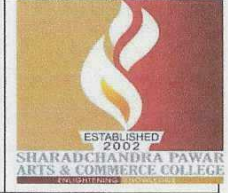




**Shri Gajanan Maharaj Shikshan Prasarak Mandal's
Sharadchandra Pawar Arts and Commerce College.
Alandi Devachi, (Dudulgaon), Tal-Khed Dist-Pune-412105
(Affiliated to Savitribai Phule Pune University, Recognised by Govt. of
Maharashtra)**



Criterion 5: Student Support and Progression

5.2-Student Progression

5.2.1 Percentage of placement of outgoing students during the last five years

INDEX

Sr. No.	Particulars
1.	5.2.1 DVV
	Academic Year 2021-22
2.	Placed Student's (Joining letter/I-Card) of outgoing students
	Academic Year 2020-21
3.	Placed Student's (Joining letter/I-Card) of outgoing students
	Academic Year 2019-20
4.	Placed Student's (Joining letter/I-Card) of outgoing students
	Academic Year 2018-19
5.	Placed Student's (Joining letter/I-Card) of outgoing students
	Academic Year 2017-18
6.	Placed Student's (Joining letter/I-Card) of outgoing students



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Dudulgaon (Alandi), Pune

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
Placement Data (A.Y.2021-22)					
2021-22	Pooja Munde	BBA(CA)	2021-22	Softtrine Solution Pvt.Ltd,Pune	2,70,000/-
2021-22	Apoorva Vishnu Palande	TYBA	2022-23	HINDUJA GLOBAL SOLUTIONS LIMITED	2,85,600/-
2021-22	Shubhangi More	BBA(CA)	2021-22	V5 Global Services PVT Ltd,Pune	2,80,332/-
2021-22	Kajal Hande	M..Com	2022-23	V5 Global Services PVT Ltd,Pune	2,80,332/-
2021-22	Satyam Mishra	BBA(CA)	2021-22	Cognizant Technology Pvt Ltd,Pune	3,19,500/-
2021-22	Manoj Eknath Kadam	BBA(CA)	2021-22	Samarth Digital Pvt Ltd,Pune	2,20,220/-
2021-22	Sonali Waghmare	BBA(CA)	2021-22	Channelplay pvt Ltd,Pune	1,50,000/-
2021-22	Jayashree Vishnu Tangtode	MA(English)	2021-22	Gayatri School and Jr.College	3,00,000/-
2021-22	Mrs.Rekha Taur	MA(English)	2021-22	PODAR International School,Pimpri Pune	3.50,000/-
2021-22	Mr.Amit Patil	MA(English)	2021-22	Army Public School BEG Centre Dighi,Pune	3,70,000/-
2021-22	Mrs Anagha Sopan Barde	MA(English)	2021-22	Aditya English School,Pune	3,00,000/-
2021-22	Mrs.Mukund S.Bhasale	M.Com	2022-23	PAVANA Sahakari Bank	1,99,872
2021-22	Mrs.Varsha Damse	M.Com	2022-23	ICICI PRUDENTIAL Life Insurance	2,45,000/-
2021-22	Aakarsh Aresh Bandekar	BBA(CA)	2022-23	OPPO INLEAD Electronics pvt.ltd.Pune	1,50,000/-
2021-22	Mr.Krushna Anantrao Nikam	M.Com	2022-23	PRISMA Realty Pvt.Ltd.	4,20,000/-
2021-22	Pranita Shinde	BBA(CA)	2019-20	Syntel Private Limited,Pune(Autos)	1,20,500/-
2021-22	Nanwate Deepak Dnyandev	BBA(CA)	2019-20	Cognizant Technology Pvt Ltd.Pune	2,51,999/-
2021-22	Liji M.K.	M.A.(Eco)	2022-23	Elpro International School	3,09,600/-
2021-22	Akshay Govind Ingale	BBA(CA)	2019-20	Cognizant Technology Pvt Ltd,Pune	2,52,000/-
2021-22	Rajat Sharma	BBA(CA)	2022-23	IGT Solutions pvt.ltd	1,80,000/-
Placement Data (A.Y.2020-21)					
2020-21	Ahinsha Akash	BBA(CA)	2020-21	Infosys Pvt.Ltd Pune	2,22,972/-
2020-21	Shreekant Maruti Walunjkar	SYBA	2020-21	POUSSE Management Services pvt.Ltd.	2,24,184/-
2020-21	Nana Devchand Bodade	MA(English)	2020-21	radcliffe (Group of Schools)	2,70,000
Placement Data (A.Y.2019-20)					
2019-20	Dharmale Suvrana Shrikrishna	BBA(CA)	2019-20	RAY ENGINEERING & SERVICES	2, 40,000/-
2019-20	Savita Madanrayshing Waldiya	BBA(CA)	2019-20	KSHITIJ TECH.Solutions	3,20,000/-




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Placement Data (A.Y.2018-19)					
2018-19	Rohit Laxman Bhandwalkar	B.Com	2018-19	RAY ENGINEERING & SERVICES	2,16,000/-
2018-19	Pratiksha Ganpat Mhaske	B.Com	2018-19	KSHITIJ TECH.Solutions	2,01,600/-
Placement Data (A.Y.2017-18)					
2017-18	Akshada Jagnade	B.A.(English)	2017-18	RAY ENGINEERING & SERVICES	1,80,000/-

Prerana Patil
Mrs.Prerana Patil
Criteria Head-5

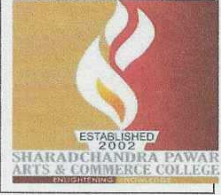
Chhaya Joshi
Dr.Chhaya Joshi
I.Q.A.C. Co-ordinator
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune-412105.

Hansraj Thorat
Dr.Hansraj Thorat
PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune





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Academic Year 2021-22

Placed Student's (Joining letter/I-Card) of outgoing students

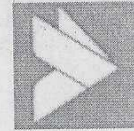


H. Thoral

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Dudulgaon (Alandi), Pune

Softtrine Solutions Pvt. Ltd.



Subject: Offer Letter

OfferLetter_V1.0
Date: 05.06.2022

Mis. Pooja Munde
Unit: IT Staff
Augmentation

Dear Pooja,

We are pleased to appoint you in our company with effect from 08.09.2022 as:
Senior Technical Support Engineer
Designation: IT Support Engineer

The broad terms of this appointment are as follows:

1. You will be a confirmed employee from the date of joining. Our company office is located at A 302, Swaraj Apartment, Vadgaon Sheri, Pune 411014. However, you will be working from home for some duration.
2. Your Total Target Compensation will be Rs.2,70,000.00 /- and the compensation package will comprise of the components specified in ANNEXURE A.
3. Compensation structure as well as the structure governing role/designation is liable for modification from time to time at the company's sole discretion.
4. For fulfilling the company's business needs from time to time, you may be assigned to work with clients directly or indirectly.
5. The company can initiate movement of your assignment to any other projects for movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between Softtrine Solutions Pvt. Ltd. & its customers.
6. You will be entitled to paid leave as per company policy.
7. All female employees are eligible for Maternity, Adoption, Miscarriage Leave & relevant benefits as per The Maternity Benefit (Amendment) Act.
8. You will be bound by the company policies which will be communicated to you, from time to time. It will be your responsibility to keep yourself abreast of the same and comply with code of conduct & all the Company policies.
9. You will not undertake any representation or employment, retainership, assignment, apprenticeship / traineeship, consultancy engagement or in any other manner whatsoever, or carry out any other profession / business / activity / vocation, nor engage in any such activities (even if such association, activity, etc. is on part-time basis) for any other company while in the employment of Softtrine Solutions Pvt. Ltd.
10. You will be committed to us for at least a year from the date of joining.
11. On joining you would undergo a rigorous program with us like, the knowledge transfer sessions will be provided to you.

During the course of your assignment/projects, you will deal with some important or confidential information and/or general matter of the company or of the client. It is understood that you will not part with this information to anyone at any point of time without the written consent of the company.



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Dudulgaon (Alandi)

12. You will be required to read and comply with the confidentiality undertaking of the company.

13. Your continued appointment will be based on several factors which will be reviewed from time to time, including, the accuracy and completeness of all the information mentioned in your application and the interviews you had with us, your flexibility in taking on assignments/projects which are allotted to you after due discussions and your overall performance in the company.

14. In case your performance is not satisfactory as per the role expectations, the Company has the right to initiate strict actions deemed fit.

15. This appointment may be ended by either side with a notice period of 60 days or pay in lieu of notice. The discretion to accept pay in lieu of notice rests with the company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period.

16. In case your services are terminated by the company for any reason whatsoever including termination due to breach of the existing policies or for any kind of misconduct, then the company may take the decision of releasing you with immediate effect and will not be liable to pay the notice payment for the full or balance notice period.

17. The company has taken you on rolls on the basis of the facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.

18. You are required to submit all documents that have been detailed in the offer letter, to the company within 30 calendar days of your date of joining. In the event that you do not submit all the required documents as detailed in the offer letter within this time period, the discretion to terminate your services (the employment relationship may be treated as void ab initio) rests with the company and you will be bound by any such decision.

19. During the term of this agreement, you shall devote as much of your productive time, energy, and abilities to the performance of your duties hereunder as is necessary to perform the required duties in a timely and productive manner.

20. Limitations on Authority:

Under the general terms and conditions of employment relationship between you and the company, you are not authorized to and must not, at any time:

- I. Trade on your own account by pledging the credit of the company;
- II. Enter into any transaction of a speculative or gambling nature or otherwise subject the company to risks, which are beyond the company's financial capacity to bear;
- III. Enter into any commitment, dealing or obligation on behalf of the company, except to the extent you are for the time being empowered by a resolution of the Board of Directors of the company, or otherwise specifically authorized by a competent senior functionary of the company.

21. For a period of one (1) year following your separation from Softtrine Solutions Pvt. Ltd., you shall not, directly or indirectly, hire, solicit, or encourage to leave the company's employment, any employee, consultant, or consultant of the company or hire any such employee, consultant or consultants of company who has left the company's employment or contractual engagement within one year of such employment or engagement. You shall not solicit/entice the customers of Softtrine Solutions Pvt. Ltd, for a period of two (2) years from the date of separation from Softtrine Solutions Pvt. Ltd.



A handwritten signature in blue ink, appearing to read "H. J. Jore" or similar.

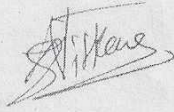
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Dudulgaon (Alandi), Pune

We welcome you to the organization and look forward to a long and fruitful association.

Kindly sign and send the attached copy of this appointment letter by way of confirmation.

Sincerely yours

For: Softrine Solutions Pvt. Ltd.



Sanjay Vitkare
Founder and CEO



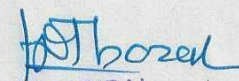
Pooja Munde
Agreed and Accepted

Annexure A

Name	Pooja Munde
Employee ID	014
Date of Joining	08.09.2022
Role	Technical Support Engineer
Designation	IT Support Engineer
Components	
	Amount per Annum(in INR.)
Basic	136,000.00
House Rent Allowance	62,500.00
Conveyance	19,200.00
Medical Allowance	25,000.00
Special Allowance	27,300.00
Additional Allowance	-
Fixed Compensation**	2,70,000.00
Employer's contribution to Provident Fund	-
Gratuity	-
Fixed Salary (CTC)	-
Performance Based Incentive	-
Cost to Company	2,70,000.00

Note: The terms of this offer/appointment letter shall remain confidential and are not to be disclosed to any third party.




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Dudulgaon (Alandi), Pune



Strictly Confidential

March 3, 2023

Ms. Apoorva Vishnu Palande
Pune

Dear Apoorva,

Letter of Appointment

This contract sets out the main terms and conditions, on which Hinduja Global Solutions Limited will employ you. This contract comes into effect from **March 6, 2023**. The offer will stand revoked if you are unable to join us on the said date.

Hinduja Global Solutions Limited is glad to offer you an appointment to the position of "**Executive - Resourcing**", with effect from **March 6, 2023**. Your annual Compensation (CTC – All Inclusive) will be **₹285600.00/-**. The details of your entitlements and your salary are as per Annexure II. You will be based at **Pune**.

BACKGROUND CHECKS / REFERENCES

Background check will be conducted verifying your Highest Education, Last 2 Employments and a Criminal Check for present and past addresses. These will cover suitability for the job, reliability and honesty. Should such background checks prove unsatisfactory, your employment in the Company will be withdrawn.

At the time of joining and throughout the course of your employment with the Company, you are required to have a minimum Credit Score of 600 or above and no previous/existing criminal records against you. Subsequent to your joining, in case your Credit Score falls below 600 or there is any change in your criminal records, you are expected to proactively report any such changes and consequences arising thereof, to the Company immediately. The Company reserves the right to request for re-verification of your Credit Score and/or Criminal Check at any time during your employment as part of audit requirements and as a commitment to its Clients.

Submitting a copy of your Permanent Account Number (PAN) is mandatory, on or before your date of joining. If you have applied for a new PAN, you are required to submit proof of the same at the time of joining. In event of PAN is not provided, company will deduct and deposit the tax with authorities at applicable rate or 20% of Gross Salary, whichever is higher.

Submitting a copy of your AADHAR Card is mandatory, on or before your date of joining. If you have applied for a new AADHAR Card, you are required to submit proof of the same at the time of joining.

The following are enclosed as annexure:

- General Terms and Conditions of Employment (Annexure – I)
- Entitlements and Remuneration (Annexure – II)

This appointment is subject to a satisfactory reference report being received by us.

You are requested to print and sign the copy of this Letter with Annexure and return the same to us as a token of your acceptance of the offer on your date of joining. We are excited at the prospect of working with you and look forward to a fruitful association.

HINDUJA GLOBAL SOLUTIONS LIMITED

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92199MHI995PLC084610

Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-022-2496 0707, Fax: 91-22-2497 4208, Website: www.teamhgs.com
Registered in England No: 3017799



Apoorva
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune



We welcome you to Hinduja Global Solutions Limited and wish you a rewarding and successful career.

Yours truly,

For Hinduja Global Solutions Limited.

Signature Not Verified

Digitally signed by SHIRUDE PRAJAKTA
MADHUKAR
Date: 2023.03.03 17:31:53 +05:30
Reason: Offer

(Prajakta Shirude)
Head – Human Resources
Business Services Division

This is a digitally signed document and does not require physical signature.

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Dudulgaon (Alandi), Pune

ANNEXURE II			
Name		Salary Details	
Name	Apoorva Vishnu Palande		
Location	Pune	Monthly CTC	Annual CTC
Effective Date	06-Mar-23		
Position	Executive - Resourcing		
"A" Fixed			
1	Basic	9,520	1,14,240
2	HRA	4,760	57,120
3	Statutory Bonus	-	-
4	Variable Pay	7,720	92,640
Gross Salary (A)		22,000	2,64,000
"B" Retirals			
5	Provident Fund (Employers Contribution @ 12% of Basic/ Variable)	1,800	21,600
6	Gratuity (@4.81% of Basic)	-	-
"B" Sub total Retiral Benefits		1,800	21,600
7	Mediclaime Premium		
"C" Cost to Company [A]+[B]		23,800	2,85,600
NET TAKE HOME SALARY			
GROSS SALARY		22,000	2,64,000
Add : REIMBURSEMENTS			
Less :			
PF - EMPLOYEES CONTRIBUTION		1,800	21,600
ESIC - EMPLOYEES CONTRIBUTION		-	-
MEDICLAIM INSURANCE		-	-
PT		200	2,500
Income Tax *		-	-
TOTAL DEDUCTIONS		2,000	24,100
NET SALARY		20,000	2,39,900
Income Tax *	<i>Appropriate Income Tax would be deducted in the payroll every month</i>		



Sharadchandra Pawar

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Annexure – I

General terms and conditions of employment

a. Tenure:

The tenure of this employment is for the **6 Months** of Duration ending **September 6, 2023**. The contract will end without any further notice, unless otherwise communicated regarding extension in writing.

b. Public Holiday:

You will follow Public Holiday Calendar applicable to your center.

c. Statutory Deductions

Taxes and other deductions such as Income tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the company provided that you have, when called for by the company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves right to make the deductions in the available time frame in the ongoing year.

d. Maternity Benefit (Applicable only to Women Employees): You will be eligible for amended benefits under Maternity Benefit Act, 1961as under:

- i. **Maternity Leave:** You shall be entitled 26 weeks of leave under Maternity Benefit of which not more than 8 weeks can precede the date of your expected delivery. However, in case you have two or more surviving children then the benefit will be for 12 weeks of which not more than 6 weeks shall precede the date of expected delivery.
- ii. **Adoption & Commissioning mothers:** A woman employee who legally adopts a child below the age of three months or a commissioning mother shall be entitled to maternity benefit for a period of twelve weeks from the date the child is handed over to the adopting mother or the commissioning mother, as may be the case.

e. Your employment with the Company are transferable and the Company reserves the right to depute / transfer your services to any other location or Group Company within India or abroad or any of its associates have their establishments or may set up new establishments.

f. You will not be permitted to undertake any other employment or engage in any external activities of a Commercial nature without prior written approval of our manager.

g. You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities.

h. Except on the proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs of the Company or information regarding its customers without prior written approval. All information that comes in your knowledge by reasons of your employment with the Company is deemed to be confidential.

i. You confirm that you have disclosed fully all of your business interest to the Company whether or not they are similar to or in conflict with similar business(es) or activities of the Company and any circumstances in respect of which there is, or there might be perceived a conflict of interest between the Company and you or any immediate relatives. Also you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.



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Dudulgaon (Alandi), Pune



- j. You will be required to apply and maintain the highest standards of personal conduct and Integrity and comply with all company policies and procedures.
- k. Any violation of the above or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.
- l. Upon separation from the Company on account of either resignation or termination, you need to immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos in your possession or custody.
- m. You shall communicate to the company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
- n. In the unlikely event of any information furnished by you in connection with your employment with us, is suppressed or found to be false or incorrect, your services are liable to be terminated forthwith, without any Notice Pay or compensation whatsoever.

o. Processing of your information

During your employment with the Company, various software tools/applications may be installed on company desktop/laptop, or any other IT & telecommunication device (including any pre-approved personal device falling under "bring your own device" category) for the purposes of (amongst others) monitoring your productivity, maintaining confidentiality of the Company and/or its clients' data and/or information and to protect legitimate business interests of the Company. This monitoring may include, but not be limited to, log in & out details on the IT System, tracking of productive hours, tracking of non-active & idle hours including time spent on browsing non-relevant applications and URLs, desktop/laptop screen viewing rights by seniors/line managers strictly to ensure transparent handling of confidential data and/or information and to avoid misuse of any data.

p. Termination/Separation:

You are required to provide the Company with not less than one month (for calculation 30 days) written notice to terminate this agreement. Should the Company terminate your employment, unless it is by reason of misconduct, the Company will give you one month's (for calculation 30 days) written notice. The Company reserves the right to require you not to attend work or undertake any duties in relation to your employment during the notice period. The Company has discretion to pay you in lieu of notice. The employee will be deemed to have abandoned his/her employment if he/she discontinues service for more than 3 days without prior approval from his reporting Supervisor/Manager.

The services of such employees will be terminated on non-communication on employee's behalf with his/her Supervisor/Manager or the HR representative.

q. Deputation

Further to clause 'e' of your letter of employment, we are pleased to advise you that your services are being deputed to our client Capita India Private Limited with effect from **March 6, 2023**. The terms and conditions of your deputation will be as follows:

- You will, with effect from **March 6, 2023**, be required to work at our client's office/ premises at any of their locations.
- During the tenure of the deputation, you will continue to be an employee of Hinduja Global Solutions Limited.
- As per the clients need, you may need to undergo any training program suggested by our client Capita India private limited.




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- You shall be bound to follow the working hours of our client Capita India private limited.
- You shall take care not to disclose confidential information / trade secrets, etc. that you may come across in the course of your responsibilities to anyone outside our client Capita India private limited and use such information only in connection with the service provided to our client Capita India private limited.
- You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our client Capita India private limited. This arrangement is purely a contractual agreement between Hinduja Global Solutions Limited and Capita India private limited for the time specified.
- You shall be responsible for protecting the property of our client Capita India private limited entrusted to you in the due discharge of your duties and shall indemnify our client Capita India private limited when there is a loss of any kind to the said property.



Sharad

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Dudulgaon (Alandi), Pune

HINDUJA GLOBAL SOLUTIONS LIMITED

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Registered in England No: 3017799

B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044
website: www.v5global.com. CIN-U72300DL2005PTC140952

Employee ID: VS775376

Employment Agreement

The Employment Agreement (**Agreement**) is made on this day of **21 Nov 2022**

BETWEEN

1. **V5 Global Services Private Limited**, a company incorporated under the Companies Act, 1956 with its registered office at B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044 website: www.v5global.com. CIN-U72300DL2005PTC140952 (hereinafter referred to as the "**Company**") which expression shall, be deemed to mean and include its successors, affiliates and permitted assigns); and

2. **Ms Shubhangi Rajaram More**, an Indian national, son/daughter of **Rajaram Vijay More**, currently residing at **Rajaram Madhala perha, near ghanshyam terdas, Jadhavwadi chikhali BK, Bhosari - Pune 412114**, contact number **9107812896** (hereinafter referred to as the "Employee").

(Employee and the Company are hereinafter individually referred to as a **Party** and collectively as the **Parties**.)

WHEREAS

- A. The Company is engaged in the business of various Marketing and Manpower outsourcing services.
- B. The Company requires the services of an efficient, qualified, capable and experienced person to act as **CRO** for a project titled **Airtel – COCO** which the Company is undertaking for **Airtel – COCO (Project Company)**.
- C. Employee has represented to the Company that the Employee has the necessary qualifications, experience, and capability for the Position (as hereinafter defined) and has expressed his/her willingness to accept the appointment and act as **CRO** of the Project.
- D. The Company has agreed to appoint the Employee as **CRO** for the Project and the Employee has agreed to accept the appointment as **CRO** for the Project, on the terms and conditions hereinafter contained and in the Company Policy (as hereinafter defined), (**Employment**).
- E. The Parties are desirous of recording in writing the terms and conditions of the Employment.

NOW THEREFORE in consideration of the premises and mutual agreements and covenants contained in this Agreement and other good and valuable consideration (the receipt and adequacy of which are hereby mutually acknowledged), each of the Parties with the intent to be legally bound hereby covenant and agree as follows.

DEFINITIONS AND INTERPRETATION

Capitalised terms shall have the respective meaning given to them in the Preamble and Clause 1.1

The following definitions constitute part and parcel of this Agreement:
(a) Confidential Information; and (c) Intellectual Property. These definitions are available at the official website of the Company bearing the following link: isp.v5global.co.in. All employees are advised to read these definitions since they constitute an integral part of this Agreement.

2. APPOINTMENT, REMUNERATION AND RESPONSIBILITIES

- 2.1 The Company hereby appoints the Employee as **CRO** for the Project **Airtel – COCO** and in consideration for rendering the services and performing the obligation as described herein, the Employee shall be entitled to the remuneration package as specified in Annexure 1.



B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044

PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

81, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044
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Except for benefits and entitlements which the Company is required to provide to the Employee pursuant to Applicable Law, the benefits and entitlements that are being provided to the Employee by the Company on a voluntary basis are in accordance with the Company Policy and hence are liable to be withdrawn or changed from time to time at the convenience and discretion of the Company.

- 2.2 The Company may at its discretion, subject to Applicable Law, modify the remuneration package, rights, benefits and entitlements granted to the Employee pursuant to this Agreement, as it may from time to time determine.
- 2.3 The Employee shall perform such duties and carry out such functions as directed by the Company. Without prejudice to the above, the Employee shall perform such other functions as may be assigned/entrusted to him/her by the Company or any other person/entity authorized by the Company.
- 2.4 This Employment is being offered to the Employee upon the understanding and is conditional upon (i) the credentials, testimonials and particulars submitted by the Employee with or in the application for employment being true, correct and accurate; and (ii) satisfactory verification of the background of the Employee by the Company in a manner as it deems fits. If at any time it should emerge that the particulars furnished by the Employee are false/incorrect or if any material or relevant information has been suppressed or concealed or the result of the background investigation and verification of documents/information is not satisfactory in the sole opinion of the Company, then notwithstanding the acceptance of the Employment by the Employee, the Employment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice and without payment of any compensation, whatsoever. This termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

3. EFFECTIVE DATE

This Agreement shall come into force and effect on the date of execution hereof **24 Nov 2022** and shall remain in force unless terminated in accordance with terms contained herein. The Employee shall commence his Employment from **24 Nov 2022**.

4. CONDITIONS OF EMPLOYMENT

- 4.1 The Employee during his/her Employment shall, perform and discharge faithfully and to the best of his/her ability the duties and function assigned to him/her pursuant to the Agreement. Subject to Applicable Law, the Employee shall devote his/her full time, attention and energies towards the functioning of the Company and in discharge of his/her duties and responsibilities mentioned herein. The Employee shall work such number of hours as may be necessary for the Employee to perform his/her duties and functions effectively and otherwise in accordance with the Company Policy in that behalf and the Employee shall not be entitled to receive any additional remuneration for work done outside his/her normal hours of work.
- 4.2 Weekly working hours are 48 Hours.
- 4.3 The Employee shall be entitled to Leaves in accordance with Company Policy.
- 4.4 The Employee further agrees that during the course of his/her Employment with the Company and at all times thereafter, he/she will not engage in any conduct that is intended to or has the result of inflicting harm upon the reputation of the Company or any of its Affiliates, Clients, Project Company or any of its officers, directors, shareholders or employees.
- 4.5 The Employee's location/place of work shall be **Pune**, India, but he/she may be required to travel to or work at any place within or outside India as directed by the Company, from time to time. The Company reserves the right to transfer the services of the Employee to any other location of the Company or assign his/her employment to one of its Affiliates on the same terms and conditions as this Agreement.
- 4.6 The Employee, during the course of his employment with the Company, may be provided with certain equipment/gadgets (such as laptops, mobile phones etc.) to be utilized solely for the purpose of his/her employment (**Company Belongings**). The Employee acknowledges that the Company Belongings are the absolute property of the Company and further undertakes to keep the Company Belongings in mint condition as long as they remain in his/her possession.



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- 4.7 The Employee may be required to execute a separate agreement with respect to the Company Belongings provided to him/her, the terms and conditions of which shall constitute a part of the Employee's employment conditions and be considered a part of the current Agreement.
- 4.8 The Employee shall hand over the Company Belongings back to the Company, upon happening of the following events, whichever is earlier: (i) whenever demanded by the Company; or (ii) at the time of cessation of his/her employment (for any reason whatsoever) with the Company.
- 4.9 In addition to the above, in case, employee terminates this agreement without required notice/information within 30 days from the date of joining, the Company shall be entitled to forfeit entire earned wages of employee, on account of the cost incurred on the employee's training/induction, documentation, antecedent verification, uniform etc.

5. CONFIDENTIALITY AND INTELLECTUAL PROPERTY RIGHTS

- 5.1 The Employee recognizes that he/she will be given and have access to Confidential Information of the Company, its Clients, its Affiliates and the Project Company. In consideration of the benefits accruing to the Employee under this Agreement, the Employee hereby agrees that he/she shall:
- (a) not, without the prior written permission of the Company, directly or indirectly disclose or cause to be disclosed any Confidential Information to any third party;
 - (b) take all steps as may be reasonably necessary to protect the integrity of the Confidential Information and to ensure against any unauthorized disclosure thereof;
 - (c) promptly inform the Company of any potential or accidental disclosure of Confidential Information and shall take all steps, together with the Company, to retrieve and protect the said Confidential Information; and
 - (d) use the Confidential Information only in connection with the Employment for the Business.

The Employee shall continue to be bound by this clause 5.1 even after the expiry/termination of this Agreement.

6. EXPENSES

The Employee's business expenses including any business related travel, boarding and lodging related expenses, which are incurred in the course of his Employment with the Company shall be reimbursed by the Company pursuant to, and to the extent permitted by the Company Policy as in effect from time to time.

7. NON COMPETE AND NON SOLICITATION

During the Term of the Agreement, the Employee shall render his/her services to the Company wholly and on an exclusive basis and the Employee shall not be entitled to in any manner, directly or indirectly, to work for or provide services to any other person.

8. REPRESENTATIONS AND WARRANTIES AND COVENANTS

- 8.1 The Employee hereby represents and warrants as follows:
- (a) The Employee is not, directly or indirectly, employed by, work for or is engaged in providing services to any person, firm, partnership, association, corporation, or entity other than the Company, and neither is the Employee a party to any agreement (written or oral) with any other person or business entity, that in any way affects the Employee's employment by the Company, or conflicts with the Employee's obligations under this Agreement, or restricts the Employee from rendering any services hereunder;
 - (b) The Employee has executed and delivered this Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable and will not prevent him/her from earning a comparable livelihood following the termination of his/her employment with the Company;



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- (c) The Employee has read and fully understands the terms and conditions set forth herein, has had time to reflect on and consider the benefits and consequences of entering into this Agreement, and has obtained independent legal advice in connection with the execution of this Agreement;
- (d) The Employee has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even though subject of a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or threatened against him/her;
- (e) The Employee has been relieved by his previous employer and is not involved in any dispute with them concerning his/her past employment; and
- (f) The material, information and documents provided by him/her to the Company in connection with his/her Employment is true and correct in all respects and that no information, fact, or documents that would be relevant for the Company to evaluate his/her suitability for the Employment has been concealed from the Company.

8.2 The Employee shall do such acts and things, execute such documents and provide such reasonable assistance as may be required to consummate the transactions contemplated by this Agreement, and the Employee shall provide such further documents or instruments required by the Company or any other party as may be reasonably necessary or desirable to effect the purpose of this Agreement and to carry out its provisions.

9. TERMINATION

9.1 (a) The Employee shall be on probation for a period of 3 (three) month commences from the date of joining. During the probation period, the employee shall be provided essential training NHIP (Newly Hired Induction Program). Confirmation of employment shall be subjected to successfully appearing for NHIP and certification. In case Employee fails to clear the NHIP training, Probation period shall be extended for a further period of 3 months and/or the Company at its sole discretion, may terminate your services by giving 15 days written notice or wages lieu thereof. Post successful completion of probation and NHIP, the Company shall have right to terminate this agreement by providing to the employee with 30 (thirty) days prior written notice.

9.1 (b) Employee may terminate his/her employment with the Company, during the probation period, by giving 15 days written notice in advance or equivalent wages in lieu thereof and post completion of probation period/NHIP training, 30 days written notice or equivalent wages in lieu thereof. In case employee fails to serve the proper notice or deposit the requisite wages to the Company, before settling employee's full and final payment, the same shall be adjusted by the Company from employee's full and final dues payable to employee and the balance amount will be paid to employee, if any.

9.2 Notwithstanding the provisions of Clause 9.1 above, the Company shall be entitled to forthwith terminate this Agreement (without any compensation) by notice in writing to the Employee or his/her representative upon the occurrence of any of the events mentioned below:

- (a) in case the Employee is charged of any crime or offence involving moral turpitude under Applicable Law in India;
- (b) in case of negligence or incompetence by the Employee in the performance of his/her duties, in the Company's opinion;
- (c) in case of any breach by the Employee of Clause 5;
- (d) in case of any breach by the Employee of Clause 7;
- (e) an act of proven dishonesty, misappropriation, breach of trust or fraud by the Employee;
- (f) the Employee engaging in conduct which causes financial harm to or erodes the goodwill and reputation of the Company and/or its Affiliates and/or any of their respective officers or employees;
- (g) the Employee's breach of the provisions of this Agreement or the failure to render services to the Company in accordance with the terms of this Agreement;



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The Company shall be free to assign all or part of its rights hereunder to any party without the consent of the Employee. However, the Employee shall not be entitled to assign or transfer any of his/her rights, benefits or obligations hereunder in any manner howsoever.

15.2 Statutory deductions

Any and all taxes including those taxes which arise from any payments, benefits, etc. received by the Employee from the Company during the Term shall be borne by the Employee and the Company assumes no responsibility for the Employee's personal tax affairs or the liability of such payments and benefits. The Company may deduct or withhold any amounts prior to effecting any payments or benefits to the Employee in terms of this Agreement, in accordance with any provisions of Applicable Law, including The Employees Provident Fund and Miscellaneous Provisions Act, 1952, and Employees State Insurance Act, 1948. Additionally, the Company may make statutory payments which the Employee may be entitled to under Applicable Law, including The Payment of Bonus Act, 1965 and the Payment of Gratuity Act, 1972.

15.3 The Employee shall be provided appointment letter, monthly salary slips and all other official letters/communiqué to his/her email address registered with the Company.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THESE PRESENTS THE DAY AND YEAR FIRST INDICATED ABOVE.

For V5 Global Services Private Limited



Authorised Signatory

I have no objection in sharing my personal information and documents, including but not limited to Government Issued Id, Name, Father's Name, Gender, Date of Birth, Addresses, Mobile Number, Email Id, Education Record(S), Employment Record(s), Professional Reference details with OnGrid (Handy Online Solutions Private Limited), and I provide my consent to use this information for the purpose of background checks and verifications.

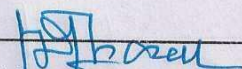


Signature of the Employee

Ms Shubhangi Rajaram More



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PRINCIPAL

**Sharadchandra Pawar Arts & Commerce College,
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**Annexure 1
 Remuneration Package**

Your Fixed cost to Company is **Rs. 17361/-** per month (**Seventeen Thousand Three Hundred Sixty-One** Only including, PF, ESI Contributions - Employer /Employee, Bonus, Gratuity and Insurance, if applicable)

GROSS SALARY		STATUTORY BENEFITS	
Basic + DA	Rs. 9022/-	PF Employer	Rs. 1460/-
HRA	Rs. 3609/-	PF Admin	Rs. 61/-
Other Allowances	Rs. 3148/-	EDLI Employer	Rs. 61/-
GROSS SALARY TOTAL	Rs. 15779/-	STATUTORY TOTAL	Rs. 1582/-
PF Employee	Rs. 1460/-		
Professional Tax	Rs. 200/-		
NET SALARY	Rs. 14119/-	COST TO COMPANY (Gross + Statutory Benefits)	Rs. 17361/-

- * **Please Note - Incentives are payable subject to NHIP Certification**
- * **The performance of your daily job activities require you to keep an android phone, which should be arranged by you post joining.**

* **Professional Tax, Labour welfare fund & other statutory contribution as envisage under the prevailing Acts & Rules of respective state govt. shall be applicable.**
 You will be entitled to Bonus as per the payment of Bonus Act, in case applicable in your case and mentioned as a part of your CTC.

***ESIC on variable income will be deducted on the basis of actual variable due based on the performance.
 Variable incentives will be paid proportionately as per individual's performance, i.e. based on target vs achievement, to be decided by the appropriate authority.
 Variable incentive will be calculated and paid on a monthly basis.
 Variable incentive will be paid on Monthly basis based on your performance as per the current scheme announced by company from time to time subject to fulfillment of certain prescribed conditions.*

N.B.: The Employee is required to submit the following documents before commencing employment with the Company.

- 1) Acceptance of the offer letter.
- 2) All Mark sheets & Certificates
- 3) Two professional References with designation address and Telephone number.
- 4) 3 Passport size photographs.
- 5) Permanent Address proof like copy of electricity bill / voter id.
- 6) Acceptance of Resignation Letter
- 7) Health/ Fitness Certificate
- 8) Last salary slip
- 9) Copy of Pan Card



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Signature

PRINCIPAL
 Sharadchandra Pawar Arts & Commerce College
 Dudulgaon (Alandi), Pune

Employee ID: V5275292

Employment Agreement

The Employment Agreement (**Agreement**) is made on this day of **21 Nov 2022**

BETWEEN

- V5 Global Services Private Limited**, a company incorporated under the Companies Act, 1956 with its registered office at B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044 website: www.v5global.com. CIN-U72300DL2005PTC140952 (hereinafter referred to as the "**Company**" which expression shall, be deemed to mean and include its successors, affiliates and permitted assigns); and
- Ms Kajal Manoj hande**, an Indian national, son/daughter of **Bhausahab Unhale**, currently residing at **Kukana Ahemadnagar, kukana Ahemadnagar, kukana Ahemadnagar, Ahmednagar 414604**, contact number **8830684029** (hereinafter referred to as the "Employee").

(The Employee and the Company are hereinafter individually referred to as a **Party** and collectively as the **Parties**.)

WHEREAS

- The Company is engaged in the business of various Marketing and Manpower outsourcing services.
- The Company requires the services of an efficient, qualified, capable and experienced person to act as **CRO** for a project titled **Airtel – COCO** which the Company is undertaking for **Airtel – COCO (Project Company)**.
- The Employee has represented to the Company that the Employee has the necessary qualifications, experience, and capability for the Position (as hereinafter defined) and has expressed his/her willingness to accept the appointment and act as CRO of the Project.
- The Company has agreed to appoint the Employee as **CRO** for the Project and the Employee has agreed to accept the appointment as **CRO** for the Project, on the terms and conditions hereinafter contained and in the Company Policy (as hereinafter defined), (**Employment**).
- The Parties are desirous of recording in writing the terms and conditions of the Employment.

AND WHEREFORE in consideration of the premises and mutual agreements and covenants contained in this Agreement and other good and valuable consideration (the receipt and adequacy of which are hereby mutually acknowledged), each of the Parties with the intent to be legally bound hereby covenant and agree as follows.

1. DEFINITIONS AND INTERPRETATION

In this Agreement, capitalised terms shall have the respective meaning given to them in the Preamble and Clause 1.1

1.1 Definitions

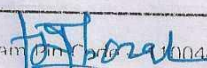
The following definitions constitute part and parcel of this Agreement:

(a) Affiliate; (b) Confidential Information; and (c) Intellectual Property. These definitions are available at the official website of the Company bearing the following link: isp.v5global.co.in. All employees are advised to read these definitions since they constitute an integral part of this Agreement.

2. APPOINTMENT, REMUNERATION AND RESPONSIBILITIES

- The Company hereby appoints the Employee as **CRO** for the Project **Airtel – COCO** and in consideration for rendering the services and performing the obligation as described herein, the Employee shall be entitled to the remuneration and benefits as specified in Annexure 1.

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- 2.2 The Company may at its discretion, subject to Applicable Law, modify the remuneration package, rights, benefits and entitlements granted to the Employee pursuant to this Agreement, as it may from time to time determine.
- 2.3 The Employee shall perform such duties and carry out such functions as directed by the Company. Without prejudice to the above, the Employee shall perform such other functions as may be assigned/entrusted to him/her by the Company or any other person/entity authorized by the Company.
- 2.4 This Employment is being offered to the Employee upon the understanding and is conditional upon (i) the credentials, testimonials and particulars submitted by the Employee with or in the application for employment being true, correct and accurate; and (ii) satisfactory verification of the background of the Employee by the Company in a manner as it deem fits. If at any time it should emerge that the particulars furnished by the Employee are false/incorrect or if any material or relevant information has been suppressed or concealed or the result of the background investigation and verification of documents/information is not satisfactory in the sole opinion of the Company, then notwithstanding the acceptance of the Employment by the Employee, the Employment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice and without payment of any compensation, whatsoever. This termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

3. EFFECTIVE DATE

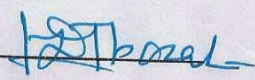
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- 4.5 The Employee's location/place of work shall be **Pune**, India, but he/she may be required to travel to or work at any place within or outside India as directed by the Company, from time to time. The Company reserves the right to transfer the services of the Employee to any other location of the Company or assign his/her employment to one of its Affiliates on the same terms and conditions as this Agreement.
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15.2 Statutory deductions

Any and all taxes including those taxes which arise from any payments, benefits, etc. received by the Employee from the Company during the Term shall be borne by the Employee and the Company assumes no responsibility for the Employee's personal tax affairs or the liability of such payments and benefits. The Company may deduct or withhold any amounts prior to effecting any payments or benefits to the Employee in terms of this Agreement, in accordance with any provisions of Applicable Law, including The Employees Provident Fund and Miscellaneous Provisions Act, 1952, and Employees State Insurance Act, 1948. Additionally, the Company may make statutory payments which the Employee may be entitled to under Applicable Law, including The Payment of Bonus Act, 1965 and the Payment of Gratuity Act, 1972.

15.3 The Employee shall be provided appointment letter, monthly salary slips and all other official letters/communiqué to his/her email address registered with the Company.

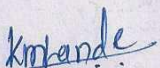
IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THESE PRESENTS THE DAY AND YEAR FIRST INDICATED ABOVE.

For V5 Global Services Private Limited



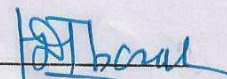
Authorised Signatory

I have no objection in sharing my personal information and documents, including but not limited to Government Issued Id, Name, Father's Name, Gender, Date of Birth, Addresses, Mobile Number, Email Id, Education Record(S), Employment Record(s), Professional Reference details with OnGrid (Handy Online Solutions Private Limited), and I provide my consent to use this information for the purpose of background checks and verifications.



Signature of the Employee

Ms Kajal Manoj hande



PRINCIPAL

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Dudulgaon (Alandi), Pune

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**Annexure 1
Remuneration Package**

 Your Fixed cost to Company is **Rs. 17361/-** per month (**Seventeen Thousand Three Hundred Sixty-One** Only including, PF, ESI Contributions - Employer /Employee, Bonus, Gratuity and Insurance, if applicable)

GROSS SALARY		STATUTORY BENEFITS	
Basic + DA	Rs. 9022/-	PF Employer	Rs. 1460/-
HRA	Rs. 3609/-	PF Admin	Rs. 61/-
Other Allowances	Rs. 3148/-	EDLI Employer	Rs. 61/-
GROSS SALARY TOTAL	Rs. 15779/-	STATUTORY TOTAL	Rs. 1582/-
PF Employee	Rs. 1460/-		
Professional Tax	Rs. 200/-		
NET SALARY	Rs. 14119/-	COST TO COMPANY (Gross + Statutory Benefits)	Rs. 17361/-

- * Please Note - Incentives are payable subject to NHIP Certification
- * The performance of your daily job activities require you to keep an android phone, which should be arranged by you post joining.

Professional Tax, Labour welfare fund & other statutory contribution as envisage under the prevailing Acts & Rules of respective state govt. shall be applicable.

You will be entitled to Bonus as per the payment of Bonus Act, in case applicable in your case and mentioned as a part of your CTC.

**ESIC on variable income will be deducted on the basis of actual variable due based on the performance.

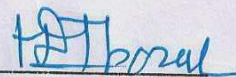
Variable incentives will be paid proportionately as per individual's performance, i.e. based on target vs achievement, to be decided by the appropriate authority.

Variable incentive will be calculated and paid on a monthly basis.

Variable incentive will be paid on Monthly basis based on your performance as per the current scheme announced by company from time to time subject to fulfillment of certain prescribed conditions.

N.B.: The Employee is required to submit the following documents before commencing employment with the Company.

- 1) Acceptance of the offer letter.
- 2) All Mark sheets & Certificates
- 3) Two professional References with designation address and Telephone number.
- 4) 3 Passport size photographs.
- 5) Permanent Address proof like copy of electricity bill / voter id.
- 6) Acceptance of Resignation Letter
- 7) Health/ Fitness Certificate
- 8) Last salary slip
- 9) Copy of Pan Card

B1, H5 Second Floor, Deutsche BMW showroom, Mohan cooperative industrial area, Near Haldiram Pin Code – 110044

PRINCIPAL
 Sharadchandra Pawar Arts & Commerce College
 Dudulgaon (Alandi), Pune

Ref No: 23232887

15-Nov-2022

Satyam Mishra



Dear Satyam,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Voice** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 300,000**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **15-Nov-2022**.

Please note:

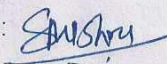
- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- In order to begin your work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

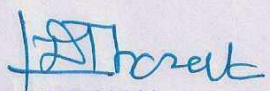
Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),

Signature: 

Date: 20-11-22




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Dudulgaon (Alandi), Pune

Compensation and Benefits

Name: Satyam Mishra

Designation: Process Executive - Voice

Sl. No.	Description	Monthly	Yearly
1	Basic	8750	105,000
2	HRA*	5250	63,000
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5150	61,800
Annual Gross Compensation			300,000
Annual Total Compensation			300,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			319,500

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

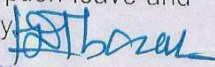
Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.




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 Dudulgaon (Alandi), Pune

even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General


This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

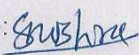
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Satyam Mishra


Shibu Balakrishnan
AVP – HR

I have read, understood and accept the above-mentioned terms.

Signature: 

Date: 20-11-2022




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Sh. H. H. H. H.
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

13:05

VoLTE 4G+



Dear Sonali Waghmare,

Congratulations!

We are pleased to offer you the position of **'Business Development Executive'**. Your DOJ will be **2022-12-21**.

The detailed offer letter is attached for your reference. You are requested to acknowledge & share your acceptance on the same.

We have attached a checklist of documents which you need to upload once the Appointment letter is generated.

Feel free to contact in case of any query.

Regards

Team HR

Email: hr-helpdesk@channelplay.in

[Unsubscribe](#) - [Unsubscribe Preferences](#)




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GAYATRI SCHOOL & JR. COLLEGE



MAYASHRI VISHNU TANGTODE
School Prinicpal (2022-23)

DOB : 30/10/1976

Mobile No. : 8624933981 **B.G** : O +ve

Address : Alankar Society, Dabhade
Sarkar Chouk,
Charholi Bk,
Pune-412105

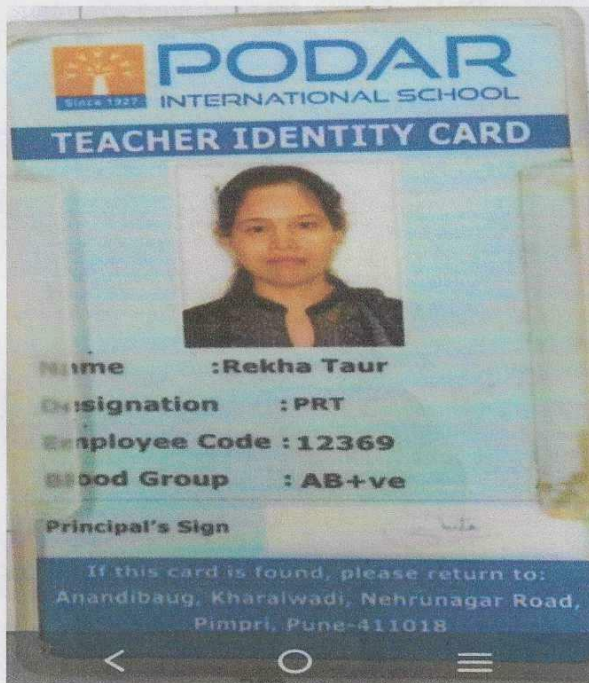
CEO

Mali Peth, Charholi Bk., Tal - Haveli, dist - P
Moshi - 9527764646 / Charholi - 86981 73
Dhanore - 8698183300



Sharadchandra Pawar
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Dudulgaon (Alandi), Pune



H. Thoreat
PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Tele: 8412908585

Army Public School Dighi
C/o TB-2, BEG & Centre
Pune — 411015

Appt/715/APSD/21-22

25 March 2022

To,
Mr. Amit Patil
C-511
Swapnapurit Ph-2
Waghare Colony - 3
Pimprigaon, Pune- 17

APPOINTMENT LETTER FOR POST OF ADHOC TEACHER

Dear Sir/Madam,

1. Please refer to your application dated **11 Feb 2022** for the appointment as a **TGT Maths** on an Adhoc vacancy.
2. The School Administration and Management Committee (SAMC) is pleased to appoint you to the Adhoc post of the **TGT** to meet the temporary need of our school for the Academic Year 2022- 2023. Army Public School (APS) comes under the category of Unaided Private School. The post carries consolidated pay of **Rs 35743/- p.m.** all inclusive and your services shall be required for a period from **01 April 2022 to 31 Mar 2023**. Your terms and conditions of service will be governed as per Army Welfare Education Society (AWES) Rules and Regulations for Army Public Schools in vogue.
3. Your services can be terminated by the Management before the completion of your engagement period giving one month's notice or one month pay in lieu of notice. Likewise you may also resign from service by giving one month's notice or one month pay in lieu of notice. Your service will automatically stand terminated on **31 Mar 2023** and no notice will be given for the same.
4. It will be mandatory on your part to keep a security deposit equivalent to one month emoluments with the school. The security deposit will be recovered from your emoluments in two equal instalments. The security deposit will be returned to you interest free at the time of leaving the service of the school on submission of clearance certificate. If you leave the service without notice or without acceptance of your resignation by the Management, your security deposit will stand forfeited.
5. Your appointment has been made based on the certificates/degrees/diplomas submitted by you and the information given by you at the time of interview. In case the certificates/degrees/ diplomas submitted by you and/or the information given by you are found to be fake/false or incorrect, your appointment will be invalid abinitio and terminated by the management without giving any notice or pay in lieu of notice.



H. D. Borwal

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6. The matters not specified in Rules and Regulations for Army Public Schools, this Appointment Letter and Agreement shall be decided on merit by the management and the decision shall be binding on you.

7. Your appointment has been made subject to production of **certificate of medical fitness issued by the medical officer of the Government/Local Authority** (Not more than one month old).



Yours faithfully,

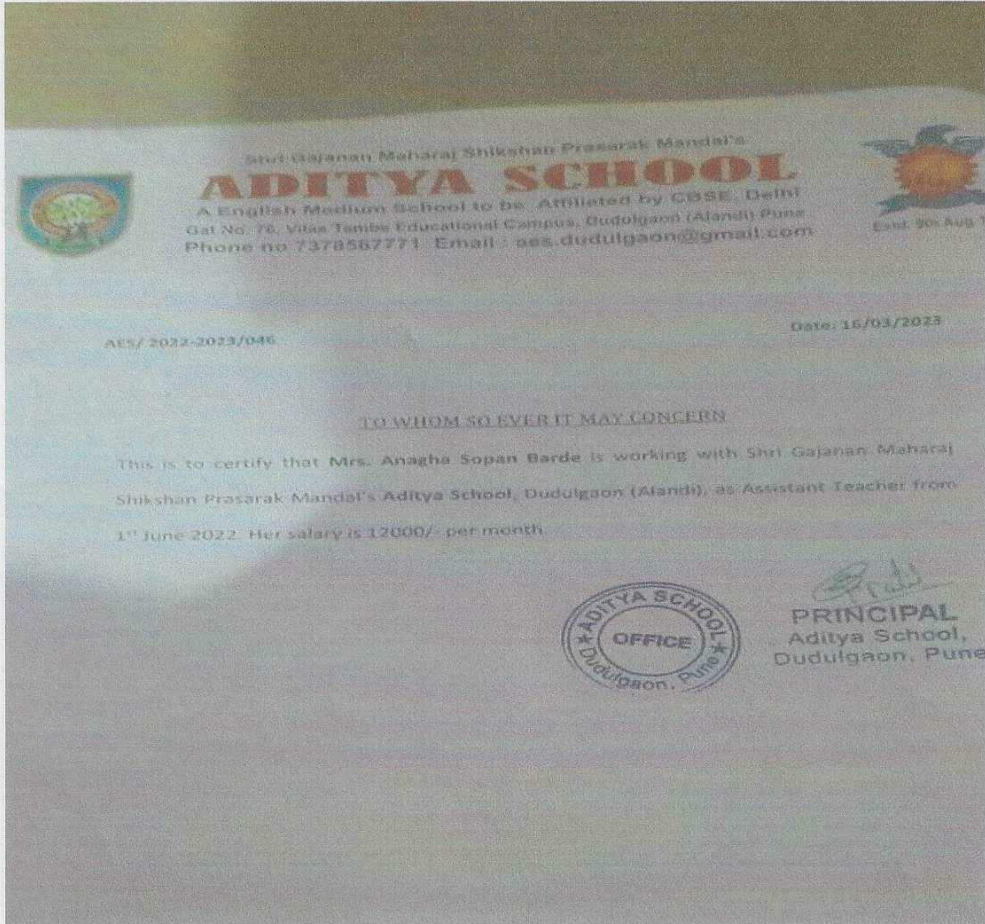
Yasmin Kaur
(Mrs Yasmin Kaur)
Principal
For Chairman




H. Thoral

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Dudulgaon (Alandi), Pune

Milom-IT




PAYANA SAHAKARI BANK LTD



Mr. Mukund S. Bhosale
Jr. Clerk


Employee Code : 0167


Employee Sign


Authorised Signatory

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PAVANA SAHAKARI BANK LTD., PUNE

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मु.का./प्रशासन/७६४/२०२०-२१

३०/०१/२०२१

Ref. No. :

Date :

प्रती,
श्री मुकुंद राखाराम भोराले
विठ्ठल रुक्मिणी मंदीराजवळ,
भोसरी, पुणे - ३९

विषय : "ज्युनिअर व्लार्क" या पदावर बँकेच्या नोकरीत कायम करणेबाबत.
संदर्भ : मा.संचालक मंडळ सभा दि.२९/०१/२०२१, ठराव क्र. १५

वरील संदर्भांमध्ये मा. संचालक मंडळाने तुमच्या कामकाजाचा आढावा घेऊन दि.०१/०२/२०२१ पासून "ज्युनिअर व्लार्क" या पदावर खालील अटींवर तुम्हाला बँकेच्या सेवेत कायम करण्यात येत आहे.

- या नेमणुकीच्या काळात तुम्हाला बँकेच्या वेतन श्रेणीनुसार या पदाकरीता लागू असलेल्या वेतन श्रेणीनुसार वेतन देय राहिल व वेतनकरारानुसार अन्य भत्ते देय राहतील.
दि.०१/०२/२०२१ पासून तुमचे मूळ वेतन रु.१६,६५६/- + महागाई भत्ता + घरभाडे भत्ता (मुळ वेतन + महागाई भत्त्यावर १०%) + पद भत्ता + शहर भत्ता + धुलाई भत्ता एवढे राहिल. तुमचे दरमहा वेतनामधुन प्रोव्हीडंट फंड + प्रोफेशन टॅक्स नियमाप्रमाणे कपात केली जाईल. तुमचे कडून झालेल्या चुकांमुळे बँकेस काही आर्थिक तोपिष लागल्यास त्याची भरपाई करून देणेसाठी तुम्हास इंडेमिनिटी बॉड बँकेला लिहून द्यावे लागेल.
- तुमची वार्षिक वेतनवाढीची तारीख ०१ जुलै असून तुम्हास वार्षिक वेतनवाढ ०१ जुलै २०२१ पासून लागू होईल. त्यामध्ये वेतनकरारानुसार तत्कालीन मुळ पगाराच्या ३% वाढ मुळ वेतनात देण्यात येईल. तुम्हाला वार्षिक वेतनवाढ देताना मागील वर्षातील तुमच्या कामाचा आढावा घेतला जाईल. तुमच्या सेवा शर्ती / नियम मा.संचालक मंडळ ठरावानुसार राहतील.
- तुमची ही नेमणुक तुम्ही मानसिक, शारीरिक आणि वैद्यकियदृष्ट्या पात्र असेपर्यंत त्याचप्रमाणे तुमच्यावर टाकलेली जबाबदारी तुम्ही कार्यक्षमतेने तुमच्या वरिष्ठांच्या समाधानकारकपणे पार पाडेपर्यंत अंमतात राहिल.
- तुमच्या सेवा कालावधीत या बँकेचे प्रतिनिधी तुम्हाला सांगतील ते काम, सांगतील त्या ठिकाणी, सांगतील त्या पाळीत आणि सांगतील त्यावेळी तुमच्या वरिष्ठांच्या समाधानकारकपणे करावे लागेल. त्याचप्रमाणे या बँकेच्या प्रतिनिधींनी तुम्हाला कामासंबंधी, शिस्तीसंबंधी आणि वागणुकीसंबंधी दिलेल्या तोंडी अथवा लेखी सर्व सूचनांचे, परिपत्रकांचे, नियमांचे, ठरावांचे, आदेशांचे आणि स्थायी आदेशांचे तंतोतंत पालन तुम्हाला करावे लागेल. तुम्ही या बँकेच्या नोकरीत असताना कधीही मंदगतीने काम, बेकायदेशीर संप, चोरी, लबाडी, गैरहजेरी, गैरवर्तन, उध्दटपणा इ. करणार नाही किंवा त्यासाठी इतर कोणत्याही कामगारांना प्रवृत्त करणे इ. कोणत्याही प्रकारचे गैरकृत्य अथवा गैरवर्तन करणार नाही.
- तुमच्या सेवा कालावधीत तुम्हाला नियमाप्रमाणे व कायदाप्रमाणे पगारी रजा तसेच बँकेने जाहीर केलेल्या राष्ट्रीय व इतर सणांच्या सुट्या, ग्रॅज्युइटी, भविष्य निर्वाह निधी योजना इ. लागू होतील तेव्हापासून संबंधीत नियमांतील तरतुदीनुसार देण्यात येतील.
- तुमच्या सेवा कालावधीत तुमच्या निष्काळजीपणामुळे किंवा हलगर्जीपणामुळे या बँकेला किंवा या बँकेच्या ग्राहकांना, खातेदारांना, ठेवीदारांना, कर्जदारांना, हितचिंतकांना पोहोचणाऱ्या कोणत्याही आर्थिक व इतर हानीची रक्कम तुमच्या वेतनातून वसूल करण्याचा अधिकार या बँकेला राहिल. मात्र ही शिक्षा समजली जाणार नाही. याशिवाय घडलेल्या हलगर्जीपणावद्दल तुमचे विरुद्ध योग्य ती शिस्तभंगाची कार्यवाही करण्याचा बँकेला अधिकार राहिल.



Shardchandra Pawar
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

मागे पहा...

७. तुमच्या सेवा कालावधीत तुम्हाला नेमून दिलेल्या जागी आणि नेमून दिलेल्या वेळेत दररोज कामावर प्रत्यक्ष रुजू होवून नियमित काम तुमच्या वरिष्ठांच्या समाधानकारकपणे केले पाहिजे.
८. तुमच्या सेवा कालावधीत तुम्ही या बँकेच्या लेखी पुर्वपरवानगीशिवाय आपल्या बँकेविषयी, बँकेच्या संचालकांविषयी, कामकाजाविषयी, ग्राहकांविषयी, व्यवस्थापनाविषयी, सेवकांविषयी कोणत्याही प्रकारची, कसलीही आणि काहीही माहिती कोणत्याही बाहेरच्या व्यक्तीस, वृत्तपत्रास, अधिकाऱ्यांस अथवा संस्थेस या बँकेच्या लेखी पुर्वपरवानगीशिवाय देणार नाही त्याचप्रमाणे या बँकेच्या कामकाजाविषयी संपुर्ण गुप्तता पाळली पाहिजे.
९. तुमच्या सेवा कालावधीत तुम्हाला या बँकेच्या लेखी पुर्वपरवानगीशिवाय या बँकेच्या समान किंवा स्पर्धात्मक, प्रत्यक्ष किंवा अप्रत्यक्ष, विनावेतन अथवा सेवेतून, व्यवसायिक अथवा शैक्षणिक, पुर्णवेळ अथवा अर्धवेळ नोकरी किंवा व्यवसाय करता येणार नाही.
१०. तुमच्या सेवा कालावधीत कामाच्या निकडीनुसार तुमची बदली या बँकेच्या इतर शाखांमध्ये व मुख्य कचेरीमध्ये करण्याचा अधिकार या बँकेच्या व्यवस्थापनास राहिल. अशी बदली केल्यास ज्या ठिकाणी बदली झाली असेल त्या ठिकाणच्या लागू होणाऱ्या कायद्याप्रमाणे तुमच्या सेवाशर्ती राहतील.
११. बँकेला तुमची नोकरी एक महिन्याची लेखी आगाऊ सुचना अथवा त्याऐवजी पगार देउन संपुष्टात आणता येईल. तुम्हाला एक महिन्याची लेखी पूर्वसुचना देवून तुमची नोकरी लेखी राजीनामा देवून संपुष्टात आणता येईल.
१२. या बँकेने तुमची नोकरी संपुष्टात आणण्यापूर्वी किंवा तुम्ही या बँकेची नोकरी सोडण्यापूर्वी तुम्हाला नोकरीच्या कालावधीत दिली गेलेली उपकरणे, कागदपत्रे, मौल्यवान जिन्नसा इ. सर्व चिजवस्तुंची भरपाई किंमत तुमच्या वेतनातून अथवा कायदेशीर देय रकमेतून कापून घेण्याचा अधिकार या बँकेला राहिल.
१३. तुमच्या सेवा कालावधीत कोणत्याही प्रकारचे, कसलेही आणि काहीही गैरकृत्य तुम्ही केल्याचे निदर्शनास आल्यास तुमचेविरुद्ध नियमानुसार शिस्तभंगाची कारवाई करणेत येईल.
१४. तुमचे सेवानिवृत्तीचे वय ५८ वर्ष राहिल म्हणजे ज्या तारखेला तुमच्या वयाची ५८ वर्ष पूर्ण होतील त्या महिन्याच्या अखेरीस तुम्ही आपोआप विना सुचना सेवानिवृत्त व्हाल.
१५. बँकेच्या नियमानुसार सुरक्षा ठेव रक्कम म्हणून रक्कम रु. ३०,०००/- ची ठेव पावती डिस्चार्ज करून बँक दप्तरी द्यावी लागेल. सदर पावती नियुक्तीच्या दिनांकापासून ३० दिवसांच्या आत संमतीपत्रासह (Consent Letter) जमा करणे आवश्यक राहिल.

या पत्राच्या दोन प्रती तुमच्याकडे पाठवून तुम्हाला कळविण्यात येते की, तुमची कायम सेवक म्हणून " ज्युनिअर क्लार्क " या पदावर नेमणुक वरील अटीवर या बँकेत केल्याचे तुम्हाला मान्य असेल तर या पत्राची एक प्रत त्यावर तुम्हाला या पत्रातील अटी मान्य असल्याचे नमुद करून मान्यतेदाखल त्यावर सही करून परत करावी.

चीफ एक्झिक्युटिव्ह ऑफिसर

मी वरील सर्व अटी व शर्ती वाचून त्या मान्य असल्यामुळे या संस्थेत " ज्युनिअर क्लार्क " या पदावर रुजू होत आहे व मान्यतेदाखल खाली सही करीत आहे.

सही :

नाव :

M. S. Bhosale
Mrs. M. S. Bhosale

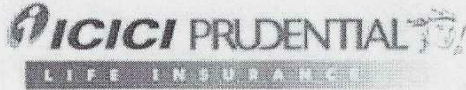
प्रत माहितीसाठी :-

- १) मा अध्यक्ष साहेब, मुख्य कचेरी
- २) प्रशासन विभाग व ईडीपी विभाग - मुख्य कचेरी, आळंदी शाखा व्यवस्थापक
- ३) वैयक्तिक धारीका - श्री मुकुंद सखाराम भोसले



M. S. Bhosale
PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

M. Cen - 11



Private & Confidential

HRD / Aptlr / RH7832617
Employee ID: 5080398

August 21, 2021

Miss. Varsha Damse,
Sector No. 76, Bharat Mata Nag,
Colony no. 2, Dighi,
Pune - 411015

Dear Miss. Damse,

Congratulations!

With reference to your application, clearing the selection process and acceptance of our offer letter dated August 21, 2021, we are pleased to appoint you in the services of ICICI Prudential Life Insurance company ltd (hereinafter referred to as 'the Company').

Your designation is **FIN. SERVICES CONSULTANT-PR** and you are placed in **Level 1**. The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India or overseas. Your emoluments for the position will be as per Annexure I and the terms of engagement with the Company are as outlined in Annexure II.

Kindly sign this appointment letter and share a copy to reach us within period of 7 days from the receipt of this letter as a token of your acceptance of the Terms and Conditions as mentioned in Annexure I & II.

We look forward to working with you and wish you a long and successful career with the organization.

Yours sincerely,

Manmay Madiman
Senior Vice President, Human Resources



ANNEXURE I

PRINCIPAL
Sharadchandra Pawar Arts & Commerce Collage
Dudulgaon (Alandi), Pune

Components	Rs. per annum
Basic	73500
Supplementary Allowance	106500
Flexible Compensation Plan	32867
Employer's Contribution to PF	21600
Employer's Contribution to Gratuity	3533
Minimum Statutory Bonus	7000
Total Fixed Pay	245000

1. Your initial posting will be at Pune - FC Road
2. **Basic:** The basic salary will be paid monthly through payroll and is subject to tax as per the prevailing Income tax rules.
3. **Flexible Compensation Plan** The employee is eligible to declare the components under Flexible Compensation Plan (FCP). The composition of FCP should be declared by the employee at the beginning of the year. Following are the indicative components as part of FCP.
 - 3.1.1. House Rent Allowance
 - 3.1.2. Conveyance Allowance
 - 3.1.3. Telephone Reimbursement
 - 3.1.4. Leave Travel Allowance
 - 3.1.5. Balance amount (not declared under any of the components) will be paid as Personal Pay every month subject to the deduction of taxes at source as per prevailing Income Tax Rules.

For claiming the expenses against the declared amount, employees will need to submit the bills. The bills should be submitted by the 19th of every month to get the credit in the same month. The unclaimed portion of the declared FCP components will be paid to the employee at the end of the year subject to deduction of tax at source as per prevailing Income Tax Rules.

4. **Provident Fund:** Your contribution towards provident fund would be 12% of the basic salary. The same will be deducted every month through payroll. A contribution of 12% of basic salary would be made by the Company as well.
5. **Gratuity:** Staff members completing 5 years of continuous service with the Company would be eligible for Gratuity at the time of retirement/resignation. The same is computed on 15 days' basic salary for each completed year of service. The last basic salary drawn will be considered at the time of payment of Gratuity.



[Handwritten Signature]
PRINCIPAL
 Sharadchandra Pawar Arts & Commerce College
 Dudulgaon (Alandi), Pune

6. Statutory Bonus / Performance Bonus (PLR) / Performance linked variable pay:

6.1. For employees who are eligible for statutory bonus, the higher of minimum statutory bonus or performance bonus / incentive or Performance Linked Reward (PLR) based on your individual performance as per the guidelines applicable at your level. The performance based variable pay / bonus payment is at the discretion of the Company and the Company reserves the right to discontinue / modify any entitlement to any performance bonus scheme / guidelines and to change the level and terms of the scheme at its sole discretion from time to time.

Any amount is paid during the year shall be deemed as interim bonus or part payment, towards your entitlement to statutory bonus under the Payment of Bonus Act, 1965, as amended from time to time




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Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Mr Com II

PICICI PRUDENTIAL
LIFE INSURANCE

Varsha Damse

Employee No. : 5080398
Blood Group : AB+ve
Emergency Contact : 7620099214



Issued by
Issuing Authority



Shobha
PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Mr. Komar

PRISMA
REALTY PVT.LTD

www.prismagroup.com

Appointment Letter

Date : 07 / 07 / 2022

KRUSHNA ANANTRAO NIKAM,
Alandi Devachi, Pune-412105.

Subject- Letter of Appointment

Dear Mr. Krushna Nikam,


I am writing this letter to inform you that you have been appointed to our company Prisma Realty Pvt. Ltd. for the post of an accountant. So we would like to congratulate you on the job and are looking forward to working with you. Your joining date will be from 1st August 2022.

As we have already discussed the timings in the interview round so it will remain the same from 9.30 Am to 6.00 Pm. Also, your salary will be INR 35,000/- as discussed with HR. So for further process, you need to sign the documents attached with the letter and bring the photocopies to the office on 15th July 2022.

We hope just as you cracked the interview brilliantly, you will also prove yourself at work and will be a valuable asset to the company.

We wish you all the best.

Regards,
For PRISMA REALTY PVT. LTD.


Director

Prisma Realty Pvt. Ltd.
Pune, Maharashtra




PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Duduigaon (Alandi), Pune

Address:

Near The Goldfields Moshi High Street Pradhikaran, Pune, Maharashtra 412105

Date: 22/02/2022

Intent to Offer

Dear **Pranita Shinde**,

Syntellect ID: ASRE20141403

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.




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Dudulgaon (Alandi), Pune

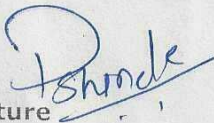
If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

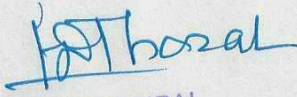
For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature




PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

End: Annexure

ANNEXURE A**SALARY DISTRIBUTION**

Name:	Pranita Shinde	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	10,042	1,20,500
Basket of Allowances (BOA)	13,933	1,67,200
Gross Salary	23,975	2,87,700
Provident Fund (PF)	1,800	21,600
Statutory Bonus	2,558	30,700
Statutory & Retirals Benefits	4,358	52,300
Cost to Company (OTE)	28,333	340,000



[Signature]
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune



23-Jun-2021

Dear **Nanwate Deepak Dnyandev**,
 BCA, Computer Application
 Sharadchandra pawar arts commerce col. Dudulgaon

Candidate ID – 17006494

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **251,999/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to being a part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs 251,999/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 50% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



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 Dudulgaon (Alandi), Pune

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

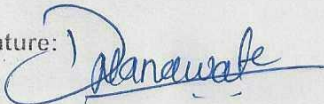


Maya Sreekumar

Vice President – Human Resources

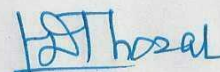
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:



Date:

11/07/2021



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Dudulgaon (Alandi), Pune

Compensation and Benefits

Name: Nanwate Deepak Dnyandev

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1475.892857	17,711
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,499
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,499
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		251,999

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave, subject to the conditions as specified in the Cognizant India Leave policy



PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandil), Pune



03-Jun-2022

Dear Akshay Govind Ingale,
BCA, Information Technology
Pune Institute of Computer Technology, Pune

Candidate ID – 18359731

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 50% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized




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Dudulgaon (Alandi), Pune

Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) (If offered to you) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://edmpus2Cognizant.cognizant.com>

Yours sincerely,


For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: 10/06/2022



PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Compensation and Benefits

Name: Akshay Ingale

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
Annual Gross Compensation			220,500
Incentive Indication (per annum)**			12,000
Annual Total Compensation			232,500
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No.	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



Prinpal
PRINIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

**** Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

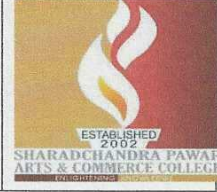



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Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune



**Shri Gajanan Maharaj Shikshan Prasarak Mandal's
Sharadchandra Pawar Arts and Commerce College.
Alandi Devachi, (Dudulgaon), Tal-Khed Dist-Pune-412105
(Affiliated to Savitribai Phule Pune University, Recognised by Govt. of
Maharashtra)**



Academic Year 2020-21

**Placed Student's (Joining letter/I-Card) of outgoing
students**




PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

INTOSYS

Navigate your next

January 16, 2022

HRD/21/100/991709/21-22

Mr. Abhinav Akash

A-195,

Sector 15

Noida-201301

India

Ph: +91 9284375750

Dear Admin.,

Welcome to Infosys!

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

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

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

Warm regards,

Richard

RICHARD LOBO

Vice President and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.16 12:46:56 IST
Reason: Digitally Signed
Location: Bangalore



Sharadchandra Pawar
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

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

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.
As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

Richard

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: 17/01/2022, 20

Ahinsa Akash AKASH

Sign your name

Ahinsa Akash

Pune

Print your full Name

Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.16 12:46:56 IST
Reason: Digitally Signed
Location: Bangalore



Prithvi

PRINCIPAL

Sharadchandra Pawar Arts & Commerce Colleg
Dudulgaon (Alandi), Pune

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Ahinsa Akash
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee

1. MONTHLY COMPONENTS

BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	16,162

2. ANNUAL COMPONENT

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136
--	-----

3. RETIRAL BENEFITS

PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
FIXED GROSS SALARY (1+2+3)	18,581
TOTAL GROSS SALARY	18,581

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.



HST Borzal
PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Date: 02-08-2022

Name: Mr. Shreekant Maruti Walunjkar

Address: Ghar No.3083, Moshi Road, Tapkir Nagar, Dehu Fata, Alandi Devachi, Alandi Rural, Pune, Maharashtra – 412105.

Employee ID: PMSPL 23276

Subject: FIXED TERM CONTRACT

Dear Mr. Shreekant Maruti Walunjkar,

With reference to your appointment with Poussé Management Services Pvt. Ltd, we have pleasure in offering you the position of Pilot Sales Representative in our organization on a FIXED TERM CONTRACT BASIS.

Start date of an Assignment: 01-08-2022

End Date of an Assignment: 31st December 2022

Gross Salary per month: Rs. 16500 /-

Cost to Company per month: Rs. 18682 /-

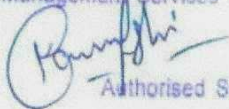
Any statutory dues like PF, ESI, Bonus, PT etc, if applicable, will be paid / deducted as per law.

In case of ESI, company would provide temporary card at the beginning of your services. It is valid for the period of 1 month. You would be responsible to get biometric photograph done for you and family members (eligible as per ESI rules) to get PEHCHAN CARD. In case, for non complying with ESI rules, company would not be responsible in case of non receipt of medical help after one month from the date of issuance of temporary card. Company would extend full support to provide all required information and explaining process to get PEHCHAN CARD.

Other terms and conditions of the contract and salary details are attached for your ready reference.

You are requested to send the acceptance copy of this letter and contract letter within 7 days from the receipt of the letter. Poussé Management Services Pvt. Ltd reserves the right to withdraw the offer in case signed copy not received by us within 15 days from the date of receipt of the letter.

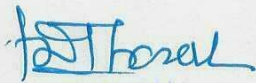
For Pousse Management Services Pvt. Ltd


Authorised Signatory

Name : _____

Accepted by: 




PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Pousse Management Services Private Limited
306, Corporate Center, Nirmal Lifestyle, L.B.S. Road, Mulund (W), Mumbai - 400 080 Tel.
+91 22 6164 3400, Email id: hr@pousse.in, Website: www.pousse.in

Annexure-1

General details :	
Name	Shreekant Maruti Walunjkar
Designation	Pilot Sales Representative
Date of joining	01-08-2022
Project Location	Pune
Contract Commences From	01-08-2022
Cost to Company (Rs per month)	18682

Financial :

Heads of Payment- (Direct)	Proposed Salary
Basic	12650
HRA	2796
Advance Against Statutory Bonus	1054
Other Allowance	0
Gross Salary (A)	16500
Employee Contribution	
PF 12% on Basic + Other All.	1518
ESIC 0.75% on Gross	124
Professional Tax	200
Total (B)	1842
Net Salary	14658
Employer Contribution	
PF 13% on Basic + Other All.	1645
ESIC 3.25% on Gross	537
Total (C)	2182
CTC Total (A+C)	18682

In the month of June & December, Rs.12 would be deducted towards LWF from Employee's Salary.




PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune.

Pousse Management Services Private Limited
306, Corporate Center, Nirmal Lifestyle, L.B.S. Road, Mulund (W), Mumbai - 400 080 Tel.
+91 22 6164 3400, Email id: hr@pousse.in, Website: www.pousse.in



Nana Bodade

TGT English

Employee Code :- RFH-418




PRINCIPAL

Whasdehanda Pawar Arts & Commerce College

Ref. : RAD/AL/2021/0084
Date : June 24, 2021
Name : Nana Devchand Bodade
Address : Hari Om Krupa Apt., Rahul Park Colony, Alandi Road, Bhosari, Pune, Maharashtra

Subject: Appointment Letter

Dear Nana,

Subsequent to our meeting and your acceptance of offer of employment with **Radcliffe Foundation Haryana**, we are pleased to appoint you with effect from **24th June, 2021**. The terms and conditions of engagement are mentioned below and in the following pages:

1. **Designation** TGT – English
2. **Compensation Details:**
You will be paid a salary of **Rs. 2,70,000/- per annum**. The complete detail of your salary is enclosed as Annexure. Applicable taxes and other statutory deductions will be made as per the norm from the above mentioned salary.
3. You will be entitled to PF as per Government rules/ Trust Rules.

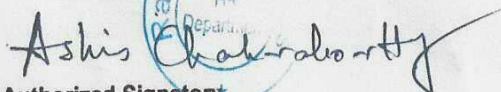
All other terms and conditions of your employment are referenced in **Annexure**, which shall form an integral part of this Letter. Your reporting relationship shall be communicated to you at the time of your joining.

You would be based at **Radcliffe School, Chowisawadi, S. No.-38, Tal-Haweli, PCMC, District-Pune, Maharashtra**. The company, at its sole discretion may transfer you to any other location and/or its subsidiary company, within or outside India by giving you a reasonable notice.

Please indicate your agreement by signing copy of this letter.

Welcome Aboard!!

For Radcliffe Foundation Haryana


Authorized Signatory




PRINCIPAL

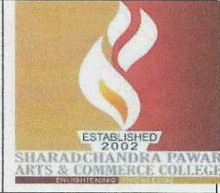
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Radcliffe Foundation Haryana

Radcliffe School Campus : Survey No. 32, Charoll Phata, Opp. to Bikaner Sweets, Dighi, Alandi Road, Chovisawadi - Pune
Registered Office (Delhi) : A-41, Mohan Co-op. Indl. Estate, Mathura Road, New Delhi - 110044. ☎ : 011-30266500



**Shri Gajanan Maharaj Shikshan Prasarak Mandal's
Sharadchandra Pawar Arts and Commerce College.
Alandi Devachi, (Dudulgaon), Tal-Khed Dist-Pune-412105
(Affiliated to Savitribai Phule Pune University, Recognised by Govt. of
Maharashtra)**



Academic Year 2019-20

**Placed Student's (Joining letter/I-Card) of outgoing
students**




PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

RAY ENGINEERING & SERVICES

GSTIN 27AAPPW9564L1ZG
VAT TIN 27571096753V

PAN AAPPW9564L
CST TIN 27571096753C

nilesh@rayengineering.co.in
+91 9527140011

Ref :- 2020-21/24

Date :- 29-06-2020

To,

Dharmale Suvrana Shrikrishna
Aalandi, Pune-412105

Dear Suvarna,

This is with reference to your application for the job profile "System Administrator" and the subsequent discussions you had with us at the interview on July 1, 2020, on the following terms and conditions.

Designation: System Administrator
Job Location: Pune

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

Commencement of Employment: Your employment will be effective with us since August 15, 2020.

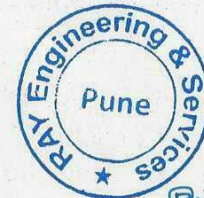
Salary and Compensation: You will receive the CTC of Rs.2, 40,000/- annum as per mentioned in the attached sheet. Tax deduction and other statutory deductions will be done at the source. You will receive the variable amount based on your performance, strictly. After the completion of the probationary period, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working days will start normally from Monday and end on Friday. The working hours for your profile will be 9 AM to 5 PM.

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

Sincerely

Nilesh



Principal
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune



Office :- 304, E-wing, Survey no: 7/8, Spring Hills Society, Near Taljai Mandir, Dhankawadi, Pune, 411043

Office: A-1B, Parikaj Avenue, Bhosale Nagar,
Hadapsar, Pune - 28, Maharashtra, India.
Email: kshitijtechsolutions@gmail.com



Date: 16/03/2020

To,
Savita Mandanraysingh Waldiya
Bhosari, Pune-411039.

Dear Savita,

This is with reference to your application for the job profile "System Admin" and the subsequent discussions you had with us at the interview on March 1, 2020, on the following terms and conditions.

Designation: System Admin
Job Location: Pune

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

Commencement of Employment: Your employment will be effective with us since June 15, 2020.

Salary and Compensation: You will receive the CTC of Rs.2, 40,000/- annum as per mentioned. Tax deduction and other statutory deductions will be done at the source. You will receive the variable amount based on your performance, strictly. After the completion of the probationary period, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working days will start normally from Monday and end on Friday. The working hours for your profile will be 9 AM to 5 PM.

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

Sincerely



Kanekar



Principal
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dindgaon(A) Pune



**Shri Gajanan Maharaj Shikshan Prasarak Mandal's
Sharadchandra Pawar Arts and Commerce College.
Alandi Devachi, (Dudulgaon), Tal-Khed Dist-Pune-412105
(Affiliated to Savitribai Phule Pune University, Recognised by Govt. of
Maharashtra)**



Academic Year 2018-19

**Placed Student's (Joining letter/I-Card) of outgoing
students**



Principal
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

RAY ENGINEERING & SERVICES

GSTIN 27AAPPW9564L1ZG
VAT TIN 27571096753V

PAN AAPPW9564L
CST TIN 27571096753C

nilesh@rayengineering.co.in
+91 9527140011

Ref :- 2019-20131

Date:- 10-07-2019

To,

Rohit Laxman Bhandwalkar
Charholi (BK), Pune-412105

Dear Rohit,

This is with reference to your application for the job profile "Accountant" and the subsequent discussions you had with us at the interview on July 16, 2019 on the following terms and conditions.

Designation: Accountant

Job Location: Pune

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

Commencement of Employment: Your employment will be effective with us since August 1, 2019.

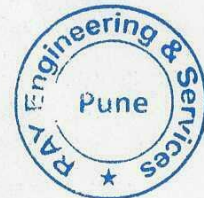
Salary and Compensation: You will receive the CTC of Rs.2,16,000/- annum as per mentioned in the attached sheet. Tax deduction and other statutory deductions will be done at the source. You will receive the variable amount based on your performance, strictly. After the completion of the probationary period, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working days will start normally from Monday and end on Friday. The working hours for your profile will be 9 AM to 5 PM.

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

Sincerely

Nilesh



Office :- 304, E-wing, Survey no: 7/8, Spring Hills Society, Near Taljai Mandir, Dhankawadi, Pune, 411043

Principals
PRINCIPAL
Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune

Office: A-1B, Pankaj Avenue, Bhosale Nagar,
Hadapsar, Pune- 28, Maharashtra, India.
Email: kshitijtechsolutions@gmail.com



Date: 22-04-2019

To,

Pratiksha Ganpat Mhaske
Moshi, Pune-412105

Dear Pratiksha,

This is with reference to your application for the job profile "Jr.Accountant" and the subsequent discussions you had with us at the interview on April 16, 2019, on the following terms and conditions.

Designation:Jr. Accountant

Job Location: Pune

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

Commencement of Employment: Your employment will be effective with us since June 1, 2019.

Salary and Compensation: You will receive the CTC of Rs.2, 01,600/- annum as per mentioned. Tax deduction and other statutory deductions will be done at the source. You will receive the variable amount based on your performance, strictly. After the completion of the probationary period, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working days will start normally from Monday and end on Friday. The working hours for your profile will be 9 AM to 5 PM.

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

Sincerely



Kanekar

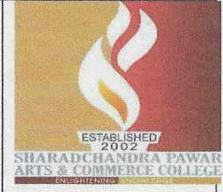
Principal
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College
Dudulgaon (Alandi), Pune





**Shri Gajanan Maharaj Shikshan Prasarak Mandal's
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Maharashtra)**



Academic Year 2017-18

**Placed Student's (Joining letter/I-Card) of outgoing
students**




PRINCIPAL
Sharadchandra Pawar Arts & Commerce College

RAY ENGINEERING & SERVICES

GSTIN 27AAPPW9564L1ZG
VAT TIN 27571096753V

PAN AAPPW9564L
CST TIN 27571096753C

nilesh@rayengineering.co.in
+91 9527140011

Ref :- 2018-19/32

Date:- 10-06-2018

To,

Akshada Jagnade
Dighi, Pune-412115

Dear Akshada,

This is with reference to your application for the job profile "Content Writer" and the subsequent discussions you had with us at the interview on June 15, 2018, on the following terms and conditions.

Designation: Content Writer

Job Location: Pune

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

Commencement of Employment: Your employment will be effective with us since July 2, 2018.

Salary and Compensation: You will receive the CTC of Rs.1,80,000/- annum as per mentioned in the attached sheet. Tax deduction and other statutory deductions will be done at the source. You will receive the variable amount based on your performance, strictly. After the completion of the probationary period, you will be eligible for leave, as per the company rules. The leave policy has been attached to the letter for your reference.

Working Hours: The working days will start normally from Monday and end on Friday. The working hours for your profile will be 9 AM to 5 PM.

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

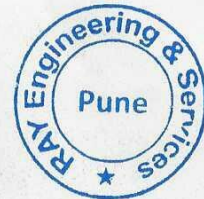
Sincerely



Principal
PRINCIPAL

Sharadchandra Pawar Arts & Commerce College

Nilesh



Office :- 304, E-wing, Survey no: 7/8, Spring Hills Society, Near Taljai Mandir, Dhankawadi, Pune, 411043