



Date :- 12-01-2017

Dear Mr. Swapnil Sunil Pawar

Sub: Appointment for the post of Production Engineer

This has reference to your application for employment and subsequent interview and as per the the need for work at one of our client site We is pleased to appoint you as in Unskilled/ Semi Skilled/ Skilled category. on a salary of Rs 424/- per day. You will be working with us from 12-01-2017 to 14-07-2017 , After that your service will come to end on the date 14-07-2017.

Your appointment is subject to the following:

TERMS AND CONDITIONS OF APPOINTMENT:

- (a) You are liable to be transferred anywhere in India at any of our site at the sole discretion of the company (Omkar Ganesh Services) depending upon the exigencies of work.
- (b) Your place of work can be changed at the sole discretion of Omkar Ganesh Services to any other site either in existence or which may come into existence. In such event , you will be issued a fresh letter informing you of such change.

General

- (a) You will be subject to the Rules and Regulations of the Omkar Ganesh Services , the Company and the service conditions as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

Ref: ASSPL/TPI-PBE/6382

Date: 23rd March 2018

To,
Mr. Sourabh Kothawade
At Post-Ozarda,
Tal-Wai,
Satara-412803

Dear Mr. Sourabh

Sub: Project Based Appointment.

This has reference to your application and various discussions you had with us. Considering your special skills, you are being appointed as **Engineer - Quality** with Grade-PB for our 3rd Party Inspection Project at our Customer Place

Your Date of Appointment shall be 24/03/2018

You are hereby informed that you are hereby appointed by the Company as an Engineer-Quality with Grade-PB on the basis of the agreement between M/s Accurate Sales & Services Pvt. Ltd. and our customer. Your period of employment is for the period of validity of the agreement signed by the M/s Accurate Sales & Services Pvt. Ltd. with our customer. Your appointment shall automatically come to end at the expiry of the contract between the M/s Accurate Sales & Services Pvt. Ltd. and Accurate Customer or anytime before if Accurate Customer terminates the contract any time before your end date of project and for which no notice, notice pay or any compensation shall be payable by the company. Please note that your employment with the company as of now shall automatically come to an end as per Accurate & Customer Agreement.

During your engagement with the company you will be governed by following Terms and conditions.

1. Remuneration:

You will be paid monthly Salary as per below:

Gross Salary		Employer Contribution		Employees Deduction	
Details	Amount	Details	Amount	Details	Amount
Basic + DA	Rs 10240.00	Employer PF	1247.00	Employees PF	1229.00
HRA	Rs 512.00	Employer ESIC	326.00	Employees ESIC	109.00
Allowance	Rs 98.00	Leaves	525.00	Professional Tax	200.00
Other	Rs 0.00	Bonus	853.00	Other	
Gross Salary (a)	Rs.10850.00	Total Employer (b)	3051.00	Total Employees Deduction (c)	1538.00
CTC PER MONTH (a+b) Rs 13901.00		NET IN HAND SALARY (a-c) Rs. 9,312.00			

The company has the discretion to readjust the above Salary and allowances but the total pay-out will remain unchanged

2. Deliverables:

- a) To do the inspection activity as per the instruction of Supervisor/Team Leader/Project Leader/ Branch Manager Business head at Customer name.
- b) To do planned and unplanned inspection activity at customer supplier end.
- c) Any other work as and when assigned to you by your superiors.

Management reserves the right to vary the deliverables of your work and / or your posting during your engagement with the Company for the period mentioned above, based on business exigencies.

3. Terms:

- a) **Shift:** You shall be required to work in different shifts and at different timings as fixed by the Accurate or our Customer from time to time. The Management has the right to make changes in timing as well as hours of work without any prior notice to you.
 - b) **Weekly Off:** You will be given one weekly off as per the weekly off of the customer. However, the Management reserves the right to make changes in weekly off day as well as start or discontinue staggering off work without any prior notice to you.
 - c) **Travel:** Whenever you are required to undertake travel on account of Company work, you shall be entitled to claim reimbursement as per Company rules and as per Travel Policy.
 - d) **Provident Fund, ESIC as applicable, Profession Tax, MWLF and other statutory compliances:** You will participate in the provident fund scheme as applicable under the Provident Fund Act.
 - e) **Medical test:** During your engagement with company, you shall have to undergo general medical examination at any time from the Medical Officer appointed by the Company or otherwise for the purpose.
 - f) **Intellectual Property Rights:** During the tenure of your engagement with the Company, you shall have exposure and access to various novel and proprietary designs and technologies related to the company's business and existing and futuristic product range. All such information forms a vital part of the intellectual and technological property of the company. It is therefore obligatory for you to make sure that during your future professional career either in any other organization or as an individual, you shall neither divulge and/or share any such information, nor make use of any such information related to company's products and technologies for whatsoever reasons.
- Kindly be advised that the company has lawful rights to initiate suitable legal action against any person or entity involved in the infringement of the Intellectual Property Rights of the Company.
- g) **Non-Compete:** In consideration of the terms and conditions agreed between the Company and you, you shall hereby undertake that during the term of this engagement not to be associated with or in service of or be Consultant, Retainer or be in any advisory contractual or non-contractual form associated with any organization, Company or firm or Industry Association or individual whether or not in combination with each other in the same business or businesses as the ones M/s. Accurate Sales & Services Pvt. Ltd. is in or otherwise.
 - h) **Confidentiality:** You shall maintain at all times, absolute secrecy and confidentiality about all matters what so ever relating to the business of the Company that you may acquire by virtue of your engagement, and undertake not to disclose any such information or part with any documents including but not limited to drawings, designs, know-how and / or any such Proprietary information and / or Intellectual Property Rights of the Company to any third party whilst in the engagement of the Company or thereafter.

This forms an integral part of terms and conditions of your engagement with M/s. Accurate Sales & Services Pvt. Ltd. for the period mentioned earlier.



Kalyani Forge Limited

PRECISION AUTOCOMP DIVISION
GAT NO. 014/1 & 2, PUNE-NAGAR ROAD, SANASWADI,
TEHSIL SHIRUR, DIST. PUNE - 412 208, INDIA
TEL : +91-2137 252335, FAX : +91-2137 252344
L28810MH1078PLC020959



KALYANI FORGE LTD
REGISTERED PD
JCVTS 18073 0802
FILE NUMBER 01000641

KALYANI

Sunday, August 20, 2017

To,
TATPUJE ONKAR VIJAY
AP-KAMALAPUR
TAL-SANGOLA SOLHAPUR
MAHARASHTRA 413307

Subject: Appointment Letter - Trainee.

Dear Mr. ONKAR,

This is with reference to your application dated 20/08/2017 for trainee position.

We are pleased to inform you that you have been appointed as a company trainee in MCD Division to undergo one year training in our organization under the provisions of Model Standing Orders Act for the period from 21/08/2017 to 20/08/2018. You will be paid stipend of Rs. 10000/- per month.

You will be abiding by all the rules and regulations regarding the code of conduct and discipline of our organisation.

This appointment of one year training shall not confer on you any right of whatsoever nature to a permanent position in our organisation.

You will be provided bus facility (without a deduction of Rs.1050/- per month from your stipend) from nearby place of your residence (as per normal bus routes of the company) to factory and back. Also you will be provided canteen facility (without a deduction of Rs.1050/-per month from your stipend) towards food cost.

Please return the duplicate copy of this letter duly signed as a token of acceptance.

For Kalyani Forge Ltd.

Authorised Signatory

26/10/2016

Gmail - Candidate Joining Details



Atul Mokal <atul.mokal@gmail.com>

Candidate Joining Details

Yogesh Patil <yogesh.p@elite-group.co.in>
To: Atul Mokal <atul.mokal@gmail.com>

Fri, Nov 17, 2017 at 3:37 AM

Dear Atul,

We are glad inform you that the following candidates from ISBM college is selected by our organisation as an Engineer in Production department.

- ✓ 1) Tushar Roham
- ✓ 2) Dattatray Metkari
- ✓ 3) Sachin Thorat
- ✓ 4) Vaibhav Rupnawar

We appreciate your efforts which has been taken to onboard the candidate in elite group. We expect the same in future for betterment of the candidates.

Thanks & Regards,

Yogesh Patil

Elite Group of Companies

Head Off: Plasto-Mech Industries, S-77/1, M.I.D.C., Bhosari, Pune, Maharashtra - 411026, India | Tel.: +91 - 20 - 27120618 | +91 - 20 - 27120619. Mobile No: 9168691811
Email id: yogesh.p@elite-group.co.in | Website: www.elite-group.co.in



Mulika Infotech Pvt. Ltd.

Turn Ideas Into Reality!



Prasad Khulape

Sales & Support Executive

Emp ID: MI50

Blood Group: AB+

Fino 04 Sai Heritage, Baner Mhalunge

Road Pune / Baner - 411045

T +91 2046721902

<http://www.mulikainfotech.com>



Genius Consultants Ltd.

Office :

5th floor, 504, 12/14/A Renaissance, Business Centre,
near Rosary School Camp, Pune - 411001. INDIA
CIN No.: U74140WB1993PLC059568
Ph : 020 - 6640 1302
E mail : enquiry@geniusconsultant.com
Web : www.geniusconsultant.com

Date: 08/11/2017 (MM/DD/YYYY)

To,

DHIRAJ DAHALE
PUNE, MAHARASHTRA

SUB: OFFER LETTER

Dear DHIRAJ DAHALE,

With reference to your application and subsequent review of your candidature, the management is pleased to offer you on contractual deputation as Assistant- Sales & Marketing in HATHWAY CABLE & DATACOM LTD. at PUNE. You are requested to join on or before 08/11/2017 (MM/DD/YYYY).

As discussed and agreed your Monthly in Gross salary will be Rs. 13500/- . The appointment letter will be issued after the entire joining documents as discussed and agreed after the joining.

As confirmation of your acceptance of the above mentioned terms, please sign one copy of this offer letter and return it to us for our record.

To: Genius Consultants Ltd.

Authorized Signatory

Name:

Place:

Signature



M/s. S. A. BAGADE

ENGINEERS AND GOVT. CONTRACTORS



OFF. : SHOP NO. A-9, SHEETAL PARADISE, BEHIND SATYAM SWEETS, GOVIND NAGAR, NASHIK - 422 009.
RESI. : C/3, SHEETAL PARADISE, BEHIND SATYAM SWEETS, GOVIND NAGAR, NASHIK - 422 009.

S.A. BAGADE - 9422245281 | E-mail : sabagade@rediffmail.com

Mr. Gajanan Vijay Bagade
759, Main Road, Malegaon Camp,
Malegaon, Dist- Nashik
Pin Code - 423205

Subject : Offer Letter.

This refers your assurance in our company on the post of a **Business Development & Client Relationship Manager (Major Clients- Reliance Jio , BSNL , Idea) at Pune branch.**

Your compensation package would be annexure A attached. However, the structure of your compensation plan may be altered/changed from time to time inline with the compensation policy and practices of the organization.

As explained, if you resign from services of the Company within a period of 12 months of your joining, then you are liable to pay 10 % of your Annual Gross to the Company or the same will be adjusted with your full and final Payment.

1. Two passport size photographs.
2. Copies of educational/professional qualifications.
3. Certificates in support of date of birth, Address Proof & PAN Card & Aadhaar Card.
4. Proof of Blood Group & Identity proof (Driving License /Election Card).

With Best Wishes,



Authorized Signatory
Date: 7 August 2017



M/s. S. A. BAGADE

ENGINEERS AND GOVT. CONTRACTORS



OFF. : SHOP NO. A-9, SHEETAL PARADISE, BEHIND SATYAM SWEETS, GOVIND NAGAR, NASHIK - 422 009.
RESI. : C/3, SHEETAL PARADISE, BEHIND SATYAM SWEETS, GOVIND NAGAR, NASHIK - 422 009.

S.A. BAGADE - 9422245281 | E-mail : sabagade@rediffmail.com

SALARY STRUCTURE

Basic Salary	10,000
House rent allowance	4,500
PF contribution	820
ESI contribution	130
Fuel allowance	3000
Telephone allowance	400
Gross total	18,850

NOTE: You will be entitled for the other benefits as per company guideline after confirmation.

DECLARATION

I hereby declare and affirm that I have carefully studied and understood the terms & conditions and policies. I undertake to abide by the said terms and conditions.

Name: Gajanan Vijay Bagade

Designation: Business Development & Client Relationship Manager

Date of Join: 10 August 2017



Authorized Signatory
Date: 7 August 2017

G.V. Bagade

Acceptance by the Employee
Date: 7 August 2017



Ref: RTPL/TRN/APT/2018

Date: 26th April 2018

APPOINTMENT LETTER

To,
Mr. Prasad P Bagul,
7,2-C, Kautilya App, Indranagari,
Kamatwade, Nashik,
422008
MAHARASHTRA

Dear Mr. Bagul,

With reference to your application & Subsequent interview had with you, we are pleased to appoint you as **Trainee- Design Engineer, Grade E-01** in our Engineering department on the following terms & conditions-

1. You will be paid a Stipend of Rs 12000/- (Rs Twelve Thousand only), per month (Rs. 1.44/- LAC/- PA). As a Trainee, you will not be entitled to any other benefit / privileg available to the other employees.
2. Be, it clearly understood and agreed that, as a trainee, you will not have any lien or right on the regular job.
3. This appointment is further subject to verification of the particulars given by you on your application form. In case any particular/particulars mentioned by you in the application for appointment are found false or incorrect your training period shall be terminated without any notice.
4. You will be under training for a period of One Year from (26th April 2018 to 25th April 2019) During your training period, your services are liable to be terminated at any time by giving 15 days, notice or Stipend in lieu thereof on either side without assigning any reason thereof.
5. The management will expect you to work in the section in which you are placed with a high standard of discipline, initiative, efficiency and economy.
6. You will devote your whole time to the work of the management and will not undertake any other direct/indirect business or work, honorary or remuneratory except with the, written permission of the management.
7. You will not give to any one, by word of mouth or otherwise particulars or details of our manufacturing processes, technical know-how, or of security arrangements or of administrative and organisational matters, whether of confidential or secret nature that may become known to you for being associated with our company.

[Handwritten Signature]

Contd ... 2

Rathi Transpower Pvt Ltd

Tuning Quality into A Revolution

Corporate Office
Gandhi Apts. 5, 7th, 33/20,
Vishnu Nagar,
Pune - 411 014, India
Tel: +91-20-30817201
Fax: +91-20-30817218
www.rathitranspower.com

Factory:
Off. No. 144/145,
Arya-Mahal Road,
Pune - 412 108, India
Tel: +91-20-302200
Fax: +91-20-302286
CN: 1251/Wah/128/595/2004

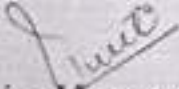


8. You may be liable to be posted / transferred to any Unit / Branch / Section / Dept of the establishment.
9. During the terms of your employment, you may become aware of, or be in possession of, confidential or proprietary information concerning the organization, business, finance, transactions or affairs of the company or any of its subsidiaries or its customers. Such information will be used only for performing the services required by this contract. Any such confidential or proprietary information in your possession or under your control will be promptly returned to the Company at the termination of employment. You will not directly or indirectly use or authorize anyone else to disseminate, divulge, disclose, lecture upon, or publish article concerning any confidential or proprietary information of the Company unless:
- The information is in the public domain.
 - It is legally obligatory to disclose the information.
 - The Company Management gives written permission for disclosure.
10. All reports, data, information, or other work product produced by you during employment will become and remain sole right/property of the Company and can be reproduced, used, disposed off, or otherwise utilized by the Company in any way that the Company deems appropriate.
11. The policy is intended to avoid conflict between personal interest of an employee and the interest of the Company in dealing with its suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. You are expected never to do any such thing as may go against the conflict-of-interest policy of the Company.

You are requested to return the enclosed copy of this letter of appointment duly signed by you in token of acceptance.

For Rathi Transpower Pvt.Ltd.,

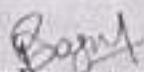
Preeti Verma



Senior Manager - HR

I accept the appointment on all the above terms & conditions.

Signature :



(Mr. Prasad P Bagul)

Date :

Rathi Transpower Pvt Ltd
Turning Quality into A Revolution

RAHI
GROUP

Corporate Office
Gandhi Apath, S. 146, 33002
Vishakhapatnam
Phone: +91 091 203 3021 2201
Fax: +91 20-30517212

Factory:
Dist No. 144/140,
Alankar Market Road,
Pune - 412 105, (INDIA)
Tel: +91 2135 302200
Fax: +91 2135 302200



ROCHI ENGINEERS PVT. LTD.

ISO 9001:2015 CERTIFIED

RE

Ref: RFP/JAL/2017/246
Date: - 21-Nov-2017

To,
Mr. Yogesh Sukhdev Patil

Dear Mr. Yogesh

This has reference to your application & subsequent interview, we are pleased to appoint you as a Gra. Trainee Engineer for a fixed period of one year.

1. Your appointment is being made on contractual basis. You will render services for a fixed period of one year from 21/11/2017 and expired on 31/12/2018. Your contractual appointment will automatically come to an end on expiry of the specific period and no notice pay or retrenchment compensation will be payable to you by the company.
2. You will be paid a consolidated salary (CTC) of Rs. 13660/- per month. An statutory dues arising out of your consolidated salary will be deducted and deposited with the concerned authorities accordingly.
3. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise.
4. You will be bound by the service rules in force and amended by the company from time to time in relation to your service conditions, which will form part of your terms of engagement.
5. Your performance will be reviewed regularly and at any point of time if the performance is not found to be satisfactory, management will be free to end the contract immediately without any notice or compensation or retaining wages for unexpired period of contractual and fixed period of appointment. The decision to re-engage your services is entirely at the discretion of the company.
6. As an employee of this company, you will maintain a high standard of loyalty, efficiency, integrity. You will devote your whole time and attention to the interest of the company and will not engage yourself in any other work.



XDBS/18-19/APT/4334
August 10, 2018

Mr. Sandesh Surendra Bade
Pune

SUBJECT: LETTER OF APPOINTMENT

Dear Mr. Bade,

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organization w.e.f. August 10, 2018 on the following terms & conditions:

1. **Designation:**

You will be designated as **Demand Generation Executive** in the **Operations Department**.

2. **Place of Posting:**

You will be posted in our office at XDBS Private Limited, Pune. You are liable to be transferred to any other Department, Unit, Post or place either in existence or to be set up / established or opened in future either in India or abroad. You are also liable to be sent on deputation service at any station or in any company, in which XDBSPL or any of its subsidiary companies have an interest. Upon such transfer, the rules and regulations applicable to such a post or the place of transfer will automatically become applicable to you. Non-Compliance of transfer order shall be an act of misconduct.

3. **Grade:**

You will be placed in Grade E1 as per the structure of the company.

4. **Remuneration:**

Your monthly compensation details and leave benefits are enclosed in Annexure - A. Page no

(i) **PF Contribution :**

A sum equal to 12% of your Basic Salary subject to a minimum of Rs. 1800.00 would be deducted each month towards your contribution towards Provident Fund and a matching contribution towards Provident Fund and a matching contribution as per prescribed

Offer Letter

To: Mr Jeevan Yalepale,

Date: 18 Sep 2017

Subject: Offer Letter

Dear Jeevan,

I am happy to make an offer to you for joining our enthusiastic and growing team of Energy Experts as "Sales Engineer". As you are aware, the company's product range includes next generation products in renewable water heating and solar power generation.

You will be based in Pune and report to Mr Anand Chidrawar. Details of the offer are provided below.

Responsibilities: You will be responsible for sales activities and bringing in new business in the company. You will be responsible for generating new business leads. You will also be responsible for keeping in touch with all clients you deal with and convert leads into business. If assigned later you may have to support channel partners at their locations.

Job Description:

1. Meeting various clients in and around Pune and explaining our offerings to them and soliciting leads to display our capabilities.
2. Site visits to the location and working out feasibility, product and offer details along with pricing for the proposals.
3. Generating Proposals, based on discussions with seniors and following up with the clients from time-to-time.
4. Converting the sales and co-ordinate all activities on client behalf. You will be single point of contact for the clients you handle and act as a client representative inside the organisation. Though you need not directly monitor the execution, once sales order is received and project is handed over to Projects department.
5. Supporting channel partners around Pune, for site studies and technical discussions with clients. You may have to travel to their locations for same.
6. The projects usually include Hospitals, Hotels, Educational Institutes and Premium Bungalows.
7. Job Profile may need to be varied based on learnings, as deemed fit by your senior.

Date of Joining: At Earliest.

Compensation Details:

You will be rewarded with a monthly compensation of 15,000 INR broken up into different components as below.

A. Fixed Monthly Salary: fixed compensation of Rs 8,000 per month.

B. Performance based salary component: Rs 4000 per month based on monthly performance evaluation. The variables policy shall be provided separately. Variables would be different for direct sales, shared sales work and channel partner support. Methodology to measure variables may be changed from time to time based on business requirements.



Ref: ASDPL/TP1-PBE/4382

Date: 23rd March 2018

To,
Mr. Rohit Bhagavan Dhumal,
At Post-Ozande,
Tal-War,
Satara-412803

Dear Mr. Rohit,

Sub: Project Based Appointment.

This has reference to your application and various discussions you had with us. Considering your special skills, you are being appointed as **Engineer - Quality with Grade-PB** for our 2nd Party Inspection Project at our Customer Place.

Your Date of Appointment shall be 24/03/2018

You are hereby informed that you are hereby appointed by the Company as an Engineer-Quality with Grade-PB on the basis of the agreement between M/s Accurate Sales & Services Pvt. Ltd. and our customer. Your period of employment is for the period of validity of the agreement signed by the M/s Accurate Sales & Services Pvt. Ltd. with our customer. Your appointment shall automatically come to end at the expiry of the contract between the M/s Accurate Sales & Services Pvt. Ltd. and Accurate Customer or anytime before if Accurate Customer terminates the contract any time before your end date of project and for which no notice, notice pay or any compensation shall be payable by the company. Please note that your employment with the company as of now shall automatically come to an end as per Accurate & Customer Agreement.

During your engagement with the company you will be governed by following terms and conditions:

1. Remuneration:

You will be paid monthly Salary as per below:

Gross Salary		Employer Contribution		Employees Deduction	
Details	Amount	Details	Amount	Details	Amount
Basic + DA	Rs. 10240.00	Employer PF	1347.00	Employees PF	1229.00
HRA	Rs. 512.00	Employer ESIC	326.00	Employees ESIC	109.00
Allowance	Rs. 98.00	Leaves	525.00	Professional Tax	200.00
Other	Rs. 0.00	Bonus	853.00	Other	
Gross Salary (a)	Rs. 10850.00	Total Employer (b)	3051.00	Total Employees Deduction (c)	1538.00
CTC PER MONTH (a+b) - Rs. 13901.00			NET IN HAND SALARY (a-c) - Rs. 9,312.00		

The company has the discretion to readjust the above Salary and allowances but the total pay-out will remain unchanged.

Accurate Sales & Services Pvt. Ltd.
3D CMM, Precision Measuring Instruments & Services

Office: Gajgaon,
67, Haldipur Industrial Estate,
Pune - 411 012, India

Tel: +91 20 6639000
Fax: +91 20 25814234
Email: accurate@vsnl.com
Website: www.accurategajgaon.com



2. Deliverables:

- a) To do the inspection activity as per the instruction of Supervisor/Team Leader/Project leader/ Branch Manager/ Business head at Customer name.
- b) To do planned and unplanned inspection activity at customer supplier end.
- c) Any other work as and when assigned to you by your superiors.

Management reserves the right to vary the deliverables of your work and / or your posting during your engagement with the Company for the period mentioned above, based on business exigencies.

3. Terms:

- a) **Shift:** You shall be required to work in different shifts and at different timings as fixed by the Account or our Customer from time to time. The Management has the right to make changes in timing as well as hours of work without any prior notice to you.
- b) **Weekly Off:** You will be given one weekly off as per the weekly off of the customer. However, the Management reserves the right to make changes in weekly off day as well as start or discontinue staggering off work without any prior notice to you.
- c) **Travel:** Whenever you are required to undertake travel on account of Company work, you shall be entitled to claim reimbursement as per Company rules and as per Travel Policy.
- d) **Provident Fund, ESIC as applicable, Profession Tax, MWSF and other statutory compliances:** You will participate in the provident fund scheme as applicable under the Provident Fund Act.
- e) **Medical test:** During your engagement with company, you shall have to undergo general medical examination at any time from the Medical Officer appointed by the Company or otherwise for the purpose.
- f) **Intellectual Property Rights:** During the tenure of your engagement with the Company, you shall have exposure and access to various novel and proprietary designs and technologies related to the company's business and existing and futuristic product range. All such information forms a vital part of the intellectual and technological property of the company. It is therefore obligatory for you to make sure that during your future professional career either in any other organization or as an individual, you shall neither divulge, and/or share any such information, nor make use of any such information related to company's products and technologies for whatsoever reasons.

Kindly be advised that the company has lawful rights to initiate suitable legal action against any person or entity involved in the infringement of the Intellectual Property rights of the Company.

- g) **Non-Compete:** In consideration of the terms and conditions agreed between the Company and you, you shall hereby undertake that during the term of this engagement not to be associated with, or in service of or be Consultant, Retainer or be in any advisory contractual or non-contractual form associated with any organization, Company or firm or Industry Association or individual whether or not in combination with each other in the same business or businesses as the ones M/S. Accurate Sales & Services Pvt. Ltd. is in or otherwise.

- h) **Confidentiality:** You shall maintain at all times, absolute secrecy and confidentiality about all matters what so ever relating to the business of the Company that you may acquire by virtue of your engagement, and undertake not to disclose any such information or part with any documents including but not limited to drawings, designs, know-how and / or any such Proprietary information and / or Intellectual Property Rights of the Company to any third party whilst in the engagement of the Company or thereafter.

This forms an integral part of terms and conditions of your engagement with M/S. Accurate Sales & Services Pvt. Ltd. for the period mentioned earlier.

REF: HRD/ RECRUIT/ APPOINT/ PROB/ PSML

28th May, 2018

**APPOINTEMENT ORDER
STRICTLY CONFIDENTIAL**

Mr. Birudev Devkate,
Flat No. 69, Bldg. Np 1/2, Ajantanager,
Chinchwad, Pune

E-mail-id - bdevkate@gmail.com
Phone - +91 (0) 8605033267

T. No. - 7798

Dear Mr. Devkate,

With reference to the selection intimation-cum-offer letter dated April 26th 2018, we are pleased to appoint you in our organization as an "Engineer" - New Product Dept. For our plant at Nanekarwadi, near Chakan, Dist-Pune w.e.f: 28th May, 2018. On the following terms and conditions

1) You will be paid salary and allowances as detailed below:-

S. No.	Description	Amount Rs.
1	Basic Salary	10500.00 pm
2	Executive Allowance	4150.00 pm
3	House Rent Allowance	3150.00 pm
4	Conveyance	1800.00 pm
5	Education Allowance	200.00 pm
6	Reimbursement of Medical Exp.	1250.00 pm
7	LTA	8000.00 pa

2) In addition to the above fixed elements, you will receive a "Performance related Pay-Prp Every year based on your performance in the preceding year.

3) You will also be entitled to-

- Contributory Provident Funds as prescribed by the Govt. currently @12% of basic salary
- Payment of Gratuity as per the Act.

4) You will be covered under the Mediclaim Policy of our Company. This benefit will extend to You, your Spouse and two dependent children.

5) You will be also covered under the Group Personal Accident Policy of our Company.

6) You will also be covered under Group term life (GTL) insurance policy of our company.

Page 1 of 3

Registered Office : C/o. Bosch Chassis Systems India Ltd., Gat No. 306 Vill. Nanekarwadi,
Tal. Rajgurunagar, Dist. Pune, Chakan - 410 501.
CIN NO.: U25199MH1989PLC050925

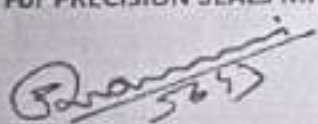
- 7) You will be on probation for a period of six months from the date of joining. At the end of the probationary period, the company may, but is not bound to confirm your services.
- 8) The Company may terminate your services by giving you 30 days' notice or salary in lieu of Notice. Provided, however, that no notice or salary in lieu of notice will be required to be given in case your services are terminated for any misconduct. In case you desire to sever your connection with the company, it will be necessary for you to give 30 days' notice or salary in lieu thereof to the Company of your intention to do so. You will not be deemed to have been relieved of your services unless you have been given a written communication to that effect, from a duly authorized official of the company, who shall not be lower in rank than appointing authority.
- 9) If at any time you shall, by your conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, or if you commit any breach of the terms and conditions of your appointment or on your conviction by any court of law for any offense involving moral turpitude, the company is entitled to terminate service without any notice or payment in lieu of notice.
- 10) Your services are transferable at short notice to any Department or to any Liaison Office, works, etc. belonging to the Company. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However; you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
- 11) Although your normal work will consist of the duties assigned to you in the capacity as shown above, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.
- 12) During the employment, you will be subject to the service regulations applicable from time to time to the establishment where you are required to work. Your other service conditions will be the same as for the employees of your category in our Organization.
- 13) During the continuance of your employment and thereafter, you will keep all secrets and will not divulge to the person, firm or company whatsoever (other than Directors of the Company or their authorized representative) all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the Company or any of its associated or branches, their customers and suppliers.
- 14) You will not during the continuance of your employment, undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as Principal, Agent, Clerk, Assistant, Servant or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties with us.

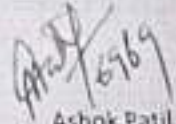
Mr. Brudev Devkate
Tkt. No. - 7798

- 15) Upon separation from the employment, you will return to the Company all documents and any other articles and/or copies thereof belonging to the company which may be at that time in your possession.
- 16) You shall retire from the services of the Company on completing the age of FIFTY EIGHT Years.
- 17) You will immediately inform Human Resources Department of any change in your residential Address.
- 18) At all times you will uphold the good image of the company and shall not by your conduct adversely affect the reputation of the company and bring this repute to the company, in any manner whatsoever.
- 19) Management reserves right to add and / or modify terms of employment, as deemed fit and it will be a binding on the employee.
- 20) Reference checks/Background & testimonials verification: Your appointment is also subject to a satisfactory reference/background check and testimonial verification. The company shall, at its discretion conduct background/reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the result of the same checks are negative or unsatisfactory for any reason whatsoever, your offer/employment will be treated as null and void as initio. In such eventuality, you may immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration including (incentives) for the period of engagement up to aforesaid date of relieving.
- 21) Medical fitness: Your appointment/employment is subject to you being medically fit for employment.

If you are agreeable to the above terms and conditions, please return the duplicate of this letter duly signed by you confirming your acceptance. We take this opportunity to welcome you to the Organization and hope that your association with us will prove to be of mutual benefit.

With Best Wishes,
For PRECISION SEALS MFG LTD.


Paresh Wani
Manager - HR & IR


Ashok Patil
PSML - GM


I have read and accepted the above terms & Conditions
And undertake to abide by them

Name & Signature

Page 3 of 3

Name :- Birudey Deyvato
Ticket No :- 7708
Desig :- Engineer
Dept. :- Product Development

Sr. No.	Salary Break-up	Salary in INR	
		Monthly	Annual
1	Basic	10500.00	126000.00
2	Executive Allowance	4150.00	49800.00
3	House Rent allowance	3150.00	37800.00
4	Conveyance	1800.00	21600.00
5	Education Allowance	200.00	2400.00
6	Medical	1250.00	15000.00
(A)	Monthly Salary	21,056.00	252,600.00
7	LTA	667.00	8000.00
8	PF - 12%	1260.00	15120.00
9	Gratuity	505.00	6060.00
10	Bonus (8.33% on Basic)	875.00	10500.00
(C)	Sub-Total	3307.00	39680.00
(D)	Annual Fixed CTC	24,357.00	292280.00
11	Performance Related Pay (PrP)	1086.00	13032.00
(E)	Annual CTC	25,443.00	305312.00


Paresh Wani
PSML/HR


Ashok Patil
PSML/GM

CALL LETTERDate: 06/02/17Dear Prashant Khunekar

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 11th Feb 2017 (Timing: 11.30am). On the day of joining we would explain complete program with schedule in detail.

Note:

- For complete training we DO NOT CHARGE you.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing and SQL.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity.

- You should have 90% of the attendance
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, and Delhi).
- Complete the assignments on time.
- Give frequent presentations.
- **Bring this offer letter on the first day.**

Qspiders Incubation Center address:

5th Floor, Sunny pride, Behind J M road McDonalds, Above DCC Computer mall, Pune,
Maharashtra 411004

Thanks & Regards,
Qspiders / Jspiders
9096055556/9096055557/8600544414

Qspiders&Jspiders @ Pune|Bangalore|Chennai|Pune|Noida|Bhubaneswar|UK-London|US-California



CALL LETTERDate: 06/02/17Dear Rashmi Singh,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 11th Feb 2017 (Timing: 11.30am). On the day of joining we would explain complete program with schedule in detail.

Note:

- For complete training we DO NOT CHARGE you.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing and SQL**.
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity.

- You should have 90% of the attendance
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, and Delhi).
- Complete the assignments on time.
- Give frequent presentations.
- **Bring this offer letter on the first day.**

QSpiders Incubation Center address:

5th Floor, Sunny pride, Behind J M road McDonalds, Above DCC Computer mall, Pune, Maharashtra 411004

Thanks & Regards,

Qspiders / Jspiders

9096055556/9096055557/8600544414

QSpiders & JSpiders @ Pune | Bangalore | Chennai | Pune | Noida | Bhubaneswar | UK - London | US - California



CALL LETTER

Date: 06/02/17

Dear PAWAN JAISWAL,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 11th Feb 2017 (Timing: 11.30am). On the day of joining we would explain complete program with schedule in detail.

Note:

- For complete training we DO NOT CHARGE you.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes Core JAVA, Manual Testing and SQL.
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity.

- You should have 90% of the attendance.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, and Delhi).
- Complete the assignments on time.
- Give frequent presentations.
- **Bring this offer letter on the first day.**

QSpiders Incubation Center address:

5th Floor, Sunny pride, Behind J.M. road McDonalds, Above DCC Computer mall, Pune, Maharashtra 411004

Thanks & Regards,

Qspiders / Jspiders

9096055556/9096055557/8600544414

QSpiders & JSpiders @ Pune | Bangalore | Chennai | Pune | Noida | Bhubaneswar | UK | London | US | California



CALL LETTER

Date: 06/02/17

Dear TRUPTI JAGTAP,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 11th Feb 2017 (Timing: 11.30am). On the day of joining we would explain complete program with schedule in detail.

Note:

- For complete training we DO NOT CHARGE you.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes Core JAVA, Manual Testing and SQL.
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity

- You should have 90% of the attendance
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, and Delhi).
- Complete the assignments on time.
- Give frequent presentations.
- Bring this offer letter on the first day.

QSpiders Incubation Center address:

5th Floor, Sunny pride, Behind J. M. road McDonalds, Above DCC Computer mall, Pune,
Maharashtra 411004

Thanks & Regards,

Qspiders / Spiders

+916055556/909605557/8600544414

QSpiders & Spiders @ Pune | Bangalore | Chennai | Pune | Noida | Bhubaneswar | UK | London | US - California



CALL LETTER

Date: 11/3/17Dear Rishikesh Kulkarni

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 18th Feb 2017 (Timing: 11.30am). On the day of joining we would explain complete program with schedule in detail.

Note:

- For complete training we DO NOT CHARGE you.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing and SQL.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity.

- You should have 90% of the attendance
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, and Delhi).
- Complete the assignments on time.
- Give frequent presentations.
- **Bring this offer letter on the first day.**

QSpiders Incubation Center address:

5th Floor, Sunny pride, Behind J M road McDonalds, Above DCC Computer mall, Pune, Maharashtra 411004

Thanks & Regards,
Qspiders / Jspiders
9096055556/9096055557/8600544414

QSpiders: JSpiders @ Pune | Bangalore | Chennai | Pune | Noida | Bhubaneswar | UK- London | US- California



**CALL LETTER**Date: 11-Feb-2017Dear Pradyumn Gadgil

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 11th Feb 2017 (Timing: 11.30am). On the day of joining we would explain complete program with schedule in detail.

Note:

- For complete training we DO NOT CHARGE you.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing and SQL**.
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity.

- You should have 90% of the attendance
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, and Delhi).
- Complete the assignments on time.
- Give frequent presentations.
- **Bring this offer letter on the first day.**

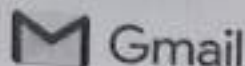
Qspiders Incubation Center address:

5th Floor, Sunny pride, Behind J M road McDonalds, Above DCC Computer mall, Pune, Maharashtra 411004

Thanks & Regards,
Qspiders /Tspiders
9096055556/9096055557/8600544414

Qspiders&Tspiders @ Pune|Bangalore|Chennai|Pune|Noida|Bhubaneswar|UK-London|US-California





Shrawan Asrani <asranisk@gmail.com>

Selection of Ms. Ashweta - ISB&M SOT

3 messages

Vandana Asrani <vandana.asrani@bajajfinserv.in>

25 April 2017 at 10:22

To: "asranisk@gmail.com" <asranisk@gmail.com>, Ghazi Arif <ghazi.arif@bajajfinserv.in>, Anuj Sinha <anuj.sinha@bajajfinserv.in>

Cc: Deepak Patil <deepak.patil@bajajfinserv.in>

Dear Mr. Asrani,

Pleased to inform that Ms. Ashweta has been selected for the post of Adecco Support Executive for EMI Cards (under our off roll support company – Adecco)

We would like her to join as soon as she finishes her exams next month on 27th.

Dear Ghazi/Anuj – Kindly take the formalities forward with Adecco and connect with Mr. Asrani/Ms. Ashweta.

If you have Ashweta's email id, kindly mail her as well.

Thanks,

Vandana Asrani

Senior Manager – EMI Cards ARU

Bajaj Finserv, Corporate Office

Viman Nagar, Pune - 411014

+91-9823138710

DISCLAIMER: This message, including any attachments may contain proprietary, confidential and privileged information for the sole use of the intended recipient(s), and is protected by law. If you are not the intended recipient, please notify the sender immediately and destroy all copies of the original message and attachments, if any. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email or any action taken in reliance on this e-mail is strictly prohibited and may be unlawful. Bajaj Finance Limited reserves the right to record, monitor and inspect all email communications through its internal and external networks. Your messages can be subject to such lawful supervision as Bajaj Finance Limited deems necessary in order to protect their information, interests and reputation. Bajaj Finance Limited prohibits and may take steps to prevent their information systems from being used to view, store or forward offensive or discriminatory material. If this message contains such material, please report it to abuse@bajajfinserv.in. Please ensure you have adequate virus protection before you open or detach any documents from this transmission. Bajaj Finance Limited does not accept any liability for viruses

Shrawan Asrani <asranisk@gmail.com>

25 April 2017 at 23:45

To: Rishikesh Y <rishikesh@gmail.com>, Atul Mokal <atul.mokal@gmail.com>, vinay thamke <vinspace.89@gmail.com>, Pankaj Kumar Srivastava <pankoo74@gmail.com>

Sir,

Congratulations !!!

Please inform Ashweta (B.E Comp) for getting selected in Adecco as Service Executive for Bajaj Finserv.

Thanks

<https://mail.google.com/mail/u/0/?ik=0e5a360cd2&view=pt&search=all&permthid=thread-f%3A1565671787492456152&siml=msg-f%3A15656717874...> 1/2

2018

Gmail - Selection of Ms. Ashweta - ISB&M SOT

Prof. Asrani S.H

TPO

[Quoted text hidden]

Atul Mokal <atul.mokal@gmail.com>
To: Shrawan Asrani <asranisk@gmail.com>

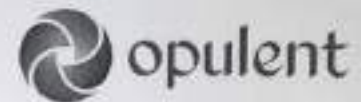
26 April 2017 at 03:54

Respected sir,

Great job done !! I have informed Ms. Ashweta on call & also issued a notice of selection. Please try to get offer letter in advance if possible.

Thanks & Regards,
Prof. Atul Mokal,
Assistant Professor, CE Dept.,
Training & Placement Executive,
ISB&M School of Technology,
Pune.
Mob. 9960867704
[Quoted text hidden]

OPULENT:ME: 2016
Date: September 8, 2016



Dear Mr. Saurabh Anil Salvi

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the role of **Engineer & Trainer, Mechanical Division**. You shall report to the **Delivery Manager, Mechanical Division** at **Opulent, 4th Floor, Sonawane Complex, Above Shatayu Hospital, Balaji Nagar, Pune-43, MH, India**. Tentative joining date is **June 08, 2017**.

Your Total Gross Salary and CTC Structure as applicable has been detailed below in this letter. On your joining, you are expected to sign an appointment letter, which details the scope, terms and conditions of your employment, the necessary contractual obligation to be with **Opulent**. On successful completion of the probation cum training period of three months, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

CTC STRUCTURE

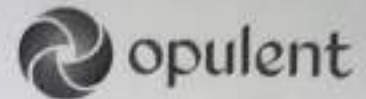
CTC Details	
Basic + DA	15000
Miscellaneous Allowance	46
Gross	15047
PF @12%	0
PT	200
ESIC @1.75%	0
Total Dedn.	200
Take Home Salary	14847
PF (Employer Share)	0
ESIC (Employer Share)	0
Gratuity	720
Bonus	733
Performance Allowance(Annual Variable)	1500
Monthly CTC	18000

Variable pay / Performance based allowance is a part of annual CTC. Incentives as applicable shall be paid over and above the CTC mentioned herein. Performance based allowance and Incentives, as applicable, shall be disbursed annually as per the performance review score and the performance band the member falls in.

You are required to revert electronically to this offer with acceptance at hr@opulent.co.in. Offer extended is valid for acceptance on or before September 20, 2016. Welcome to **Opulent**. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,
Chetan Kadam
Human Resource Development

OPULENT:ME: 2016
Date: September 8, 2016



Dear Mr. Suyog Palhade

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the role of **Engineer & Trainer, Mechanical Division**. You shall report to the **Delivery Manager, Mechanical Division** at **Opulent, 4th Floor, Sonawane Complex, Above Shatayu Hospital, Balaji Nagar, Pune-43, MH, India**. Tentative joining date is **June 08, 2017**.

Your Total Gross Salary and CTC Structure as applicable has been detailed below in this letter. On your joining, you are expected to sign an appointment letter, which details the scope, terms and conditions of your employment, the necessary contractual obligation to be with **Opulent**. On successful completion of the probation cum training period of three months, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

CTC STRUCTURE

CTC Details	
Basic + DA	15001
Miscellaneous Allowance	46
Gross	15047
PF @12%	0
PT	200
ESIC @1.75%	0
Total Dedn.	200
Take Home Salary	14847
PF (Employer Share)	0
ESIC (Employer Share)	0
Gratuity	720
Bonus	733
Performance Allowance(Annual Variable)	1500
Monthly CTC	18000

Variable pay / Performance based allowance is a part of annual CTC. Incentives as applicable shall be paid over and above the CTC mentioned herein. Performance based allowance and Incentives, as applicable, shall be disbursed annually as per the performance review score and the performance band the member falls in.

You are required to revert electronically to this offer with acceptance at hr@opulent.co.in. Offer extended is valid for acceptance on or before September 20, 2016. Welcome to **Opulent**. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,
Chetan Kadam
Human Resource Development

6th February, 2017

Azruddin Nadaf
Plot No 152,
Ambedkar Housing Society,
Jaysingpur,
Kolhapur 416101

Dear Azruddin,

Further to our discussions, we are delighted to offer you an appointment with Ubisoft Entertainment India Private Ltd., Pune ("**Ubisoft**" or the "**company**") for the post "**Trainee Game Tester**", as per the terms of reference given below.

Terms and Conditions

1. You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("**Company Policy**") of Ubisoft as applicable, enforced, amended or altered from time to time during the course of your employment.

As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Pune. You will be reporting to such person in Ubisoft as may be indicated to you from time to time. However, your services are transferable and can be seconded or deputed by the Company to any of the Ubisoft operations or operations of Ubisoft's associate Companies in India or abroad. Ubisoft further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Ubisoft or as part of any restructuring or amalgamation or such other plan implemented by Ubisoft or by which Ubisoft is bound, on such terms and conditions as applicable to such plan.

3. Subject to your accepting this appointment letter and reporting to duty on, **6th February, 2017** your appointment is effective from the date of joining. **You shall be on a contract period for 6 months from the date of joining.** The contract period can be further extended, reduced or waived at the discretion of the management. During the contract period, either party may terminate this appointment by giving **fifteen days notice** or payment of salary in lieu thereof.

At the end of this term, the duration may be extended, on such terms and conditions as may be mutually agreed by the parties.

Ubisoft may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities which breach either (i) is incapable of remedy; or (ii) if capable of remedy, has not been remedied by you for at least seven days after receipt of notice from Ubisoft. In the event of your continuous absence for a period of ten consecutive working days or more or overstaying the sanctioned leave without sufficient grounds, proper or satisfactory explanation and without formal request or permission from the Ubisoft management for the same, you shall be deemed to have abandoned and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the Company.

In the event, termination is initiated by you, Ubisoft may, at its discretion, relieve you from such date as it may deem fit even before expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period. Upon termination for whatever cause or reason, you shall return all company property including books, papers, and documents whether in hard copy or in soft form, entrusted to you during the course of your employment with Ubisoft. Ubisoft may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

11. The Employee shall not, during the Restricted Period, directly or indirectly, (i) hire or attempt to hire any employee of the Company or anyone who was such an employee within the six (6) months preceding such hire or attempt to hire, (ii) assist in hiring or any attempt to hire of anyone identified in clause (i) of this sentence by any other person, or (iii) encourage any employee or independent contractor of the Company to terminate his relationship with the Company.
12. The Employee shall not, during the Restricted Period, directly or indirectly, solicit or encourage any customer or prospective customer of the Company to terminate or diminish its relationship with any of them, or to conduct with any person any business or activity which such customer conducts or proposes to conduct with the Company.
13. Ubisoft acknowledges that certain confidential information of the Company, whether or not marked as such, may be disclosed or made available to you by virtue of your appointment. You shall not disclose or use at any time, either during or after termination of employment, for yourself or for the benefit of any third party, except as required in your duties to the Company, any proprietary/confidential information, whether or not developed by you, unless you first obtain approval from the management or unless and until such information shall have become general public knowledge by any means other than disclosure by you. Your obligations of confidence and non-use shall survive termination of his employment with the Company.
14. You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Ubisoft or its subsidiaries or affiliates, except with prior written approval.
15. Your gross annual compensation (Cost to Company) shall be **INR 1,68,606/- (One Lakh Sixty Eight Thousand Six Hundred and Six Rupees Only)** and shall be subject to statutory deductions such as Income Tax, Profession Tax, Provident Fund, etc. The detailed breakup of your gross annual compensation shall be provided you at a later date. Ubisoft assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. Provided however, Ubisoft may from time to time, deduct any statutory deductions / withholding tax as may be required by applicable law that has to be complied with as an employer.
16. All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Ubisoft and you confirm and agree that you shall not be entitled to claim any rights over such intellectual property. If required by Ubisoft, during or after the term of this engagement, you shall assign and transfer in favour of Ubisoft or, at the request of Ubisoft, in favor of any of its subsidiary, affiliate or customers, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Ubisoft may require, to effectually vest in Ubisoft, any of its subsidiary, affiliate or customers as Ubisoft may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.
17. During the course of your employment with Ubisoft, you may be required to undergo some **training programs** or engage in some process implementation or other skill enhancement activities in India or abroad. Ubisoft shall bear the costs and expenses in relation to such programs. However, you will be required to be in the employment of Ubisoft for a minimum specified period (**which will not be longer than one year**) after such programs, failing which you will be required to reimburse a part of such costs and expenses incurred by Ubisoft in relation to such programs. Your refusal to undergo such programs on such terms would be considered as a material breach of the terms of employment, unless the grounds of refusal are approved as reasonable by Ubisoft, and in such case, Ubisoft shall have the right to terminate this engagement, by giving you notice as referred to in paragraph 3 above, without being under obligation to make any payments to you.

Annexure A

Position Title: **Trainee Game Tester**

Total Cost to Company (CTC): **INR 1,68,606 p.a**

Your compensation is **One Lakh Sixty Eight Thousand Six Hundred and Six Rupees Only** per annum on a cost to company basis and will be broken up under various heads based on company policy.

This amount includes all benefits and variable pay as described below and may be varied from time to time subject to Ubisoft's discretion.

Salary Structure

Components	Monthly(in Rs)	Annual(in Rs)
Basic	6,250	75,000
HRA	2,500	30,000
Conveyance Allowance	1,600	19,200
Employer's Contribution to PF	750	9,000
Medical Reimbursement	1,250	15,000
Entertainment Allowance	150	1,800
Fixed CTC (A)	12500	150000
Gratuity	300	3,606
**Bonus	1250	15000
Total CTC (B)	14050	168606
Deductions	Monthly(in Rs)	Annual(in Rs)
Employer's Contribution to PF	750	9,000
Employee's Contribution to PF	750	9,000
Income Tax
Sodexo Meal Coupons
Professional Tax	200	2,500
Total Deductions (C)	1,700	20,500
	Monthly(in Rs)	Annual(in Rs)
Net take salary =(A)-(C)	10800	129500
<i>Net and gross salary is applicable to Professional tax and Income tax Hence the deductions towards the same will be made seperately.</i>		

Bonus will be paid annually based on the company's and individual performance.

**** In Lieu of Statutory Bonus**

4. Depending on the project needs, there is a possibility, that the company may take the decision to tell you to avail the **compensatory offs** in your balance. However incase if you do not have the required compensatory leaves accumulated in your balance, the same will be treated as **Leave without Pay**. The advanced intimation of such unpaid leaves will be sent to you with prior notice of minimum 1 week and advance intimation of comp offs will be sent to you with a prior notice of 2 days.
5. You agree that you shall perform your duties, as may be assigned to you from time to time, with diligence, devotion and discretion. While in the employment of Ubisoft, you shall (a) use your best endeavor to defend and promote the business interests of Ubisoft; (b) devote your full time, attention and efforts to serve Ubisoft; and (c) not directly or indirectly engage or be interested in engagement, practice of any business, profession or vocation, including in any activity, which competes with activities of Ubisoft or conflicts with your position in Ubisoft. You confirm that as on the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with Ubisoft is on a full time basis, you shall not take up any assignment, including those in the nature of any business, profession or vocation, without prior written consent of Ubisoft, which consent may be granted at Ubisoft's sole discretion.
6. The company will be working Monday through Friday **from 8:00 a.m. to 5:00 p.m.** with an hour lunch recess and your working hours will be as advised to you by your superiors from time to time. Actual work timings and shifts may vary from time to time based upon business and customer service requirements. You will be advised by your Supervisor or Manager of the working hours, break periods and weekly rest day(s). It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work, apart from the fact that strict disciplinary action may be taken against you.

You will be entitled to 11.5 working days leave for the duration of this 6 months contract, to be taken by agreement with the company. Employees shall be entitled to encashment of up to 8 days of leave that has accrued to them during their course of employment with Ubisoft. The leaves shall be encashed as per the eligibility limits subject to the policy of the company within 7 days from the date of submission of request. You may not take more than 10 consecutive working days of leave at any time unless specifically approved by the management.
7. Ubisoft shall observe the national holidays and other optional holidays as per the Bombay Shops and Establishment Act, 1948.
8. Your appointment shall be subject to the verification of your credentials, testimonials, reference checks and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated without notice or compensation.
9. You may be required to sign any relevant confidentiality agreement as per Company Policy / Practice. Specifically, however, you will have to comply with the Company's non-disclosure policy.
10. The Employee shall not, during the term of his employment and for a period of 6 months following termination ("Restricted Period"), directly or indirectly, whether as owner, partner, investor, consultant, agent, co-venturer or otherwise (other than through ownership of publicly-traded capital stock of a corporation which represents less than five percent (5%) of the outstanding capital stock of such corporation), (i) compete with the Company in any business activities which are similar to or might reasonably be expected to compete or conflict with any aspect of the business of the Company, or which affect the proper and efficient performance of the Employee's duties ("Restricted Business"), [without the prior written consent of the Company], or (ii) undertake any planning for any Restricted Business [without the prior written consent of the Company].

18. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Ubisoft. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out therein.

Regards,

For Ubisoft Entertainment India Private Limited,

Authorized Signatory: Jean-Philippe Pieuchot - Managing Director

Date: 6th February, 2017

19. I hereby accept and agree to this employment contract. I promise to abide by the rules, regulations and other Ubisoft Company Policies as applicable, enforced, amended or altered from time to time during the course of my employment and abide by any agreement entered between myself and Ubisoft.

Further, I hereby accept and agree that although a copy of the Ubisoft Employee Handbook was not made available to me for review, all the terms and conditions thereof have been explained to me and I agree to abide by them.

Name: _____

Signature: _____

Date: _____

Note – Amounts towards the Income Tax and Professional Tax, PF, ESIC (As Applicable) at applicable rates would be deducted at source.

Profession tax deducted is Rs. 200 per month from April to February and Rs.300 for the month of March.

Ubisoft employees are also entitled to a variable target performance bonus up to 10%. This bonus is not guaranteed and will be based on achievements of performance milestone.

The Provident Fund and Gratuity shall be administered according to the policy of the company on a uniform basis for all the employees. Fixed CTC (cost to company) includes the company's contribution to Provident Fund.

For Ubisoft Entertainment India Private Ltd.

Authorized Signatory: Jean-Philippe Pieuchot – Managing Director

Employee Acceptance

Name: _____

Signature: _____



Krishna Agencies Pvt. Ltd. D-22, MIDC, Andhan, Dhule 425422 91799

To: Mr. Anuj Khanna
444, Shivajinagar, Pune
Pune 411002

Date: November 13, 2017

Dear Mr. Anuj:

You are pleased to inform you have been selected to work for SAP analyst

Key duties:

- Developing implement solution for level support to business units
- Lead business unit in the implementation stage of sap best practices
- Identify and synthesize key system functions implementation
- Benchmark solution with company affiliates or parent companies
- Drive address strategy changes request by actively participate in business
- Manage sap projects against cost and risk
- Describe scope of work and
- Plan work effort resource sourcing
- Develop manage implementation plan implementation plan
- Develop implement deployment strategy
- Evaluate approve contractor solution
- Perform cost benefit analysis on contractors solution
- Expeditious performance review for monthly contractor meeting
- Provide business system operations support
- Provide system training to end users
- Facilitate business process procedure development
- Support third parties user of our system system warehouse suppliers

Prepare supervise monthly system maintenance

Maintain system availability as per metrics

Enforce compliance with policy as well as procedures by supporting internal/external auditors

Analyze update ssp procedure every two as per policy

Manage coordinate annual system application patching

Analyze system master records procedure like internal master catalog, external master directory, vendor directory, employee details files

Contract includes:

A) (Reporting): you will report to supervisor Mr. Vinay Garg

B) (Basic salary): the offered ssp annual provision is at a 1,54,126

C) (Work hours): your working hours will be from 09:30 AM till 06:30 PM

D) (Vacations): your vacation is 2 days per week

E) (Compensations and benefits): your position compensations and benefits are: (group insurance, dental care, health care, and transportation)

We are delighted to send you this offer to be approved and signed from you in order to start the job from "December 1, 2017"

We look forward to join our company in order to work with you

Sincerely,

Mr. T. K. Patil
HR Manager



Nayati Healthcare & Research Pvt. Ltd.



Vishaka Ranjan
Marketing Communications

Issuing Authority : *Suresh*

In between Goverdhan-Chatikara Bypass,
Beside CNG Pump, NH2, Mathura
Call: 0565-6675500, 0565-2565565, 7088115650-9
W: nayatihealthcare.com

Pay Slip

GENIUS CONSULTANTS LIMITED

474-422 4th & 5th Floor, Plaza Chambers, Lokesh Road, Dombivli, Andheri (E) Mumbai - 400722 INDIA
 CIN No. U72200MH2005PLC001941 19 ANDHRA 400722
 Bank Name: HATHIRAY CABLE & DATACOM LTD
 Bank Office Name: HATHIRAY CABLE- MAHARASHTRA
 Pay Slip for The Month of: November, 2017

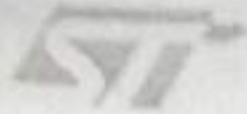
Employee Name	Pratik Jadhav	Employee ID	401910000002118
Ad No	401910000002118	Date of joining/contract	06/11/2017
Loan No			
Bank Ac No		Designation	ASSISTANT
Ad No		Payroll Code	2000
Personnel No			

Salary Heads	Basic Salary (Rs.)	Actual Salary (Rs.)	Deductions	AMT (Rs.)	NET AMT (Rs.)
BASIC SALARY	10000	10000		10000	
PF		1200		1200	
EDLI		1200		1200	
PROVIDENT FUND		1200		1200	
GRAT		1200		1200	
TRANSPORT ALLOWANCE		1200		1200	
Total	10000	10000		15200	12000

To view your payroll & other details please visit <http://www.geniusconsultant.com> & click on Associate * Login by the following ID and Password

Login ID: 401910000002118 Password: Password@1234567

- *ESI Covered Employees - Please contact Local Branch / Dispensary and complete "Smart Card" formalities with your family members.
- *Please provide your PAN at the earliest, if it is already provided ignore this message
- *For any discrepancy and query, please mail at enquiry@geniusconsultant.com
- *This is a system generated statement, no signature is required.



SENS TECH SYSTEMS

MANAGEMENT AND FINANCE

1. Mr. Sankar Shinde
2. Mr. Sankar Shinde
3. Mr. Sankar Shinde
4. Mr. Sankar Shinde
5. Mr. Sankar Shinde

STK/HR/001/2017

Date: 25.01.2017

Mr. Sankar Shinde - Employee Code STS-121

APPOINTMENT LETTER

Dear Mr. Sankar Shinde,

On successful completion of your probation and during process management is pleased to inform you that you have been re-confirmed in your appointment with us as a **Junior Assembly Engineer** w.e.f. 1st Nov 2017.

Role and Responsibilities

- Working and following of the work order.
- Installation and commissioning of the plant.
- Preparing technical drawing.
- Electrical wiring and the installation of the system.
- Marketing of product.
- Mechanical Assembly.
- Vendor calling up for the material and supply of the parts.
- Material collection from the vendor and factory for vendors and vendors to factory.
- Supervisory activities for assembly and installation.

SENS TECH SYSTEMS - G/ No. 5A/2/3, Plot No. 50, 11th Floor, Sushil Building, Near Sanyal Vihar,
Chowari Park, Vadgaon Khurd, Pune - 411041 (M) 9820000000, 9820000000



ORIENT
TECHNOLOGIES



Name: RAHUL NATHE

Designation: NETWORK SUPPORT ENG

ORIENT Technologies Pvt Ltd.
501 & 502, Rupa Solitaire, Plot no A-1,
Millennium Business Park, Mahape,
Navi Mumbai, 400710



Authority Sign.

Raviul Nathe

4

ITSource[®]

ITSOURCE Technologies LTD.

702, A Wing, Datta Chaudh, Sunder Road, Marolundhi (E) Dist.
Off. Andheri Kurla Road, Andheri (E) Dist., Mumbai - 400042.
Tel: +91 22 42225000 Fax: +91 22 42225001
Web: www.itsourceindia.com

Ref.: - IT/HR/29085
27 Nov 2017

Mr. Vinod Anandappa Bankapur
Chintapur Sangli
Tel.No.: 9860060306

Subject: -Offer Letter.

Dear Vinod,

This refers to your interview with us; we are pleased to offer you the position as **Desktop Engineer**
- **Level 1 Support w.e.f 08 Nov 2017.**

Your compensation package is mentioned in Gross Emoluments Sheet.

You will be under probation period for **One Year.**

We welcome you to the **ITSOURCE** family and hope for a long and happy association with you in the future.

Yours faithfully,

For **ITSource Technologies Ltd.**


Authorized Signatory

Note: As a part of company's joining formalities, a complete verification of your identity / Document verification and your background screening would be done. On successful submission and verification of your documents, background check, you shall be issued Letter of Appointment from the company. In case if any of the verification turns out to be negative at any point of time, your appointment with the organization shall be terminated on immediate basis.



Name : Sanket Bhojane
Emp. Code : SBE00045
Designation : SME

Authorised Signatory

Naf Services LLP

4th Floor, Office No. 402, Acropolis Building,
Military Rd, Andheri (e) Mumbai - 400059

JTSPL / HR / 2017-18

Date: 13.12.2017

OFFER LETTER

Dear Mr. OMKAR KADAM

With reference to your application and subsequent discussions / interviews, we are pleased to offer you appointment as "Design Trainee" at our Bhosari office. Your Stipend per month will be 8000/- (Eight thousand Rs).

You have to join on or before 15.12.2017 at 9.00am, you shall be on Trainee for a period of six months; it can be extending if performance is poor. Based on your performance there will be suitable hike in the salary as per the discretion of the management.

The company can terminate your services anytime during the Trainee period & also after the probation period without any prior notice for inappropriate behavior or if it is against company's interest.

Please bring the following documents along with you on the date of joining:

- Recent passport size photographs – 4 (in number)
- DOB proof
- Educational certificates (starting from Class 10th)
- Professional qualification certificates
- Copy of PAN Card
- Copy of Address Proof

Please acknowledge acceptance of this offer letter and we look forward to your joining us.

For JYOTI TECHNICAL SERVICES PVT. LTD

Mr. V. S. Shetye
Authorized Signatory



Mahindra SANYO

(Former Steel Division of Nucor)
CIN No.: U27310MH2011PTC223696

Mahindra Sanyo Special
Steel Pvt. Ltd.

Anglish Nagar,
Khopoli-410 216 India
Tel: +91 2192 260500 / 263070 / 262496
www.mahindrasanyo.com

Ref: PIR-HR/CONF/2018-19

Date: 16th August, 2018

Mr. Nikhil Vilthai Mohite
Ticket No. – F543,
Department – Ring

LETTER OF CONFIRMATION


Dear Mr. Mohite,

On satisfactory completion of your probation period, we are pleased to confirm your employment in our organization as Engineer Grade II in Ring Department with effect from 16th August, 2018.

All other terms and conditions as applicable to you remain unchanged.

Please return the duplicate copy of the letter, duly signed, in token of your acceptance of this letter.

Yours faithfully,
For Mahindra Sanyo Special Steel Pvt. Ltd.


Avinash Somvanshi
Sr. Vice President (PIR/HR/Admin.)

CC: Departmental Head
CC: Personal File.



Regd. Office :
74, Ganesh Apartments,
Lady Jameshodji Road,
Mahim, Mumbai 400 016, India.

Tel. : + 91 22 24444287
Fax : + 91 22 24458196



Mr. Yogesh Sankpal (Emp. No. 374)
Nigadi
Pune
Phone: 9028899394
E-mail: yogeshsankpal7@gmail.com

Ref: WIPL/NR/ Yogesh Sankpal/374

15.09.2015

Dear Mr. Yogesh Sankpal,

SUB: APPOINTMENT FOR THE POST OF "DIPLOMA ENGINEER-TRAINEE"

Please refer our Offer letter dated 08.09.2015.

- 1) We are pleased to appoint you as 'Diploma Engineer-Trainee'.
- 2) You will be under training for a period of Two years with effect from 15.09.2015 from the date of joining. Your Training period will automatically would terminated on 15.09.2017.
- 3) You are made aware that being a Trainee, you are not a Workman as is understood under the Model Standing Order applicable to the company and thus you will not claim any regularization with the company.
- 4) During the course of your training, you will carry out all directions and instructions issued to you by the company officers and representatives diligently and faithfully. The course and manner of your training will be decided solely by the Company and you may require to work as part of your training in any of the departments / establishments or regions of the company.
- 5) During the course of your training, the Company will pay you a salary as per 'Annexure - A'.
- 6) You will be entitled for statutory payments like Provident Fund coverage as per The Provident Fund & Miscellaneous Provisions Act, 1952.

Cont'd.....02



Wirtgen India Private Limited

Correspondence Address:
Level 5, Perdigon Towers (P2)
Mangrova City,
Holkar,
Pune - 411 005

Works Address:
Gate No. 301 & 302,
Shandgeon-Khar Rd.,
Tal. Daund,
Pune 412214



Finolex
Cables Limited
AN ISO 9001 COMPANY

HRD: 2018-19/012

5th April 2018.

Mr. Vishal Kalkhaire
Plot No: 35, Nandanvan Hsg Soc.
More Wasti, Chikhali

Dear Mr. Kalkhaire,
With reference to your application and the subsequent interview you had with us, requesting for training facilities in our organisation, the Company is pleased to offer you an opportunity for training in the Company's Pimpri Plant, as "Trainee Engineer – Logistic" for a period of **1 Year** on the terms and conditions detailed hereunder:

1. Your training period will be for twelve months with effect from **05th April 2018 to 31st March 2019**.

2. During the training period you will receive stipend as follows:

Stipend	: Rs. 5,000/-
HRA	: Rs. 2,000/-
Conveyance Allowance	: Rs. 2,000/-
Education Allowance	: Rs. 2,000/-
Soft Furnishing Allowance	: Rs. 1,000/-
Incentive	: Rs. 1,000/-

3. You will be covered under Employee State Insurance Act, 1948.

4. You will not be entitled to any allowances other than the above to which the other employees of the Company may be entitled.

5. You will be entitled to 11 days of Casual-cum-sick leave and such other paid holidays, which the Company may declare from time to time. You will be eligible to get earned leave as per the Company Policy on completion of your training period.

6. You will diligently make all efforts to learn the necessary and required skills. You may be called upon to take such oral and/or written tests which the Company may prescribe from time to time.

[Signature]



- : 2 :
7. In case we feel that your progress and attendance are not up to mark of which the Company shall be the sole judge, the training facilities are liable to be withdrawn any time without notice or compensation in lieu thereof.
 8. You can terminate training facilities by giving one month's notice to the company or one month's salary in lieu of notice. However, the Company reserves the right to terminate your training facilities at any time without notice or pay in lieu of notice and without assigning any reasons thereof.
 9. You will be liable to be transferred to any department, office or establishment, forming part of our organisation and/or including our subsidiaries and other sister concern in India or abroad and you will abide by the working hours of the department, office or establishment concerned without any extra remuneration nor will your stipend be reduced as a consequence of this transfer.
 10. You will be bound by the rules and regulations in regard to the general conduct and discipline which may be framed from time to time.
 11. You shall be liable to work in any of the three shifts and whatsoever shift or duty hours that may be fixed in your case from time to time.
 12. Upon completion of your training, you will return to the Company all tools, papers, documents or copies or money thereof etc., belonging to the Company which may at that time be in your possession.

The Terms and Conditions of this letter are subject to Jurisdiction of Pune Court. If you are agreeable to the above terms and conditions please return the copy of this letter duly signed by you confirming your acceptance.

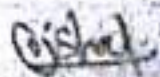
Thanking you,

Yours faithfully,
For **FINOLEX CABLES LIMITED**


Jitendra More
Asst. Vice President - HR

I have carefully read the terms and conditions of my appointment letter. I have understood the same and I accept them entirely.

Date:


Signature of the Trainee

Furniture at its best

RAWAT BROTHERS FURNITURE PVT. LTD.
Factory - Works : Shri Shrihari Colony, Gat No. 486/487, Village Kelewade
Tal. Bhor, Pune-Bangalore Road, Pune - 412 213
Mob. : 938001434

To,
Mr. Mahesh Mashale
Pune.

Date: 01/03/2018

Appointment Letter

Dear Mr. Mahesh,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you in the services of the Company on the following terms and conditions:

1. **Designation:** "Management Trainee" (Marketing)
2. **Joining Date:** 01/02/2018
3. **Remuneration:**
The Company shall pay initially annual salary of Rs.1,44,000/- (Rupees one lakh fourty four Thousand Only) as **COST TO COMPANY** (CTC includes PF, Annual Bonus, Gratuity, statutory deductions, and other Benefit etc).
 - a) Your travel and mobile phone expenses shall be given in addition to this.
 - b) Your remuneration structure can be modified / revised by the Management at its sole discretion with our affecting your total enrolments.
4. **Place of Work:** Rawat Brothers Furniture Pvt. Ltd.,
Gat No. 486/487,
Village Kelewade, Tal. Bhor, Pune-Bangalore
NH#4, Pune - 412 213

The Company, without notice, may change your working Place from time to time, according to the convenience of the Company.

- You shall be assigned any additional responsibilities or shall be relieved from discharging certain responsibilities as per the need and policy of the Company. You shall also have to carry such incidental & connected duties as may be required in the interest of carrying out the jobs efficiently.
- Recovery of payment from customers is solely your responsibility.

6. Timing of Work:

You will work in the Factory and your timing will be 9.30 a.m. to 6.30 p.m(Monday to Saturday). Your timing of work shall be as per the need and policy of the Company. The hours of work are subject to change as per the Management's discretions.

7. Discipline:

- Your appointment is subject to your producing all the documentary evidence and certificates of your age and qualification.
- You will devote your time, attention and ability exclusively to the duties Entrusted to you and will not engage yourself to any other person or company in any capacity whatsoever and not do any private business or render paid professional services, without the prior written consent of the Company.
- You will not accept any commission or any kind of gratification in cash or kind from any person, firm institution or organization having dealings with the Company and if you are offered any, you shall immediately report the same to the Management.
- During your employment with us, you will not associate yourself with such activities, as in the opinion of the Management will be harmful or detrimental to the interest of the Company.
- You will be governed by the rules and regulations of the Company and also by any additions and alteration that may be made thereto from time to time by the Management.
- If in the opinion of the Management, you are found to be guilty of breach of any of the above clauses, other rules and regulations, insubordinates, gross negligence of duty, dishonesty or placing personal consideration above the Company's interest in any business dealing or involvement in any unlawful acts under stature and if you suppress any information from the Company or give false information to the Company, the management can terminate you from the services forthwith.
- Upon termination of your employment, you will have to return all documents, papers, tools and any other articles/ or copies thereof etc. relating to the affairs of the Company or any other material that you may have in your possession.
- You should maintain a high standard of formal attire while on duty. At all times, you must maintain the highest level of personal hygiene.
- Any variation of the above terms and conditions will not be valid until made in writing by the Company.

address notified by you. All communication will be addressed to you on the last

- As you are in an important position, you will have to give a notice for **Three Months** prior to your Resignation without which the company may not relive you.

You are required to signify your acceptance of the offer by signing and returning the duplicate of this letter.

We take this opportunity to welcome you to the organization and hope that your association with us will prove to be a mutual benefit. We wish you success in your new Challenges & opportunities.

Thanking You,

Yours Truly

Amit



(Managing Director)
For Rawat Brothers Furniture Pvt. Ltd.

I have carefully read and fully understood the terms and condition of my appointment and hereby accept the same.



Signature

Mr. Mahesh Mashale

Date:

Ref No. HR/249303

Date – October 2, 2018

Mr. Munde Bharat Chatragun
A/p Rewali
Tal – Parli
Dist – Beed
Pin – 431 515

EXTENSION OF TRAINEE PERIOD

Dear Mr. Bharat,

With reference to your appointment letter dated 2nd October 2017, management has decided to extend your trainee period till 31st March 2019 w. e. f. 2nd October 2018, considering the project you are involved in.

All other terms and conditions of your training with the Company will be as per your Appointment Letter.

We believe that you will be always enthusiastic enough to gain the new knowledge and experience during all the opportunities you will be getting during this period. Your own initiatives and the response to the opportunities provided will be crucial for fulfilling the learning objectives in this training period.

We are sure, you will continue to improve your performance further in order to achieve Company objective of improved QCD performance.

Thanking you,

Yours Faithfully,

for Keihin FIE Pvt. Ltd.



B. D. Gajl
Sr. Manager – HR & Admin.



S. M. AUTO ENGINEERING PVT. LTD.

GAT NO. 310-B, NANAKARWADI, CHAKAN, PUNE - 410 501

Email: sma.310@smauto.co.in



SMAE/PERS/2017-18

Date: 1st March, 2018

Mr. Ravindra Gavhane
A/p Ambi - Dumala, Tal- Sangamner,
Ahmednagar - 422602

SUB: APPOINTMENT LETTER

Dear Sir,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "JR.ENGINEER - Q.A.PROCESS" in our organization on the following monthly salary with effect from 1st March, 2018.

Basic	: Rs.	5,000.00 pm.
HRA	: Rs.	2,500.00 pm.
Conv Allow.	: Rs.	2,000.00 pm.
Edu. Allow	: Rs.	500.00 pm.
Washing Allow.	: Rs.	-
Pers. & A. Allow.	: Rs.	458.00 pm.
Perf. Allow.	: Rs.	2,500.00 pm.
Total	: Rs.	12,958.00 pm.

You will be on probation for a period of six months from the date of your joining, but this probation period could be extended at the discretion of the Company. During your probation period, the Company reserves the right to terminate your services at any time without notice and without assigning any reason thereof.

During the probationary period you will not be entitled to leave with pay. On completion of the probationary period and extension thereof, your services will be confirmed in writing.

Contd..2/-

Corporate Office : Plot No. B-19 'H' Block, MIDC, Pimpri, Pune 411 018. (INDIA)

Tel. : +91 20 27470178, 65101357 Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in

Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531960

CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in

Scanned by CamScanner

Scanned by CamScanner



S. M. AUTO ENGINEERING PVT. LTD.

GAT NO. 310-B, NANEKARWADLOHARAN, PUNE - 410 501

Email: smg 310@smauto.co.in



Your confirmation will be subject to your satisfactory performance, attendance and also passing of the medical examination and screening.

On confirmation, your services may be terminated by giving one month's notice or one month's gross pay in lieu of notice. However, if you desire to resign and leave the company, you have to give 3 months notice in writing or else 3 months' gross pay will be recovered from your dues payable. During the notice period, you will not remain absent for any reason except sickness or for unavoidable circumstances.

You will be liable to be transferred to any department / section / establishment or anywhere outside the premises of the Company and will have to abide by the working hours prevailing in that department / section / establishment or anywhere outside the premises of the Company without any extra remuneration. You will retire from the services of the Company on attaining 58 years of age.

You will be governed by the rules and regulations of the Company and the Standing Orders applicable to you, which are in force for the time being, and which may be framed from time to time. You will work in any shift including night shift for any period as required by the Company. You will be allowed leave as per the Company's current regulations and as notified from time to time. You will not without the Company's written permission carry on any work for remuneration in your spare time in any capacity. You will not divulge to any unauthorized person of this Company's trade secrets or affairs.

The Company owns several industrial and intellectual property rights and has confidential information relating to products, processes, quality, commercial, technology, software and other aspects of the business of the Company (hereinafter referred to as 'Intellectual Property Rights and Confidential Information'). As an employee, you may not be exposed to some or all of the Intellectual Property Rights and Confidential Information or other material which may become available to you, either orally or in writing, or in soft form or otherwise. All the Intellectual Property Rights and Confidential Information are the important assets of the Company.

The Company has entered into and will be required to enter into several confidentiality agreements with existing and future business partners such as collaborators, suppliers, customers and others creating an obligation to maintain confidentiality in respect of data, details, information, drawings, processes and other (hereinafter referred to as 'Confidentiality Obligation').

Contd..3/-

Corporate Office : Plot No. B-19 'H' Block, MIDC, Pimpri, Pune 411 018. (INDIA)

Tel. : +91 20 27470178, 65101357 Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in

Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531950

CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in

Scanned by CamScanner



S. M. AUTO ENGINEERING PVT. LTD.

GAT NO. 310-B, NANDEKARWADI, CHAKAN, PUNE - 410 501

Email: sma.310@smauto.co.in



You will use the information, in any way connected with Intellectual Property Rights and Confidential Information or Confidentiality Obligation, only for the purpose of business and only during your association with the Company and only when you are entrusted with the task of dealing with the aspect requiring use of any of the aspect of Intellectual Property Rights and Confidential Information or Confidentiality Obligation.

You shall not work in an independent, dependent or any other capacity whatsoever, for an enterprise which is in direct or indirect competition with S.M. Auto Engineering Pvt. Ltd's core business of Heat Exchangers, Exhaust Systems, Plastic Spray Suppression and Mudguards. During the term of the present employment contract and after leaving our company for next 3 years, you shall not establish, acquire or participate in such an enterprise directly or indirectly.

You shall treat as strictly confidential all business and operating matters of S.M. Auto Engineering Pvt. Ltd. with respect to all unauthorized third parties. This obligation shall remain in force also after termination of the employment contract.

Business documents of all kinds, including notes and documents which are prepared by you during your employment are belong to the company only and are to be returned to your superior on termination of the employment relationship.

All publications which touch on the interests of the company must receive the management's prior consent.

You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of Intellectual Property Rights and Confidential Information and Confidentiality Obligation during your association with the Company and even thereafter. This obligation to maintain secrecy shall survive for 10 (ten) years after the termination/expiry of your contract of employment.

If the Company suffers any cost, consequences, damage, outgoings or loss by disclosure, accidental or otherwise, intentional or otherwise, or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same and keep the Company indemnified and harmless for such cost etc.

Contd..4/-

Corporate Office : Plot No. B-19 'H' Block, MIDC, Pimpri, Pune 411 018. (INDIA)

Tel. : +91 20 27470178, 65101357 Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in

Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531960

CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in

Scanned by CamScanner

Scanned by CamScanner



S. M. AUTO ENGINEERING PVT. LTD.

GAT NO. 310-B, NANEKARWADI CHAKAN, PUNE - 410 501

Email: sma.310@smauto.co.in

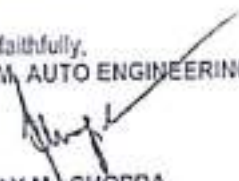


You have to specifically accept this condition as a condition of employment and your acceptance of terms and conditions by the method indicated herein shall constitute a binding contract between you and the Company and any third party which has entrusted/delivered the Confidential Information to the Company shall have a right to enforce the obligation of secrecy directly against you.

Please return the duplicate copy of this appointment letter, duly signed in token of acceptance of the appointment along with 3 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Thanking you,

Yours faithfully,
For S.M. AUTO ENGINEERING PVT. LTD.


SANJAY M. CHOPDA,
MANAGING DIRECTOR

Corporate Office : Plot No. B-19 1st Block, MIDC, Pimpri, Pune 411 018, (INDIA)
Tel. : +91 20 27470178, 65101357 Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in
Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531960
CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in

Scanned by CamScanner

Scanned by CamScanner

CNC PROFILE / PLASMA CUTTER AND ENGINEERING WORKS

Plot No. 148 A, Sect. 7, PCNTDA, Shivajinagar, Pune 411006
Cell No. 9822922158, Phone: 02023792 / 932794
Email: / arshinaprofileind2007@rediffmail.com / arshinaprofileindustries@gmail.com

Ref No. KPI/HR/July-17

Date: 20th July, 2017

Mr. Kalpesh Prakash Deo,
V. J. Shinkar, A-18/69, Sect No 27/A,
Ruston colony, Nigdi Pradhikaran,
PUNE 411044.

Appointment Letter

Dear Mr. Deo,

With reference and subsequent interview you had with us, we are pleased to inform you that, you have been appointed as Production Supervisor on following terms and conditions w.e.f. 01/08/2017.

1. Your monthly salary i.e. Cost to Company would be Rs 15960/ p.m which is as under :

Particulars	Amount in Rupees
Basic	8000.00
House Rent Allowance	3200.00
Education Allowance	1500.00
Conveyance Allowance	800.00
Personal Allowance	1500.00
GROSS TOTAL	15000.00
P.F. @12% on basic	960.00
Total	15960.00
Annual CTC	191520.00

You shall be on probation for six months from the date of your joining and on satisfactory completion of probation period, your services shall be confirmed in writing and if a separate letter not issued, it is to be presumed by you that your probation has been extended.

During the probation period, your services can be terminated without giving any reason and any notice that effect, However after confirmation in writing it is mandatory that if either party desires to separate the same shall be with one

month advance notice or payment in lieu thereof. An early relieving if any shall solely be at the discretion of the management.

3. You shall be responsible for
 1. You shall be responsible for Production Department for the unit.
 2. You shall be totally responsible for ensuring the inspect products prior to shipment to ensure accurate labeling and records keeping, MIS Report etc
 3. You shall evaluate each station of the manufacturing process to ensure maximum efficiency
 4. Enforce safety policies and procedures to decrease the potential for employee injuries on the job
 5. Maintain open lines of communication between employees, management and staff.
 6. To ensure all resources and assets are used efficiently and correctly
7. Other Terms and Conditions are
 8. You shall abide by all rules and a regulations framed by the company from time to time.
 9. During tenure of employment of company, if you have invented anything related to the work or out of the work, same invention will be the property of the company and you shall not divulge such invention to any one without written permission from the authorized official of the company
 10. Your employment can be transferred from one location to another location etc. as per the requirements of the company and you shall not refuse such transfer.
 11. In the event of any misconduct as per company rules, your services can be terminated/ dismissed.
 12. You shall retire from services of the company on attaining the age of 58 years.
 13. You will report to the Production Manager

We wish you the best and looking forward for meaningful and long association

For Krishna Profile Industries,

Ashish Parwate
Plant Manager

Ref No. TEPL/OL/ 022/2017-18

Date: 24.12.2017

To,
Mr. Vishal Appa Marne
Flat No. 101, Yovraj Corner,
Canel Road, Dattanagar,
Waraje, Pune -411058


Subject: - Offer Letter

Dear Sir,

1. This refers to your application and subsequent interview you had with us.
We are pleased to offer you "Trainee Engineer "position in our organization.
2. You are supposed to join on 25th, Dec 2017. You are further requested to please submit the requisite documents as per attached on or before date of joining. In case you fail to join on or before the above date, you will lose your lien on above appointment.
3. You will receive the appointment letter on your joining in our Organization.
4. Kindly acknowledge your acceptance to the above by signing on duplicate copy of this letter.

Thanking You,

For, Tamboli Engineers Pvt. Ltd.


A. K. Sarkar 24/12/17
Technical Director



Enclose: - List of Documents



Regd Off.: S. No. 171, Nanded Phata, Pune - Sinhagad Road, Dhayari, Pune 411 068.
Phone : +91 - 20 - 24392433 / 2533 / 2633 | Fax : +91 - 20 - 24391948
E-mail : tamboliengg@gmail.com, sales_pune@tamboliengineers.co.in
Website : www.tamboliengg.com
CIN : U00359PN2006PTC022255



SMAE/PERS/2017-18

Date: 1st March, 2018

Mr. Shivaji Sagaji Shinde,
A/p Ambi - Dumala, Tal- Sangamner,
Ahmednagar - 422602

SUB: APPOINTMENT LETTER

Dear Sir,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "JR.ENGINEER – Q.A.PROCESS" in our organization on the following monthly salary with effect from 1st March, 2018.

Basic	: Rs.	5,000.00 pm.
HRA	: Rs.	2,500.00 pm.
Conv Allow.	: Rs.	2,000.00 pm.
Edu. Allow	: Rs.	500.00 pm.
Washing Allow.	: Rs.	-
Pers. & A. Allow.	: Rs.	458.00 pm.
Perf. Allow.	: Rs.	2,500.00 pm.
Total	: Rs.	12,958.00 pm.

You will be on probation for a period of six months from the date of your joining, but this probation period could be extended at the discretion of the Company. During your probation period, the Company reserves the right to terminate your services at any time without notice and without assigning any reason thereof.

During the probationary period you will not be entitled to leave with pay. On completion of the probationary period and extension thereof, your services will be confirmed in writing.

Contd..2/-

Corporate Office : Plot No. B-19 'H' Block, MIDC, Pimpri, Pune 411 018. (INDIA)

Tel. : +91 20 27470178, 65101357 Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in

Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531960

CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in



S. M. AUTO ENGINEERING PVT. LTD.

GAT NO. 310-B, NANEKARWADI, CHAKAN, PUNE - 410 501

Email: sma.310@smauto.co.in



(Page 2 of the Appointment Letter of Mr. Shivaji Sagaji Shinde)

Your confirmation will be subject to your satisfactory performance, attendance and also passing of the medical examination and screening.

On confirmation, your services may be terminated by giving one month's notice or one month's gross pay in lieu of notice. However, if you desire to resign and leave the company, you have to give 3 months notice in writing or else 3 months' gross pay will be recovered from your dues payable. During the notice period, you will not remain absent for any reason except sickness or for unavoidable circumstances.

You will be liable to be transferred to any department / section / establishment or anywhere outside the premises of the Company and will have to abide by the working hours prevailing in that department / section / establishment or anywhere outside the premises of the Company without any extra remuneration. You will retire from the services of the Company on attaining 58 years of age.

You will be governed by the rules and regulations of the Company and the Standing Orders applicable to you, which are in force for the time being, and which may be framed from time to time. You will work in any shift including night shift for any period as required by the Company. You will be allowed leave as per the Company's current regulations and as notified from time to time. You will not without the Company's written permission carry on any work for remuneration in your spare time in any capacity. You will not divulge to any unauthorized person of this Company's trade secrets or affairs.

The Company owns several industrial and intellectual property rights and has confidential information relating to products, processes, quality, commercial, technology, software and other aspects of the business of the Company (hereinafter referred to as 'Intellectual Property Rights and Confidential Information'). As an employee, you may not be exposed to some or all of the Intellectual Property Rights and Confidential Information or other material which may become available to you, either orally or in writing, or in soft form or otherwise. All the Intellectual Property Rights and Confidential Information are the important assets of the Company.

The Company has entered into and will be required to enter into several confidentiality agreements with existing and future business partners such as collaborators, suppliers, customers and others creating an obligation to maintain confidentiality in respect of data, details, information, drawings, processes and other (hereinafter referred to as 'Confidentiality Obligation').

Contd..3/-

Corporate Office : Plot No. B-19 'H' Block, MIDC, Pimpri, Pune 411 018, (INDIA)

Tel. : +91 20 27470178, 65101357 Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in

Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531960

CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in

(Page 3 of the Appointment Letter of Mr. Shivaji Sagaji Shinde)

You will use the information, in any way connected with Intellectual Property Rights and Confidential Information or Confidentiality Obligation, only for the purpose of business and only during your association with the Company and only when you are entrusted with the task of dealing with the aspect requiring use of any of the aspect of Intellectual Property Rights and Confidential Information or Confidentiality Obligation.

You shall not work in an independent, dependent or any other capacity whatsoever, for an enterprise which is in direct or indirect competition with S.M. Auto Engineering Pvt. Ltd's core business of Heat Exchangers, Exhaust Systems, Plastic Spray Suppression and Mudguards. During the term of the present employment contract and after leaving our company for next 3 years, you shall not establish, acquire or participate in such an enterprise directly or indirectly.

You shall treat as strictly confidential all business and operating matters of S.M. Auto Engineering Pvt. Ltd. with respect to all unauthorized third parties. This obligation shall remain in force also after termination of the employment contract.

Business documents of all kinds, including notes and documents which are prepared by you during your employment are belong to the company only and are to be returned to your superior on termination of the employment relationship.

All publications which touch on the interests of the company must receive the management's prior consent.

You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of Intellectual Property Rights and Confidential Information and Confidentiality Obligation during your association with the Company and even thereafter. This obligation to maintain secrecy shall survive for 10 (ten) years after the termination/expiry of your contract of employment.

If the Company suffers any cost, consequences, damage, outgoings or loss by disclosure, accidental or otherwise, intentional or otherwise, or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same and keep the Company indemnified and harmless for such cost etc.

Contd..4/-

Corporate Office : Plot No. B-19 'H' Block, MIDC, Pimpri, Pune 411 018. (INDIA)

Tel. : +91 20 27470178, 65101357 Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in

Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531960

CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in



S. M. AUTO ENGINEERING PVT. LTD.

GAT NO. 310-B, NANEKARWADI, CHAKAN, PUNE - 410 501

Email: sma.310@smauto.co.in



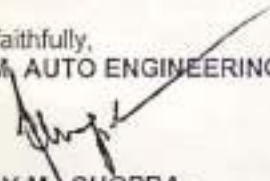
(Page 4 of the Appointment Letter of Mr. Shivaji Sagaji Shinde)

You have to specifically accept this condition as a condition of employment and your acceptance of terms and conditions by the method indicated herein shall constitute a binding contract between you and the Company and any third party which has entrusted/delivered the Confidential Information to the Company shall have a right to enforce the obligation of secrecy directly against you.

Please return the duplicate copy of this appointment letter, duly signed in token of acceptance of the appointment along with 3 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Thanking you,

Yours faithfully,
For S.M. AUTO ENGINEERING PVT. LTD.


SANJAY M. CHOPDA,
MANAGING DIRECTOR

Corporate Office : Plot No. B-19 'H' Block, MIDC, Pimpri, Pune 411 018. (INDIA)

Tel. : +91 20 27470178, 65101357. Fax : +91 20 27476539, E-mail : edoffice@smauto.co.in

Regd. Office : 12, Bhosale Nagar, Pune - 411 007, Tel. : +91 (020) 25537649, Fax : +91 (020) 25531960

CIN NO.: CIN : U34300MH1976PTC019348. Email : accounts@smauto.co.in

To,
 Mr. Viraj Shetty,
 Room no. 2 Shetty House,
 Golden Society,
 OPP I.I.T Main Gate,
 Powai, Mumbai , 400076.

Dear Mr. Viraj Shetty,

With reference to your subsequent interview the company is pleased to appoint you in our company with effect from 01.07.2017 as **Jr. Engineer Mechanical** on following terms and condition. You will be reporting to Project manager

1. You shall perform all duties that you may require to perform for the smooth working of the company and shall also perform such other duties as may be assigned to you by your superiors at their sole direction and from time to time.
2. The Management will be at liberty to bifurcate your salary under basic and other allowance at its sole discretion.
3. Your Initial period of probation shall be 3 months from the date of joining. The said period may be extended for a further period as the company may deem fit to extend having regard to nature and extend your performance.
4. You will be eligible for paid leave, Increment in salary and other benefits as per company rules and policy.
5. During Probation period you shall not avail any kind of leave or shall you be entitled to any other benefits to a confirm employees for doing the same.
6. During at the end of initial period or the extended period of your probation, company reserves the rights to terminate your services without giving you any notice termination or pay in lieu thereof or without assigning any reason for doing the same.
7. **Obligation and duties**
 In addition of to the duties and obligation specified in the letter the employee shall
 - a. Efficiently, honestly and diligently discharge and perform all his/her duties and functions pertaining to his/her employment as also such other duties as the employee may be required to perform from time to time by company.
 - b. Obey and comply with all lawful orders and directions given to the employee by the company or by any person duly authorized by the company in that behalf and faithfully obey all the rules, regulations and arrangement of the company.

NAGPUR OFFICE : "SAINATH", 13, NEW COLONY, NAGPUR - 440 001.

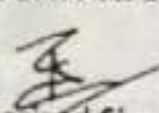
TEL.: +91-712-2595559, 2581433, FAX : +91-712-2595779, Email : sgfrpl@gmail.com

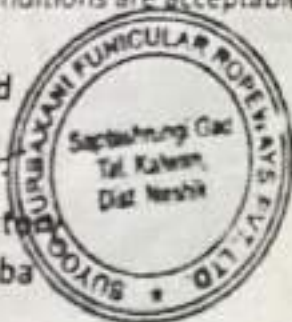
THANE OFFICE : FLAT A-801, MANAS RESIDENCY, OPP. THREE PETROL PUMPS, PANCH PAKHADI, THANE (WEST) - 400 604 (M.S.)

- c. Immediately upon his/her knowledge, inform the company of any act of dishonesty and/or any act prejudicial to the interests of the company of the part of any other employee of company.
8. It is necessary and important condition of the acceptance your appointment letter that you shall not object to your transfer being made from one shift to another from one department to another or from one job to another either in case of existing business or any other business that company may undertake or to any of its offices or places of business present or future. Your services are transferable throughout India.
9. The employee will comply with and do all things necessary to permit company to safeguard its confidential information. He/She shall not without company prior written permission either directly or indirectly disclose to any person to examine or make copies of any documents.
10. Granting of increments or promotions shall be based on merit and satisfactory overall performance of which the company shall be the sole judge.
11. It is also notified and agreed that you shall not leave your employment unless you have notified the company in writing of your decision of leaving in advance as per applicable notice period. It is further agreed and understood that in case of failure to give the said notice, the company shall have the rights to deduct wages.
12. The employee shall render his/her services on an exclusive basis and shall not for the duration of this employment, shall engage in any other business, trade or profession on a part time or whole time basis without the specific written consent of the company.
13. In the event of the termination or your resignation either during the period of probation or thereafter it is important that you shall hand over all tools, accessories, documents as may be in your custody
14. As agreed mutually your age of superannuation shall be completion of 59 years.
15. During your employment you shall furnish to the company your correct residential address and immediately notify any changes in the said address.

The terms of your appointment set out herein above being read out and explained to you in the language you understand. You are requested to sign a duplicate copy of this letter if the said terms and conditions are acceptable

Yours Faithfully
For SGFR Pvt. Ltd


Authorized Signatory
Mr. Rajeev Loomba
Project Manager



NAGPUR OFFICE : "SAINATH", 13, NEW COLONY, NAGPUR - 440 001.

TEL.: +91-712-2595559, 2581433, FAX : +91-712-2595779, Email : sgrpl@gmail.com

THANE OFFICE : FLAT A-801, MANAS RESIDENCY, OPP. THREE PETROL PUMPS, PANCH PAKHADI, THANE (WEST) - 400 604 (M.S)

TEL : +91-22-2528025 Email : sgrpl@gmail.com

19th February 2017



Mr. Shubham Deshmukh,
Near Marathi School,
Ward NO.4 Shirpur,
Washim MH-444504.

Sub: - Letter of Appointment.

Dear Mr. Shubham,

With reference to your application and subsequent interview with us, we have a pleasure in appointing you in our company on the terms stipulated herein.

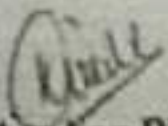
- 1) You are initially appointed for the period of **One Year**. Your joining date will be 19th February 2018. You will work in our Head Office as **Trainee Engineer - Design Department**. However you are liable to be transferred to any other establishment of the company anywhere in India. Similarly you can be transferred to any department of the Company.
- 2) Your monthly Stipend will be be **Rs.12,500.00** (Rupees Twelve Thousand Five Hundred Only) during the probation period.
- 3) You will not during the continuance of your services with the company, without the consent in writing from the company, be employed directly or indirectly in any other trade or business, employment or occupation whatsoever, but will devote the whole of your time and attention to your duties in the company.
- 4) Your employment is subject to termination / resignation by One month notice on either side. The Company, however reserves the right to pay you One month salary in lieu of notice.

Kindly return the duplicate of this letter, duly countersigned by you in token of your acceptance of the terms stipulated herein.

Yours truly,

KTR Couplings (I) Pvt.




Shivshankar Pikale
Managing Director

Ref: HR/01/75/2018

Date: 21/05/2018

Mr. Samadhan Khengare

EMP CODE: 0075

SUB: APPOINTMENT LETTER

Dear Mr. Samadhan Khengare,

We are pleased to appoint you as "Purchase Executive" in Purchase Department, in our organization with effect from 21st May 2018 on the following terms and conditions:

1. POSTING :

Your placement of service will be at PUNE. However, during employment with the organization, your services may be utilized, posted or transferred in any of the offices/factory of the Group companies at any location in India as per Management requirement from time to time.

2. Compensations :

Your compensation will be Rs. 136260/- per annum on CTC basis, as per enclosed Annexure. The structure of the compensation is subject to change by the management at discretion. In addition to the remuneration you shall be entitle to other benefits/offer from time to time as per company rules and regulations.

3. Probation/confirmation :**a) PROBATION :**

Six month from the date of your appointment, however your probation period can be extended or terminated depending upon your performance. The discretion and judgment of the management will be final and binding.

b) CONFIRMATION :

On the successful completion of your probation period, your service will be confirmed in writing. However incase of absence of any official correspondence, it is assumed that you are confirmed and all terms and conditions of a confirmed employee of this organization will bind you. Leave benefits be extended upon confirmation accordingly.

4. COMPENSATION/ PROGRATION

Your increment/ promotion shall entirely depend on your performance based on JD & KRA assigned you, apart from value addition, efficiency, as well as the Company's business performance & profitability.

5. MEDICAL FITNESS :

Your appointment is subject to medically fit. A certificate by a Medical practitioner or by a doctor specified by the company to be produced at the time of your joining. The management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue the job, you will be lost your lien.

6. NOTICE PERIOD :

- A) Notice period during probation shall be affected side serving 15 days in writing or payment in lieu of notice and during notice period 10 days actual working is must.
- B) Notice period after confirmation shall be affected side serving one month in writing or payment in lieu of notice and during notice period 20 days actual working is must.

However, in both cases depending upon nature of work you are engaged in, Business priorities at sole discretion, management may modify your actual working days.

7. GENERAL :

- a. You will be governed by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time.
- b. You are expected to keep salary related information strictly confidential and not to share any one.
- c. In the event of separation of service in any form, employee shall not take employment with the competitor of the company which is in direct competition/ similar industries for 2 years from the date of resignation or without getting officially relieved from services. In case of such violation, company reserves the right to take suitable action accordingly.
- d. After separation of service of infinity, it is strictly expected from you as ex a Employee not to disclose the confidential information related to infinity existing and new business, Trade, current planning, machine Design & Lay Out, customer details i.e. company policy's, information technology in term of Data security, All spares part & information related to current employee with infinity.
- e. If Employee found to be share any confidential information mentioned in point d for any personnel or others benefits, during employed with Infinity of after getting separated from infinity within time a time period 2 years. In this case Employer will be liable for further strict legal actions and Employee's one year salary as a penalty after finding guilty

- g. In case particularly mentions your application or records submitted at the time of joining, are found false or unsatisfactory, your service would be liable for termination at the time without any notice or any compensation in lieu thereof.
- h. The company expect you to work with high standard of initiative, efficiency and economy You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the company/your department head from time to time.
- i. While you are in service, you will be responsible for the proper care of company's properties which are under your possession, use, custody or charge and should return in good conditions while cessation. The company will have right to assess on take appropriate action as it deems fit in the event of your failure to account for such material or property to company's satisfaction.
- j. Kindly sign and return the duplicate of this letter along with enclose in token of acceptance of all terms and conditions and the Company's Standard Operating procedures contained in it.

We Welcome you to INFINITY and look forward to mutually regarding relationship & wish you happy and successful association with Infinity Family

Sincerely Yours,
FOR INFINITY AUTOMATED SOLUTIONS PVT LTD

Amit Katariya

AMIT KATARIYA
MANAGING DIRECTOR



ACKNOWLEDGEMENT & ACCEPTANCE: I hereby understood and accept all the terms and conditions of the employment as stated above.

Signature _____ Name:

Date: 20th Jan. 2018

To,
Mr. Pratik Thorat
At Parag Niwas Goregaon,
Tal. Managaon, Dist. Raigad,
Maharashtra, 402

Subject: Appointment as Trainee – Production Planning & Control

Dear Mr. Pratik Pandurang Thorat,

This has reference to your application dated 20.01.2018 regarding training facility to be extended to you. The company is pleased to offer you an opportunity for training in its establishment at M/s Electronica HiTech Engineering Private Limited, Urawade on following terms and conditions.

1. You will be paid CTC of Rs.153005/- (One Lakh Fifty Three Thousand and Five only) per annum as per enclosed in Annexure 1.
2. You will be in PPC Department. The period of training will be for 06 months. The training will begin on 20/01/2018 and will end on 20/06/2018.
3. You shall be required to take training as per the timings and shifts convenient to the company and the same should not obstruct the regular work of the company.
4. Even though production is not expected from you, you shall devote your full time concentrating on the training and studies thereof.
5. You shall be required to abide by the rules of the company and maintain discipline in the company.
6. The company has right to terminate your training prior to above period without any notice and without assigning any reason to you.
7. Even though company is incurring expenditure on your training, it is not obligated on the part of the company to absorb you in its establishment at the end of the period.
8. You are being given to understand that this being a Health Safety and environmental concern company you have to maintain hygienic conditions and you are subject to medical check-up at any time.

24VSSPL/HR/17-18/183

Mr. SHUBHAM VISHNU SHINDE

APPOINTMENT LETTER

Dear Mr. SHUBHAM VISHNU SHINDE

With reference to your application and subsequent interview you had with us we are pleased to appoint you in our organization as a 'Trainee Engineer w.e.f. 06- Nov - 2017' on following terms and Conditions

Your monthly salary will be as under

Basic	Rs. 6600.00
SP. Allowance	Rs. 2800.00
HRA	Rs. 470.00
Conveyance	Rs. 3000.00
Washing Allowance	Rs. 1130.00
Total	Rs. 14000.00

1. You will be on probation for a period of **One Year** i.e. up to **05 Nov 2018**, which may be **extended if necessary** and your services will be confirmed in writing thereafter if the same are found satisfactory by Management.
2. During your period of probation, the Company reserves the right to terminate your services at any time without notice or pay in lieu of notice and without assigning any reason thereof.
3. After your services have been confirmed, your appointment may be terminated either way by giving **one months notice** as mentioned above, in lieu of notice by either side.



24 VISION

STAFFING SOLUTIONS PVT. LTD.

2:

4. You will be liable to be transferred to any other Department / Branch / Associate Company and you will have to abide by the working hours prevailing in that Department / Branch / Associate Company, without claiming any extra remuneration.
5. You will abide by the standing orders, rules and regulations applicable to you as may be in force for the time being or may be framed from time to time. Copy of service rules is available in Personnel & Administration Department for inspection.
6. You will be allowed leaves as per the Company's current regulations and as notified from time to time.
7. You will not carry on any work elsewhere with or without remuneration in your spare time in any capacity whatsoever.
8. You will not divulge to any unauthorized person/s any of this Company's trade secrets or affairs.
9. You will have to maintain full degree of confidentiality regarding your Departmental activities.
10. You shall be required to keep management informed about the change of residential address and the company shall enter in to correspondence with you as the last known address only and it shall be treated as proper service.
11. You are appointed on the position of "Trainee Engineer" in staff category, you are employed mainly in a managerial or administrative capacity.
12. If any dispute regarding present appointment letter or employment would arise between us. Then Hon'ble Civil Court, Pune only have jurisdiction to entertain the same.

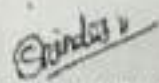
Please confirm your acceptance of the offer on the terms and conditions mentioned above by signing on the copy of this letter.

Thanking you,

Yours faithfully

For 24 Vision Staffing Solutions Pvt. Ltd.

Authorized Signatory


(SHUBHAM VISHNU SHINDE)

2, Krishna Plaza, opp. PMC Water Tank, Wambay
Sappers Colony, Pune Nagar Road Pune-411014




+ 91 20 2703 3223



info@24visionsspl.com



 www.24visionsspl.com

INLAND MACHINE TOOLS

Precision Ball screws and Locknuts



Date : 04.12.2017

Appointment Letter

To,
Mr. Ganesh Anarase
Flat No. 16, Mahalaxmi Heights,
Shivalay Society, Sai Chowk, Pashan, Pune

This has reference your application dated 30.11.2017 the post of
Production Engineer.

Subsequent to your personal interview dated 01.12.2017, we are
glad to inform you that you have been selected for the above
mentioned post. You are requested to join duties from 04.12.2017.

Your monthly emoluments shall be Rs. 12000/- (Rs. Twelve
thousand only).

All other service condition shall be as per standard company rules
and regulations

We wish you all the best!

Thanking you
Yours Truly

INLAND MACHINE TOOLS

Mr. S.V. Lonkar
PARTNER

Office : Unit No. 5, A-11, H, Block, MIDC, Pimpri, Pune - 411 018

Works : 176/1 A, Sector 7, PCNTDA, MIDC, Bhosari, Pune - 411 026. Telfax : (020) 27472544 Mob. : 9881076072, 9822308005

E-Mail - inlandmachinetools@gmail.com, contengg15@gmail.com Web : inlandmachinetools.com