secrets or other related information outside the client Company.

Page 1 of 3



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- **IT Security Practice & Procedure:**

While you are in the premises of the Company, you will be adhered to the IT Security Practice & Procedure as prescribed by the company.

- **Place of Work :**

You will be assigned to work at our plant located at **Plot No. EL 26/1, 'J' Block, MIDC, Bhosari, Pune - 411 026**. However on company's requirement you may assign other on site activities as and when required by the company.

- **Notice Period:**

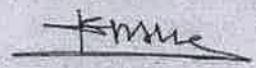
Your employment can be terminated by giving **one month's** notice on either side on payment of Basic salary in lieu thereof. However, at the time of leaving you will ensure that all your on-going activities are successfully completed & all assignments given by company are duly discharged.

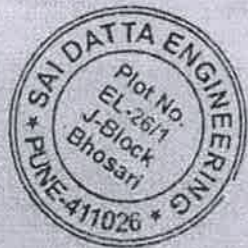
- **General**

- You will be bound by the Rules and Regulations of the Company.
- You will keep us informed of any change in your residential address.
- You are requested to submit your KYC documents while joining the company.
- You are requested to duly sign the duplicate copy of this letter as token of confirmation of acceptance of this letter.

Thanking You,

For SAI DATTA ENGINEERING


Vijay Kamthe
Proprietor



DECLARATION

The above terms and conditions were explained to me, I have understood all the above terms and conditions mentioned in this letter and undertake to abide by the same on its totality.

Signature _____

Place _____

Full Name _____

Date _____



"Sai Datta Engineering" J - Block, EL-26/1, Bhosari, Pune - 411026

ANNEXURE "A"

Name: Yogesh Masurkar

Designation: "Purchase Engineer"

Date of joining: Jan 1st, 2023

Salary Structure as mentioned below:

| | |
|-------------------------|------------------------|
| 1) Basic Salary | Rs. 10,000/- per Month |
| 2) HRA Allowance | Rs. 7,000/- ... " ... |
| 3) Conveyance Allowance | Rs. 3,000/- ... " ... |

Gross Salary: Rs. 20,000/- per month

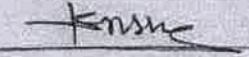
Deductions:

| | |
|---|-------------|
| 1) P.F. @ 12% on Basic Pay (Rs. 10,000) | Rs. 1,200/- |
| 2) ESIC | Rs. 150/- |
| 3) P. Tax | Rs. 200/- |

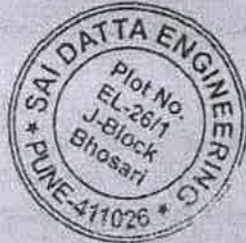
Total Deductions: Rs. 1,550/-

Net Salary: Rs. 18,450/- per month

For SAI DATTA ENGINEERING



Vijay Kamthe
Proprietor



JSW



SANKET SUBHASH PHAND
16176
B+VE

Sanket
Issuing Authority

2100000000001012



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SHUBHAM HOUSING

BUILDERS AND LAND DEVELOPERS

SHOP 3/4, SHREE HARI DARSHAN BLDG. NO.7, MAHALAXMI APARTMENT GALLY, VIMAL DAIRY LANE,
NR. INDRALOK NAKA BHAYANDER - EAST, THANE, MAHARASHTRA, 401105. MOB. - 9819189100

Date: 1/03/2023

OFFER LETTER BY Shubham Housing

Date: 1st March 2023
Ref: SH/01/03/23-24

Mr. Aman Rajesh Sonkar
Room No. 06,
Bali Kadam Chawl, Ambawadi
R.K. Singh Margh, Andheri East,
Mumbai-400069

Dear Mr. Aman,

We refer to your application and subsequent interview with us and are pleased to appoint you as "Jr.Site Engineer" in our company with effect from 7th March 2023 on the terms and conditions pertaining to the remuneration that have been mutually agreed upon.

The other terms and conditions applicable are:

1. PROBATION:

You will be on probation for a period of six months from the date of your joining. During the probationary period, your services may be terminated with one-week notice without assigning any reasons whatsoever. You will also be required to give one-week notice in case you wish to resign.

