



RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S
INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH

Gat No. 101-102, Moshi Alandi Road, Dudulgaon, Pune- 412 105

Phone: (020) 66998966

email: directoricmr@rediffmail.com

Hon. Mr. Vilasrao V. Lande (Ex. MLA)
President

Mr. Suddhir V. Mungase
Secretary

Mr. Ajit Gavhane
Treasurer

5.2.1

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




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1. Percentage of placement of outgoing students during the last five years




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Average Percentage of Placement of outgoing students during the last Five Years.

Sr. No.	Academic Year	Number of Students Placed	Percentage of Placed students. (%)
1	2021-22	5	8.77
2	2020-21	5	13.51
3	2019-20	5	11.62
4	2018-19	1	2.56
5	2017-18	Nil	0
Average			7.65




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Placement Data of Students

Sr. No.	Year of Passing year	Name of the Student	Job Profile	Company Name
1	2021	Sumit Pramod Kurhade	Finance	SLK Global
2	2021	Subham Sopan Adak	Senior Developer	Acs Global tech Solutions Pvt. Ltd.
3	2021	Dinesh Ramhari Khatal	HR	AscentHR
4	2022	Neetu Pillai	HR & Admin Executive	Logicon Facility Management Pvt. Ltd.
5	2022	Chetan Patasker	Associate Payroll	Paysquare
6	2022	Seema Kismatrao Deshmukh.	Production Manager	Mauli Hitech Nursery
7	2022	Dinesh Balghare	Accounts Manager	Kinetic Taigene
8	2022	Praphull Dumbre	Sales	AU Small financial Bank Ltd




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9	2022	Pratiksha Mahadu Kokane	Finance	Global Tools Manufacturer & Supplier
10	2022	Mahesh Kshirsagar	Finance	Fluid controls Pvt . Ltd
11	2020	Hanumant Bhimrao Jadhav	Accountant	Gayatri English Medium School
12	2022	Arti Patil	HR.	DBS Mintek Pvt. Ltd.
13	2021	Parag Atre	Assit Manager	Reliance Retail Limited
14	2020	Pooja Kute	HR Officer	Deccan Nutraceuticals Pvt. Ltd.
15	2022	Pratik Katalkar	Engineering – Technical Support	Persistent
16	2022	Rajvardhan Autade	Assit- Payroll	Paysquare Consultancy Ltd.




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APPT/SLKGLOBAL/2020

8th January 2021

Sumit Pramod Kurhade

S/O Pramod Kurhade, 355 Pravind Bangala, Vadgaon Road,
Alandi Devachi Taluka Khed, Alandi, Pune, maharashtra - 412105.

Dear Sumit Pramod Kurhade,

Congratulations! We have pleasure in offering you the position of "Associate Team Member"

You will be paid **Monthly Gross Salary of Rs.14,740**. Please report to work on or before **8th January 2021**, at **10:30 AM** along with the documents/items listed in the Annexure. This offer of employment is subject to background verification, antecedents and testimonials. You will be required to undergo training and the company will conduct regular performance evaluation.

You are initially appointed on a six monthly probation period. The Company reserves the right to extend the probation period at its sole discretion. Your services shall be deemed to be on probation until you receive a formal confirmation in writing. The Company reserves the right to terminate employment if your performance is not found to be satisfactory during the Probation period.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical and drug (applicable only for Banking services employees) tests at the laboratory identified in the attached reference letter. Please contact the laboratory directly to fix up an appointment to ensure the reports reach us by **8th January 2021**.

This offer of employment is valid up to **8th January 2021**, beyond which this will be treated as cancelled. You will be given a detailed appointment order upon joining the company and completing required joining formalities.

We welcome you to join the team envisioning to excel!

Yours sincerely,

Garima Puranik
Authorized Signatory

Annexure

- Salary break-up sheet
- Documents/things required at the time of joining SLK Global Solutions Pvt Ltd
- Referral letter for medical tests

I agree & accept the terms and conditions of employment as mentioned above and will join on _____.

Name: _____ Signature: _____

Address: _____ Phone: _____

_____ PIN: _____ Date: _____



Candidate Name: Sumit Pramod Kurhade	Grade: T2
Designation: Associate Team Member	

	Monthly	Annually
COST TO COMPANY	18,564	222,770
A. Fixed Salary		
Basic	11,792	141,504
House Rent Allowance	590	7,075
Statutory Bonus	2,358	28,301
Other Allowance	-	-
Fixed Gross - Total (A)	14,740	176,880
B. Variable Allowance		
Night Shift Allowance *	1,320	15,840
Total (A+B)	16,060	192,720
C. Statutory & Other Benefits		
Company contribution to Provident Fund		16,980
Company Contribution to ESIC		6,264
Company contribution to Gratuity Fund		6,806
Group Mediclaim Insurance		-
COST TO COMPANY (CTC : A+B+C)	18,564	222,770

Employee Payroll Deductions		
Employee contribution to Provident Fund	1,415	16,980
Employee contribution to ESIC	111	1,327
Professional Tax	200	2,400
TOTAL DEDUCTIONS	1,726	20,707
PROJECTED NET SALARY (Subject to Income Tax)	13,014	156,173

Note: Income Tax will be deducted at source as applicable.
Company has the right to change or modify any of the policies as and when.

For SLK Global Solutions Pvt. Ltd.

Garima Puranik
Authorized Signatory

Declaration:-

I hereby declare that I've read and understood the salary components, benefits, annual appraisal cycle and all the other components related to my employment in this organization.

Name:

Signature:

Date



Medical Letter

Express Clinics Pvt Ltd
Row House No-2,
Wing 'F', Nitron Landmark,
Opp. Bank of Baroda,
Viman Nagar, Pune- 411014.
Land Line- 020-41218342

Dear Doctor,

Sumit Pramod Kurhade will be visiting you for undergoing the following tests:

1. Hemoglobin – TC – DC – ESR
2. Fasting Blood Sugar
3. Urine Routine Examination
4. Medical Examination by the Physician

Kindly complete the above tests and send the reports directly to SLK Global Solutions Private Limited, Office No. 3, 6th Floor, Building No.2, Commerce Zone, Survey No - 144/145, Yerwada, Samrat Ashok Path, Off Airport Road, Pune - 411006, Maharashtra within two days of completing the tests.

The cost of the tests will be borne by SLK Global Solutions Pvt. Ltd., Bangalore as per the agreed terms. Kindly invoice us for the same for payment.

Yours Sincerely,

Garima Puranik
Authorized Signatory

Regd. Office: SLK Green Park, 3rd & 4th Floors, Tower B, Amin Properties LLP SEZ, Sy. Nos. 19.20, 20/1, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural- 562110



ACS Global Tech Solutions Pvt. Ltd.
Corporate Office: Plot. -06
Sector 126, Noida-201303, U.P., India
(0120) 492-5212 | Info@acsicorp.com
www.acsicorp.com

September 02, 2021

LETTER OF INTENT

Shubham Sopan Adak,

Dear Shubham,

Congratulations! Further to your application for employment with us, the subsequent selection process, we are delighted to offer you the role of **Senior Developer**. You will receive a CTC (compensation) of **INR 11,00,004.00 (Eleven Lakh Four Rupees Only)** annually. We welcome you to the growing family of ACS Global Tech Solutions. This offer is extended based on your technical proficiency, qualification, skills, work related experience that you have declared to possess as per the information or documents furnished by you

By accepting this offer, you hereby authorize the ACS Global Tech Solutions or external agency instructed by the company to verify your educational, employment antecedents, conduct or other particulars and make any other background checks prior to your date of joining the company. In the light of the above, you are requested to submit verification form along with all required documents as stated in email.

The acceptance of this letter will not result in any contract or obligation or liability upon the company. The "Employment Agreement" will be issued to you subject to receipt of satisfactory background check report.

The breakup is provided in Annexure - A & also will be provided along with the letter of appointment. This breakup is subjected to change as per the change in company policy as applied from time to time.

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide further clarification, if any.

You are requested to report for duty on **September 09, 2021** (This is a tentative date of joining) at client side based at **Hyderabad**. We look forward to a mutually beneficial long association with you!

For ACS Global Tech Solutions Pvt. Ltd.

**JEENA
PETER**
Jeena Peter

Digitally signed
by JEENA PETER
Date: 2021.09.03
16:57:23 +05'30'

Sr. Director- Human Resources



Annexure A
Salary Breakup

Name	Shubham Sopan Adak
Designation	Senior Developer
DOJ	September 09, 2021
Department	Business Services

Gross Salary (A) Monthly		Monthly	Annually
Employee's Earnings (Monthly)	Basic Salary (Minimum Wages)	42,834	514,008
	HRA	21,417	257,004
	Statutory Bonus	0	0
	Special Allowance	21,416	256,992
Gross Earning		85,667	1,028,004
Employee's Deductions	PF	1,800	21,600
	Professional Tax	200	2,400
	Gross Deduction	2,000	24,000
Entitlement in ESIC / GMP		Group Medical Insurance	
Company's Contribution	PF Employer	1,800	21,600
	PF Admin - EDLI Charges	175	
	Total Employer's PF CONT.	1,976	23,712
	Medical Insurance	1,250	15,000
	Gratuity	2,060	24,724
Leave Encashment (EL) = 0.5 days		714	8,568
CTC		91,667	1,100,004

* **Group Insurance Premium:** This is indicative Premium paid by the company for the Group Insurance Policies (including Medclaim and Accidental Insurance).

** **Gratuity:** This is a notional sum indicating contribution of 4.81 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per "The Payment of Gratuity (Amendment) Act, 2010".

Note: The employee contribution towards provident fund will be deductible on monthly basis form as indicated above and deposited with the EPF department.

Jeena Peter

Sr. Director – Human Resources



Date: November 08, 2021

Employee Code: 41490

Dinesh Ramhari Khatal
KL 5 Building No 13 Room No 10 Sector 3E Ashirwad Apartment, Kalamboli,
Mumbai, Maharashtra, INDIA, 410218

Appointment Letter

Dear Dinesh Ramhari Khatal ,

With reference to your application and the subsequent offer made to you after your interview, we are pleased to appoint you as **Senior Team Leader** in our organization with effect from **November 8th, 2021** on the terms and conditions enumerated in this letter and **Annexure - A**.

1. Your appointment will be subject to the terms and conditions contained herein and in Annexure-A, which shall be deemed to be part of this letter.
2. Your remuneration on Cost to Company basis will be **INR 800000/- p.a.** Any expenses incurred for official duties shall be reimbursed as per the expenses reimbursement policy. Salary Fitment is as per **Annexure B**.
3. You will be bound by the responsibilities under the Information Security Policy of the Company as contained under **Annexure - C**.
4. We welcome you to be a part of AscentHR Team and look forward to a long and mutually beneficial association.
5. The Company believes in growth based on productivity and efficiency and wishes you rapid growth and success in professional and monetary terms.
6. Please sign and return a copy of this letter indicating your formal acceptance of all the terms and conditions of employment set out herein to the undersigned, within 3 business days.

For Ascent Consulting Services Pvt. Ltd.

L Geeta
Co - Founder & COO

Encl. Annexure – A (Employment Agreement)
Annexure – B (Salary Fitment)
Annexure – C (Information Security Requirements)

PRIVATE AND CONFIDENTIAL



Annexure – A

TERMS AND CONDITIONS OF EMPLOYMENT

1. Standard Conditions of Employment

- a. Your initial place of work will be Mumbai. You may, from time to time, due to exigencies of business, be required to relocate to any place, within the country as directed by the Company. Upon such relocation, you will faithfully and diligently and in a manner consistent with sound business practice, perform your duties at such place.
- b. The Company has the sole discretion to modify the nature of your duties and designation as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by the Company at any time.
- c. You will report to such person as may be designated by the Company from time to time and shall be subject to supervision as per the policies and discretion of the Company.
- d. In addition to the Terms of Employment contained herein, you shall be subject to such other standard conditions of employment of the Company ("Standard Conditions of Employment") as may be communicated to you from time to time or be accessible by you on the Company's intranet or employee self-service portal.
- e. The Standard Conditions of Employment will relate to various matters relating to your employment with the Company, including hours of work, holidays, leave, code of conduct, confidentiality policy, dress code, and such other matters as may be specified by the Company.
- f. The Standard Conditions of Employment are deemed to include other policies of the Company that may be created, from time to time, including a policy for prevention of harassment at the workplace, internet and network use policy, intellectual property policy, etc.
- g. The Standard Conditions of Employment may be changed by the Company from time to time at the sole discretion of the Company and such changed Standard Conditions of Employment shall become applicable to you forthwith, upon communication of the same to you or when the same is made accessible by you on the Company's intranet.

2. Probation

- a. You will be on probation with the Company for a period of three (3) months from the Joining Date.
- b. If your performance with the Company during the period of probation is considered satisfactory by the Company, on completion of the probation period, your employment with the Company will be confirmed, in writing.
- c. The Company shall have the discretion to extend the probation by such period as it considers necessary if it believes that you have not performed satisfactorily during the initial probation period of three (3) months but that it is reasonably possible that your performance will improve in the near future. Such extension of the probation period, if any, shall be duly intimated to you.
- d. The decision of the Company on whether to confirm your employment with the Company, or extend the period of probation or terminate your employment shall be subject to its sole discretion, and any decision taken by the Company in this regard shall be final.

3. Whole Time Employment



- a. You shall be a full time employee of the Company and will devote your professional energies entirely towards the conduct of your duties under your employment with the Company.
- b. You shall perform all duties and exercise all powers assigned to you by or under the authority of the Company, from time to time, in accordance with the guidelines and criteria issued by the Company. You hereby acknowledge that the Company requires high standards in the performance of your work and general conduct, such high standards being an essential term of your employment with the Company. In doing so, you shall *inter alia*:
- promote and protect the interests and reputation of the Company;
 - perform your duties in a competent, professional and co-operative manner;
 - comply with the instructions of your superior and/or the Company;
 - promptly disclose to the Company any information which comes into your possession which may adversely affect the Company;
 - promptly disclose to the Company any breach by any of the officers of the Company of any legal obligation, any financial mismanagement or any other malpractice which comes to your attention;
 - conduct your personal and working life in a way that does not damage or risk damaging the Company's reputation; and
 - generally promote the interests of the Company and its clients.
- c. During your employment with the Company, you shall not simultaneously engage yourself in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity, hold any other executive, managerial or directorial positions or responsibilities in any entity other than the Company, whether part-time or full-time, or directly or indirectly, without the prior written approval of the Company.
- d. Your employment requires performance consistent with the high standards of the responsibilities that may be assigned to you from time to time. Your performance in your current assignment will therefore be subject to review once in a year by the company's performance management committee. You will be provided with opportunities to discuss the job and other matters of concern or progress.
- e. You shall keep the secrets of the Company and its Associate companies and shall not, either during your employment or at any time after the termination thereof, divulge matters or things relating to the business, management or interests of the Company or its Parent or Associate Company including Confidential knowledge or information acquired in consequences of your service hereunder to detriment or prejudice of the Company or its Parent or Associate companies.
- f. You will not utilize or disclose or divulge to any person or persons any trade secret or know-how of the company except with the express consent of the management.
- g. You are expected to act in a responsible and professional manner when you use the Internet, e-mail, and other company facilities. You shall not attempt to disrupt, degrade, or interfere with the normal operation of any information technology service or facility.

4. Compensation

- a. In consideration for your employment with the Company, you shall be paid a monthly compensation ("Compensation") as detailed in Annexure B.
- b. You shall be subject to deduction of applicable withholding of taxes and social security contributions as applicable



under law. You hereby authorize the Company to deduct from your remuneration (which for the purposes of this provision shall include but not be limited to, salary, pay in lieu of notice, profit share, bonuses or incentives, holiday pay and sick pay) and any other amounts payable to you by the Company, any applicable withholding taxes, loan or other amounts owed by you to the Company and/or any deductions whatsoever under applicable Indian laws.

- c. Your Compensation is based on your qualifications, skill sets and overall experience. Therefore, the Compensation payable to you by the Company is unique and personal and any comparison of the same with those of others will be of no relevance.
- d. Except to the extent prescribed by law, the breakdown of Compensation shall be entirely at the discretion of the Company but will be based on factors such as level of employment, tax efficiency, fairness and management convenience.
- e. Your Terms of Employment and Compensation are strictly confidential and you shall not divulge the same to any third parties (including other employees of the Company) except upon specific prior permission granted by the Company.
- f. The Company makes no representation that it shall at any time offer you shares in the Company or options with underlying shares. If and when the Company implements an employee stock option program, the Company may, at its sole discretion, offer such programs to you.

5. Safe Custody of Company Material

- a. You will be responsible for keeping safe and in good condition all Company material entrusted to you, including, but not limited to, cellular phone, laptop, car and other equipment ("Company Property").
- b. In the event of any damage or loss to the Company Property entrusted to you, you shall be liable for the same and the Company reserves the right to deduct the cost of such articles from your Compensation or take such other action that it may deem appropriate.

6. Leave & Work Hours

- a. You are entitled to all National and Festival holidays as declared by the company every year and to such other leave as may be applicable to you from time to time depending on the location of employment. Copy of leave policy is made available in the employee self-service portal.
- b. Leave cannot be claimed as a matter of right and shall be subject to sanctions/ approvals as may be required. Accumulation of Privilege leave shall be as per the Leave policy applicable from time to time.
- c. Your duty hours/working shifts will be regulated from time to time at the discretion of the management.
- d. You will be required to work such additional hours from time to time which may be reasonable and necessary for the efficient performance of your assignment.

7. Transfer And Travel

- a. You will be initially based at AscentHR in Mumbai. However, the Company reserves the right to transfer your services under substantially the same terms and conditions contained herein, to any successor-in-interest by virtue of any corporate restructuring, amalgamation, merger, demerger, sale of assets or other acquisition of AscentHR or any part of its business.
- b. You may be required to travel on the Company's business within India and overseas as required. In instances of business travel, you will be entitled to reimbursement of travel expenses in accordance with the Company's prevailing travel policies. To undertake such travel, you are expected to have a valid passport and you will be required to maintain a valid passport during your employment with the Company.



8. Representations

- a. You hereby represent that all the contents of your resume, testimonials, references, previous employment details and other information furnished by you are true accurate and complete. If any of the said particulars are found to be incorrect or misleading in any way, the Company shall have the right to terminate your employment immediately and forthwith, without the requirement of providing you any notice or compensation in lieu thereof.
- b. You hereby represent and warrant to the Company that
 - i. the execution, delivery, and performance of the Agreement does not conflict with, breach, violate or cause a default under any contract, agreement, instrument, order, judgment or decree to which you are a party or by which you are bound,
 - ii. you are not a party to or bound by any services agreement, employment agreement, non-competition agreement or confidentiality agreement with any other person or entity, and
 - iii. upon the execution and delivery of the Agreement by the Company, the Agreement including this Terms of Employment shall be your valid and binding obligation, enforceable in accordance with its terms.

9. Separation

- a. During the period of probation, you and the Company shall both have the right to unilaterally terminate your employment upon providing 15 days' notice in writing.
- b. After confirmation of employment, you may terminate your employment with the Company with a prior written notice period of two (2) months.
- c. Recognizing your given responsibility within the organization, you acknowledge and agree that the period of notice stated above is necessary and reasonable.
- d. After confirmation of employment, the Company may at any time thereafter terminate your services without assigning any reasons whatsoever by giving a notice of two (2) months in writing or by giving two (2) months' salary in lieu thereof.
- e. The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event you:
 - i. have supplied incorrect details in your application for employment
 - ii. have been found guilty of any misconduct or indiscipline;
 - iii. have breached or violated any of the Terms of Employment or Standard Conditions of Employment;
 - iv. have been persistently unpunctual, or neglected your duties or performed your duties in a manner unacceptable to the Company;
 - v. become the subject of bankruptcy proceedings;
 - vi. are convicted or enter a plea of guilty, for any criminal offense, or other offense involving moral turpitude, fraud or misrepresentation under any law for the time being in force in any jurisdiction;
 - vii. do not have the mental or physical capacity to carry out your official functions, responsibilities or duties; and/or
 - viii. committed any act detrimental to the interests of the Company including the reputation, business or business relationships of the Company.
- f. Nothing herein shall prevent the Company and yourself from terminating the Agreement with mutual consent, in such a manner and on such terms as may be agreed between the Company and yourself.
- g. The Company shall, however, have the right to withhold such payments of salary and allowances and reimbursements in lieu of notice or any part thereof or any other amount due to you on any account whatsoever until such time that you have either returned all or any of the properties of the Company or Associate companies or given a satisfactory account thereof, and provided further that the Company shall be entitled to deduct from such salary, allowances and reimbursements and/or other dues as aforesaid a sum or sums of money sufficient to cover any loss or damage to the property of the Company, or Associate companies for which you may be liable



and/or indebted (whether patent or contingent) of yours to the Company or Associate companies.

10. Consequences of Separation

- a. You shall at the time of leaving the employment of the Company, deliver back to the Company any and all Company Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, Confidential Information or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company. If asked to do so, you shall inform the Company of any computer passwords reasonably required by the Company. The Company may withhold payment of your final salary or any other payment due and payable from the Company, upon cessation your employment until such time you have fully complied with your obligation to return all of such property.
- b. You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company, any of the aforementioned items.
- c. In the event the Company terminates your employment pursuant to the provisions of Clause 9 (e), the Company shall not, subject to applicable law, be obliged to make any further payment to you. In the event the Company terminates your employment pursuant to any other provisions hereof, the Company shall not, subject to applicable law, be obliged to make any further payment to you beyond the amount of any remuneration and payment in lieu of unused vacation / leave actually accrued up to and including the date of such termination. Upon termination of your employment and the Company making the necessary payments as per the terms set out herein, you would be required to execute such documents as required by the Company, evidencing full and final settlement of all the amounts due to you, thereby releasing the Company from all the claims arising under the terms set out herein and pertaining to your employment with the Company.

11. Address and Contact Details

Your current and permanent residential address, telephone number and the e-mail address given in your application for employment shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given residential address and / or telephone number and / or e-mail address will be deemed to have been communicated to you. Any change in your current or permanent residential address, telephone number or e-mail address, shall be intimated to the Company within fifteen days from the date of such change.

12. Superannuation

You shall retire from the services of the Company on attaining the age of 60 years. You shall be required to provide authentic proof of age to the satisfaction of the Company at the time of joining the duties with the Company. The SSLC School leaving certificate or PAN card or Aadhaar Card or the Birth certificate issued by the appropriate authority of the State Government shall be considered as the proof of age. The date of birth once furnished and admitted in records shall be final and no change will be entertained.

13. Other Terms

- a. Management reserves the right to alter the service conditions wholly or any part thereof in accordance with the prevailing rules and conditions
- b. You shall observe and be bound by other Service Rules of the Company. The Company shall have the right to change any of the said Rules from time to time, without assigning any reason and you shall be bound by such alterations from time to time.
- c. The benefits and obligations of this Appointment shall devolve upon the Company's successors in business or assigns.



- d. Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment set out herein to the undersigned, within 3 business days.

We welcome you to our organization and look forward to a rewarding and happy association with you.

For Ascent Consulting Services Pvt. Ltd.

L Geeta
Co - Founder & COO
Place: Bangalore
Date: November 08, 2021

I accept to serve the company in terms of this appointment as stated above.

Signature: _____

Name: Dinesh Ramhari Khatal



Annexure – B

NAME : Dinesh Ramhari Khatal
DESIGNATION : Senior Team Leader
LOCATION : Mumbai
DEPARTMENT : India Payroll
CTC : INR 800000/-p.a.

Salary Components	Amount per month(RS)	Amount per annum(RS)
Annual Performance Bonus	6667	80004
Basic	20000	240000
House Rent Allowance	10000	120000
Special Allowance	25838	310052
Statutory Bonus	1400	16800
PF (Employer Contribution)	1800	21600
Gratuity	962	11544
CTC	66667	800000

Amount in words: **Eight Lakh Only Per Annum**

Additional Benefits:-

Health Insurance: INR 350000 per annum for self, parents, spouse and two minor children

Accident Insurance: INR 300000 per annum for self

Note : Employees who are covered under ESIC have Medical insurance as integral part of ESIC coverage.

For Ascent Consulting Services Pvt. Ltd.

L Geeta
Co - Founder & COO

Place: Bangalore
Date: November 08, 2021

Signature: _____

Name: Dinesh Ramhari Khatal



Annexure C

Employee Code : 41490
Name : Dinesh Ramhari Khatal
Date of Birth : 18 March 1988
Date of Joining : November 8th, 2021
Father / Husband Name : Ramhari Khatal
Postal Address : KL 5 Building No 13 Room No 10 Sector 3E Ashirwad Apartment,
Kalamboli,

Dear Dinesh Ramhari Khatal ,

The following are your responsibilities related to management of information security in the organisation. It shall be your duty to comply with the same.

- You are required to read and understand the end user computing policy of the organisation and comply with the same.
- You are required in particular to strictly comply with the information security policy, access control & password policy of the company in your day-to-day work.
- You are required to comply with all company norms as per organisation policies.
- You are required to comply with all norms as per policies and as instructed to you by your superiors from time to time.
- You are advised that breach of any security norms would be considered seriously by the management and would invite suitable action.
- You are required to report any security incident that you observe to the ISO/ CISO.
- You are encouraged to point out any weakness in security systems or opportunities for improvement so that the organisation can improve its internal systems.
- You are required to sign a Non-disclosure agreement (NDA), understand the contents of the same and comply with the terms mentioned.
- You will not disclose or discuss your salary details, as given in your revision / Offer / Appointment Letter with other employees of Ascent, other than the Manager of your team.

You are hereby informed that all the above-mentioned responsibilities are to be complied with as a part of HR Policy of the company and non-compliance of the above shall lead to misconduct as mentioned above in clause 9. e) i and 9.e) ii. of Annexure A.

For Ascent Consulting Services Pvt. Ltd.

L Geeta
Co - Founder & COO

I have gone through the above requirements and agree to comply with the same.

Signature of employee: _____
Name: Dinesh Ramhari Khatal

Date: November 08, 2021
Place: Mumbai



LOGICON FACILITY MANAGEMENT PVT. LTD.

Corporate Office : Office No. 610, 6th floor of
Nyali Emporium, S. No.105, Near: Radha Chowk,
Bangalore-Mumbai Highway, Baner, Pune 411 045

Tel : + 91 7887 844 855
E-mail : info@logiconfacility.com
Website : www.logiconfacility.com



To,
Mr. Neetu Pillai,

Date: 04/1/2022

Offer Letter

With reference to your application and the subsequent interview you had with us, we are pleased to offer you as "HR & Admin Executive" with our company on the following terms and conditions.

1. COMMENCEMENT OF SERVICE: With effect from 06th Jan 2021

It is clearly understood that your Job is and will be on contract basis at BMW-Chakan.

2. POSTING / TRANSFER / TRAVELLING: You may in future be employed/ transferred at any of the offices / sites / branches of this company or sister concerns in India within 7 days from the date of notice. You will be bound to undertake such travelling, as you may be required to do in the company's interest from time to time.

3. REMUNERATION: You will entitle for a Gross Salary of Rs.27205.

4. PROBATION: You will initially be on probation of SIX months. Unless it is informed you in writing or verbally about your extension of Probation period, it is deemed that your probation period is completed itself after six months continuous employment period. On completion of your probation or extension successfully, you will be entitled for leave facility and certain public holidays as per the company / site policy.

5. NOTICE OF TERMINATION: During the period of probation or extension thereof, your services may be terminated at any time without assigning any reason and without notice. During the period of confirmation, the termination of your service, for reasons other than disciplinary action, will be subject to a written notice of 1 month on either side or salary in lieu thereof. You shall be deemed to have voluntarily resigned from the service of the company, if you remain absent for 10 consecutive days or more without prior written permission of the Supervisor/management. If company finds the information and documents provided by you is wrong /fake, then company has right to terminate your services without any notice period.

It is further noted that, at the end of contract, your job will be automatically ceased and company is not bound to extend your Service until you are being informed in writing that your Service is extended.

6. MEDICAL / POLICE VERIFICATION: You will be liable to undergo such medical or other tests or examinations by such authorities as may be decided by the company from time to time. Also you have to submit Police verification copy / Pass port Copy duly signed by the Commissioner of Police.

7. HOURS OF WORK AND WEEKLY HOLIDAYS: Your hours of work will be the same as those of the Office / Site / Branch where you are posted from time to time. Similarly, your weekly holidays will be the same as those applicable at the Office / Site / Branch of your posting.

8. LEAVE FACILITY: In accordance with the company's Policy which has been explained to you & accepted by you in writing.

9. BONUS FACILITY: In accordance with the company's Policy which has been explained to you & accepted by you in writing.

10. EMPLOYMENT OBLIGATION & RESPONSIBILITY: you are responsible to provide necessary information which is required to company time to time. Also if any interest or damages needs to be paid by company to government statutory body or client or any third party due to fault of yours including the none updation of Adhar card which delays activation of UAN & subsequently payment of PF contribution , then Company will deduct / recover from your salary or any due.

11. INCREMENTS / PROMOTIONS: Purely on your overall performance and progress shown, you will be considered for suitable salary Increment / Promotion.



LOGICON FACILITY MANAGEMENT PVT. LTD.

Corporate Office : Office No. 610, 6th floor of
Nyati Emporium, S. No.105, Near. Radha Chowk,
Bangalore-Mumbai Highway, Baner, Pune 411 045

Tel : + 91 7887 844 855
E-mail : info@logiconfacility.com
Website : www.logiconfacility.com



12. SECRECY : You will not disclose any information relating to the company or its associates to any unauthorized person, Firms, Company or any other Agency whatsoever either during the tenure of your employment with the company or after termination .

13. RETIREMENT: You will retire from the service of the company on the day you complete 58 years of age. If company require your service to be extended, it will be communicated to you in writing.

14. COMPANY RULES & REGULATIONS: By signing this letter of appointment, you also certify that you have understood all the rules & regulations of company & you will be bound to follow it.

15. At the time of joining you shall submit the following to HR Department:

Self-attested Xerox Copies of certificate/degree in support with educational qualification and age proof.

Self-attested Xerox Copies of address proof and ID proof.

Six Copies of passport size photograph and relieving letter from current employer.

Resume.

If you agree to 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 mutual benefit.

Thanking you,

Logicon Facility Management Pvt Ltd



Narendra Patil
Human Resource Department

Acknowledgement Clause: I accept the above terms and conditions set out and discussed

Signature

Name: Neetu Pillai

Date:



Date: March 3rd, 2022

Mr.Chetan Pataskar
Pune

Employment Offer

Dear Chetan,

Pursuant to the interview you had with us, we are pleased to offer you the position of **Associate-Payroll** based on the personal discussions you had with the Paysquare management. The details of the offer are mentioned in the appointment letter that will be signed by you and Paysquare representative. Please note that your appointment letter will be given to you post your joining the organization.

Your annual Cost to Company will be Rs.2,08,216/- (Two lakh Eight Thousand Two Hundred Sixteen) only including your annual bonus.

Please note the following:

1. You will be on probation for six months.
2. You need to submit the Soft copy/Scanned copy of the documents as mentioned below on your day of joining.
 - a. Graduation/Post Graduation Certificates
 - b. Relieving & Experience Letter of previous organization
 - c. PAN Card and Aadhar Card
 - d. Last 3 months pay slips
 - e. 4 Passport sized photographs
3. Please also bring the following details of your previous organization along with you on the day of your joining.
 - a. Date of Exit
 - b. PF No.
 - c. PF – Date of Joining
 - d. Previous member ID.
 - e. UAN ID
 - f. Bank Account Details with IFSC CODE(Previous Organization)

Paysquare Consultancy Ltd.

Sr.No-1537, Bhakti Premium, 3rd & 4th floor, Old Pune-Mumbai Road, Dapodi, Pune 411 012
Bengaluru | Hyderabad | Mumbai | Pune | Mysore

T + 91 20 68198000 /63

www.paysquare.com



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(A Complete Farming Solution)

Tissue Culture Plants, Ornamental Plants, & All Types Of Vegetables Seedlings.



Gat No.42, A/p. Solu, Alandi-Markal Road, Tal-Khed, Dist-Pune 412 105

Mo.8380098131/9011051618 Email : sales1mauli@gmail.com Website : www.maulihitech.com

Ref.No.

Date : 1-10-22

MB/15/22-23

To,

Mrs. Seema Kismatrao Deshmukh,

A/P- Solu, Tal- Khed, Dist- Pune.

Sub:- Appointment As Production Manager

Dear Mrs. Seema,

With reference to your application and subsequent discussions, we are pleased to offer to you a appointment as at with effect from 1 Sep 2022 on the following and conditions;

1. Your Monthly Gross Salary Fix up Rs.36270/- (Thirty Six Thousand Two Hundred Seventy Rs. Only). The detailed regarding confirmation of your services will be final.
2. You will serve the Company loyally & honestly and shall devour your full time and attention to the business of the Company and shall also use you best endeavour to promote the interest of the company and perform duties assigned to you diligently.
3. While during your employment in the Company, you will not engage directly or indirectly on any other business progression or employment.
4. You shall observe utmost in connection with any matters concerning the Company and shall not disclose any information what so ever relating to the Company to any other person/ Company or whatsoever.
5. You will abide by all the rules and regulations of the Company from time to time including any amendments as applicable. You will undergo training in various institutes as and when required by the Management.
6. Your services are liable to be transferred any time to any the associate Companies out of Maharashtra India offices/ establishments/ division/ branches in India on a temporary/ permanent basis at the sole discretion of Company.
7. If you remain absent without notice of Consecutive 15 days or more you will loose your lien on the service and your service shall automatically quality for termination. If, however you leave within 30 days of issue of this letter the Appointment will be treated as null and void.



8. The address indicate above shall be the correct address for sending any Company's Communications and unless changed by written intimation the communication addressed to you on the above address shall be deemed to have been correctly served.
9. Your appointment is subject to your being found medically fit by the medical officer nominated by the Company.
10. Termination of Employment:- Termination of Employment while during the probations period or after the confirmation, by either party will be served by giving one month's notice in writing to the other or salary in lieu thereof. In the event of you giving notice shorter than the above period the Company shall have its own discretion to adjust any leave due to you or recover from such amount from your dues towards the shortfall in notice period. The Company may at its sole discretion terminate the employment without notice/salary and/ or salary in lieu of notice, if in the opinion of the Company, the continuance of your employment is detrimental to the interest of the Company or if any document or information furnished by you to the company is false or if any time found to have suppressed any material information, provide that, in the event of termination as provided herein above, all benefits/perquisites allowances shall stand forfeited immediately, and you will only receive any statutory benefits as applicable to you on the date of your termination.
11. In case, you leave the services of the Company within one year joining, the cost of the uniform & related items will be recovered from you.
12. You will be required to complete all Clearance & Reliving formalities within six months will Not be entertained whatsoever.



The terms & conditions of the above appointment has been fully read and understood by me. I accept the appointment on the above & conditions and agree to abide by all rules & regulation of the Company.

Signature:

Name:- Seema Deshmukh.



Dinesh Balghare <dineshbalghare@gmail.com>

Offer

5 messages

Prem Singh Negi - Kinetic Taigene <psnegi@kinetic-taigene.com>
To: dinesh.balghare@gmail.com

Fri, Jul 1, 2022 at 7:27 PM

----- Forwarded message -----

From: Mail Delivery System <Mailer-Daemon@pnq64.balasai.com>
Date: Jul 1, 2022 6:33 PM
Subject: Mail delivery failed: returning message to sender
To: psnegi@kinetic-taigene.com
Cc:

Dear Mr. Balghare,

As discussed, we are pleased to offer you appointment as below. Please confirm by Monday 4/7/22 your acceptance

and joining date. Also email me the copy of your resignation acceptance.

OFFER

NAME Mr. Dinesh Balghare
DESIGNATION Manager - Accounts
GRADE T9

Particulars	Rs. Pm	Rs. Pa
Basic Salary	25000	300000
House Rent Allowance	10000	120000
Education Allowance	300	3600
Conveyance Allowance	2000	24000
Performance Allowance	57200	686400

Other Allowance	550	6600
Incentive In lieu of Bonus	2000	24000
Mobile Bill Allowance	500	6000
Medical Allowance	1250	15000
Limit for Travel Claim Reimbursement	13000	156000
Limit for LTA - payable annually	1000	12000
Total	112800	1353600
Company Contribution to P.F	3000	36000
Gratuity as per Act	1200	14400
Total	117000	1404000
Variable Performance Incentive (Criteria & payment as per Incentive Plan announced from time to time)	8000	96000
Total C.T.C	125000	1500000

PROBATION : 6 months

Regards,

 Kinetic Logo1

Prem Singh Negi | Head - HR & Admin

Kinetic Taigene Electrical Co.Pvt.Ltd.

| Cell : +91 9890001110 | E-mail : psnegi@kinetic-taigene.com

Website : www.kinetictaigene.com





Action: failed
Final-Recipient: rfc822;dineshbalghare@gmail.com
Status: 5.0.0
Remote-MTA: dns; alt4.gmail-smtp-in.l.google.com
Diagnostic-Code: smtp; 550-5.7.25 [103.228.50.183] The IP address sending this message does not have a 550-5.7.25 PTR record setup, or the corresponding forward DNS entry does not 550-5.7.25 point to the sending IP. As a policy, Gmail does not accept messages 550-5.7.25 from IPs with missing PTR records. Please visit 550-5.7.25 <https://support.google.com/mail/answer/81126#authentication> for more 550 5.7.25 information. e25-20020a056870239900b00104a1116f89si24569213oap.59 - gsmtip

Prem Singh Negi - Kinetic Taigene <psnegi@kinetic-taigene.com>
To: dinesh.balghare@gmail.com

Fri, Jul 1, 2022 at 7:37 PM

[Quoted text hidden]

Action: failed
Final-Recipient: rfc822;dineshbalghare@gmail.com
Status: 5.0.0
Remote-MTA: dns; alt4.gmail-smtp-in.l.google.com
Diagnostic-Code: smtp; 550-5.7.25 [103.228.50.183] The IP address sending this message does not have a 550-5.7.25 PTR record setup, or the corresponding forward DNS entry does not 550-5.7.25 point to the sending IP. As a policy, Gmail does not accept messages 550-5.7.25 from IPs with missing PTR records. Please visit 550-5.7.25 <https://support.google.com/mail/answer/81126#authentication> for more 550 5.7.25 information. e25-20020a056870239900b00104a1116f89si24569213oap.59 - gsmtip

Prem Singh Negi - Kinetic Taigene <psnegi@kinetic-taigene.com>
To: dinesh.balghare@gmail.com

Fri, Jul 1, 2022 at 8:32 PM

[Quoted text hidden]

Prem Singh Negi - Kinetic Taigene <psnegi@kinetic-taigene.com>
To: dinesh.balghare@gmail.com, psnegi@kinetic-taigene.com

Fri, Jul 1, 2022 at 8:35 PM

----- Forwarded message -----
From: Prem Singh Negi - Kinetic Taigene <psnegi@kinetic-taigene.com>
[Quoted text hidden]

Prem Singh Negi - Kinetic Taigene <psnegi@kinetic-taigene.com>
To: dineshbalghare@gmail.com
Cc: psnegi@kinetic-taigene.com

Fri, Jul 1, 2022 at 10:52 PM

[Quoted text hidden]



HR-Rec: /22-23/2413716

To,

Praphull

Address gat no 272, room no 3, gaikwad wasti, moshi toll naka, moshi, Moshi,, PUNE-412105,
Maharashtra, INDIA

Dear Praphull,

With reference to your application and the Subsequent interview you had with us we are pleased to appoint you as **Management Trainee in Sales** at our **Narayangaon - Pune Nasik Highway** for a period of twelve month commencing from **May 26, 2022** at a consolidated stipend of Rs. 15,833.00/- per month.

Your training is subject to the following terms and conditions.

1. Your training may be terminated at any time with notice by the management. However, you may terminate your training at any time by giving 15 Days' notice to us.
2. During the training you will not act in a manner prejudicial, to the interest of the management of establishment.
3. You will be entitled to the benefits as suitable to your category. You will be regulated by the company's rules and regulations as applicable to your cadre, breach of any such rules and regulations will entitle the management to terminate your training without any notice.
4. In the event of your training being terminated for any reason you will return all items issued to you such as Identity Card, Sim Card, Stationary items or keys, Visiting Card, any other official belonging, etc., to the concerned department.
5. During the period of your training, you shall not take up services of be employed elsewhere or do any work either on your own account or otherwise, other than that of ours.
6. It is a specific conditions that if at any time during your training, it is established that you have been absorbed as a trainee under false pretence or on basis of false information or whatsoever, your training may be terminated immediately without any notice or without any payment in lieu of notice.
7. This offer of training is subject to your being found medically fit by the company's doctor or any other medical practitioner duty authorized by the company.
8. Professional tax as applicable shall be deducted as per rules.
9. Mobile CUG Connection will be provided by the Company as per policy.
10. Incentive will be provided by the Company as per policy.
11. You will be covered under GMC policy of the bank with the coverage of Rs.1,00,000 per annum.
12. Your Confirmation of the employment with the organization will be based on the performance & will be subject to the decision of management.

You will Report to **Mr. Ashutosh Ramesh Garje**. You are requested to report at the following address:

AU SMALL FINANCE BANK LIMITED.

Nucleus Mall, 3rd Floor, Unit No. T9, Sadhu Vaswani Road, Agarkar Nagar, , , Pune, Maharashtra, IN-411001

If you agreeable to the afforested terms and conditions please return the duplicate copy of this with your signature thereon signifying your acceptance.



We are happy to welcome you to our organization and are confident that this will result in a mutually advantageous relationship.

Yours faithfully,
For AU Small Finance Bank Limited

Authorized Signatory
Human Resource Department

Acceptance

I hereby declare that I have carefully studied and understood the terms and conditions of training herein detailed.

I accept and undertake to abide by the said terms and conditions.

Signature : _____

Date : _____

Place : _____



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Solid Carbide Tools, Carbide lugged & Carbide Tipped Tools, HSS Tools, Drills,
Industrial Machineries & Lab equipment as per Customer Requirement



J-18, MIDC, Bhosari, Pune - 411026. ☎ +91 7387080666 / 9975570248 / 9975570249, ✉ global.tools21@gmail.com

Date: 12 March, 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Pratiksha Mahadu kokanee, MBA (Finance – 2nd Year) student of RJSPM Institute of Management & research, Pune has done her Internship in Finance Department at Global Tools, Pune during the period from 01 December 2021 to 31st January 2022.

During the Internship he demonstrated good Financing skills with a self-motivated attitude to learn new things. His performance exceeded expectations and was able to complete the task successfully on time.

We wish him all the best for his future endeavours.

For Global Tools.



Mr. Mahadev P. Birangal



FLUID CONTROLS®
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An approved "In-house R&D Centre"
Dept. of Scientific and Industrial
Research (DSIR), Government of India



OUR REF:NO:MK:PUNE:48-0401

April 1, 2022

Mr. Mahesh Kshirsagar
Room No 1210, Crystal City,
Lakshmi Chowk,
Moshi- Dehu Road, Pune.

Subject: Increment Letter

Dear Mr. Kshirsagar,

Despite the challenges of the past two years and the continuing uncertainties of inflation, spiraling commodity costs which have impacted our margins and increased competitive activity, the Fluid Controls Winning Team has ensured that we have adapted to new situations.

Recognizing the exemplary efforts of the Winning Team, I am pleased to announce the increments for the year 2022-2023, which are based on Company performance and individual performance. As "Team Lead- Lab and R and D" in our Organization, we have reviewed your salary and allowances as of 1st April 2022 and are attaching your revised compensation CTC for your reference.

Your salary will be subject to deductions for Provident Fund, ESIC if applicable, TDS and Professional Tax. All other terms and conditions of your employment are same as per your previous letter.

Thank you for the commitment you have shown to Fluid Controls through the tough times, we have been through and for upholding our collective safety and values of "Integrity, Reliability and Innovation".

Thanking You,

For Fluid Controls Private Limited

Sophie Y. Moochhala
Managing Director

Encl:

1. Annexure I - Salary and Benefits details

I agree to accept the employment on the terms & conditions mentioned in the above letter.

Name: Mr. Mahesh Kshirsagar

Signature:

Date:

FLUID CONTROLS PRIVATE LIMITED

Corporate Office: 5th Floor, The International, 16 Maharishi Karve Road, New Marine Lines, Mumbai 400 020, INDIA

Registered Office: J.V. Patel III Compound, B. Madhurkar Marg, Mumbai 400 013, INDIA

Tel: +91-22-6823 8000 | Fax: +91-22-6823 8001 | sales@fluidcontrols.com | www.fluidcontrols.com



SWAMI VIVEKANAND SHIKSHAN PRASARAK MANDAL
(Reg. No. : Mah. 9137/94)

GAYATRI ENGLISH MEDIUM SCHOOL



q/w-3548-06/20

Date-12th June'20

OFFER LETTER

To,

Mr. Hanumant Bhimrao Jadhav
S.No. 3/1-C/1 Flat No : 405 , Park Royal Dighi, Pune 411015
Mob : 9765001155

Subject: Appointment order as 'ACCOUNTANT'

Dear Sir,

With reference to above subject, as per interview held on 11/06/2020. The management of Gayatri English Medium School & Jr. College , Gandharvanagari , Moshi, Pune is pleased to issue order as 'ACCOUNTANT ' at Gayatri English Medium School & Jr. College, Gandharvanagari, Moshi, Pune -412105 with effect from 15/06/2020. You will be paid Monthly Salary. Rs. 28000/- (Rupees Twenty Eight Thousand only) per month and you need to pay the deposit amount of Rs. 28000/- (Refundable) which will be issued back according to the policies framed by SMC.

Place : Moshi, Pune

Date : 12/06/2020


PRINCIPAL
Gayatri Eng. Med. School
Moshi.


12/06/2020





DBS MINTEK PVT. LTD.

REFNO: DBS/HR/0719/666630024

Date: 30 Jul 2022

To,
Arti Patil
Pune

Sub:- Internship offer letter for the post of Jr. HR Recruiter

Dear
Arti Patil,

We are pleased to confirm your acceptance of an internship as Jr. HR Recruiter in our organization, DBS Mintek Pvt. Ltd. based at Baner, Pune. Your reporting will be on **01 Aug 2022** and your immediate reporting will be to Mrs. -Nilima Mandloi (HR Manager). We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following from the beginning of your joining date:

Business Travel allowance, Performance Incentives and Reimbursements as per company policy.

Salary: Annual gross starting salary of **Rs. 1.08 LPA**, subject to tax and other statutory deductions i.e. PF & ESIC.

You shall be initially on probation for a period of 90 days. After the probation period is completed, you will be absorbed as the confirmed employee based on your performance and review. However, the organization reserves the right to extend the probation if required. During your probation, your services can be terminated without stipulating any reason with one-month notice or gross salary in lieu of notice on either side. You shall perform all the duties as the position you hold with diligence and such other tasks that may be assigned to you depending on the nature of work. You shall take excellent care of and be responsible for the work equipment, official documents, tools, and other items/materials entrusted to you.

You shall not disclose any confidential and proprietary information to anyone who is not authorized to obtain the same. If the information given by you is found incorrect, this offer may be withdrawn before you join service with us, or your services may be terminated at any time after you have taken up employment with us.

We look forward to welcome you on board Sincerely, For DBS Mintek Private Limited



HR-Manager

Candidate Signature:

Company Confidential- This communication is confidential between you and DBS Mintek Pvt. Ltd.

Office : 4th Floor, Anjani Palladium, Next to Prabhavce Tech Park, Baner, PUNE- 411 045, Maharashtra, India.



Company Policies

- **Training:** 3Days unpaid training will be provided.
- **Shift Timing:** As per process requirement
- **Working Hours:** 9hours/day
- **Working Days:** 6days/week
- **NCNS** – Taking leave without any intimation/which impacts daily performance, the company has the right to deduct 2 Days Salary.
- **Abscond** – Continuous 3 Days NCNS will be counted as abscond from 4th Day. In such case salary will not be paid.
- My Payroll will be calculated from 1st to 30th of every month & Salary will be credited on 15th. (If the day is working).
- **Salary on Hold** – As per the Company Policy if I am not present for at least 10 Days i.e. In between 1st to 13th of every month, then salary will be kept on hold.
- **AL** – Leave will be considered only when it is approved / sanctioned by your Reporting Manager.
- **AL Policy** – Total Leaves 18 days. (i) 12 Paid Leaves (ii) 6 Sick Leaves.

Note –Paid and Sick leaves will start after 90days.

- **Termination** – If an employee is caught doing any activities which comes under ZTP (Zero Tolerance Policy). Then candidate will be terminated on the spot without any Salary.
- **Resign** –
 - 1) 30 days' Notice Period.
 - 2) Candidate has to submit all company assets (Laptop / I Card / Anything else provided by DBS)
 - 3) F&F will be done on 1st of Preceding month.
 - 4) Experience Letter (If worked for 6months) will be issued in 15 working days.

I am agreed to all terms & Conditions.

Candidate Signature

Please send a signed copy of this letter indicating your acceptance to join a designation to our HR.

Company Confidential- This communication is confidential between you and DBS Mintek Pvt. Ltd.
Office : 4th Floor, Anjani Palladium, Next to Prabhavatech Park, Baner, PUNE - 411 045, Maharashtra, India.

RefNo : 000097629

Date : 03.10.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Parag Atre (EC - 50082580)** is a bonafide employee of our company and working with us since **13.10.2021**.
Currently he is designated as **Assistant Manager**.

This Certificate is issued to employee on his request for the purpose of : **"Appointment letter"**

For **Reliance Retail Limited**.

Authorized Signatory

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553000

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceretail.com



DECCAN NUTRACEUTICALS PVT. LTD.

Office: 404 & 405 Sahrab Hall, 21 Sassoon Road, Pune 411001 Maharashtra, India
Ph: +91 20 26059558 Fax: +91 20 26059559 E-mail: nutraceuticals.pune@gmail.com

Date: 04.02.2020

Miss. Pooja Kute
Flat NO. 302 L Square Apartment,
Moshi Pradhikaran Pune -411026

Dear Pooja,

With reference to your Application and the subsequent interview you had with us, we are pleased to inform that we have decided to appoint you to the post of **HR Officer**, to work at our Marolli Plant w.e.f. 04.02.2020 on the following terms and conditions

1. Salary

Your annual CTC will be Rs. 2,20,000/-

2. P. Tax as per the Act will be deducted.

3. ESI (if applicable) as per act will be deducted.

4. Provident Fund As per act, 1952.

5. Bonus

You will be entitled to Bonus as per the Bonus Act, 1965.

6. Gratuity

This will be applicable as per the provision of The Payment of Gratuity Act, 1972.



DECCAN NUTRACEUTICALS PVT. LTD.

Office: 404 & 405 Sahrab Hall, 21 Sion Road, Pune 411001, Maharashtra, India
Ph: +91 20 26059558 Fax: +91 20 26059559 E-mail: nutraceuticals.pvt@gmail.com



7. Probation

1. You will initially be on probation for a period of 6 months from the actual date of your joining with us and would continue to be so unless and until you are expressly confirmed in the regular services of the company. The probation period can be curtailed or extended by the management at its sole discretion without assigning reasons. During the probationary period your services are liable to be dispensed with at any time without any notice/compensation or assigning any reasons thereof at the sole discretion of the company.

2. During the probationary period your performance and other observations will be thoroughly assessed/evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular services of the Company on such terms and conditions as decided by the company.

8. Transfer

The company shall be entitled to transfer your services to another company who are either a subsidiary or an associate of the company.

9. Retirement

You will superannuate / retire from the services of the company at the age of 58 years.

10. Reporting

You will be reporting to HR Head

11. Your services will be further guided by the following conditions:

- Your employment appointment is subject to your being medically, physically and mentally fit.
- You will notify the Company any change in your residential address in writing forthwith all communications will be addressed to you at the last address notified by you and it will be presumed that you have received such communication addressed to you within the normal time taken by the postal authorities.
- You will not divulge or disclose to anybody except those employees of the company who are concerned with production of the said product or products and to the duly authorized



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2. During the probationary period your performance and other assignments will be thoroughly assessed/evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular services of the Company on such terms and conditions as decided by the company.

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The company shall be entitled to transfer your services to another company who are either a subsidiary or an associate of the company.

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You will superannuate / retire from the services of the company at the age of 58 years.

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- You will not divulge or disclose to anybody except those employees of the company who are concerned with production of the said product or products and to the duly authorized



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Ph: +91 20 26059558 Fax: +91 20 26059559 E-mail: nutraceuticals.pune@gmail.com



personnel the technical know-how of the said product or products, their formula, literature, drawings and other information in respect thereof not only during your service but even after you cease to be in the services of the company

d. If the employee is not present during working hours, he will be deemed as absent from duty. In case the employee will remain absent from work for 5 consecutive days or overstay leave originally granted or subsequently extended, it will be open to the Management of the Company to draw a presumption that he has abandoned employment and lost lien on the job and his name will be struck off from the rolls of the company

e. In case you desire to leave the services of the company or the company desires to terminate your services, either party may give prior notice of three calendar months in writing

f. Any Payment on account of Loss or damage to the Company's property due to your negligence or misbehavior or due to any commission or omission on your part will be recovered from you

g. You will have to sign an Agreement/Bond of Confidentiality with the company if required by the company

In case the above-mentioned Terms and Conditions are acceptable to you, kindly sign and return Duplicate Copy of this letter to us at the earliest

Wishing you the very best

Yours faithfully,

For DECCAN NUTRACEUTICALS PVT. LTD.

Shyam
Authorized Signatory



I have carefully read the Appointment Letter and the Terms and Conditions set out therein. I have fully understood and hereby accept the same

Employee Signature and date: *[Signature]* 04/02/2010



Pratik Katalkar, you are signed in. | My Account Options

My Job Cart (0 Items) | Sign Out

Job Search

My Jobpage

Tasks

0 of 1 Tasks Completed

EOffer

Exp Date: May 16, 2022

Job: Support Engineer-Windows Admin-Remote infrastructure management.Windows

EOffer 1

Offer Letter Body

Page 1 of 11



Reference: Persistent/Recruitment/1847220/3.3

Confidential

May 13, 2022

Mr Pratik Katalkar

Mithila Nagari, A Wing, First Floor, Flat A-8, Behind Swaraj Garden, Pimple Saudagar,
Pune 411027

Dear Pratik,

Subject: Your Appointment as Support Escalation Engineer

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Support Escalation Engineer** at grade 3.3 with Persistent Systems (Company).

Persistent follows a career structure consisting of attributes such as Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Technical Support**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

We would appreciate your joining at the earliest but in any case not later than **June 10, 2022** as mutually agreed.

The terms and conditions of this offer for employment are:

Salary

Your Annual Cost To Company will be Rs. **935,252**. A detailed break up of your salary is given in 'Annexure-A'.

Statutory Bonus / Ex-Gratia Payment

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the



salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.

- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.



Date: February 21st, 2022

Mr.Rajvardhan Autade
Pune

Employment Offer

Dear Rajvardhan,

Pursuant to the interview you had with us, we are pleased to offer you the position of **Associate-Payroll** based on the personal discussions you had with the Paysquare management. The details of the offer are mentioned in the appointment letter that will be signed by you and Paysquare representative. Please note that your appointment letter will be given to you post your joining the organization.

Your annual Cost to Company will be Rs.2,08,216/- (Two lakh Eight Thousand Two, Hundred Sixteen) only including your annual bonus.

Please note the following:

1. You will be on probation for six months.
2. You need to submit the Soft copy/Scanned copy of the documents as mentioned below on your day of joining.
 - a. Graduation/Post Graduation Certificates
 - b. Relieving & Experience Letter of previous organization
 - c. PAN Card and Aadhar Card
 - d. Last 3 months pay slips
 - e. 4 Passport sized photographs
3. Please also bring the following details of your previous organization along with you on the day of your joining.
 - a. Date of Exit
 - b. PF No.
 - c. PF – Date of Joining
 - d. Previous member ID.
 - e. UAN ID
 - f. Bank Account Details with IFSC CODE(Previous Organization)

Paysquare Consultancy Ltd.

Sr.No-1537, Bhakti Premium, 3rd & 4th floor, Old Pune-Mumbai Road, Dapodi, Pune 411 012.
Bengaluru | Hyderabad | Mumbai | Pune | Mysore

T + 91 20 68198000 /63

www.paysquare.com



Annexure:

Particular	Monthly	Yearly
Basic	13,062	156,744
HRA	1,136	13,632
Bonus	1,088	13,057
Gross Salary	15,286	183,432
PF Employee	1,567	18,804
ESIC Employee	115	1,380
PT	200	2,500
Total Deduction	1,882	22,684
Net Pay	13,404	160,748
Total	15,286	183,432
Employer PF	1,567	18,804
Employer ESIC	498	5,980
Total CTC	17,351	208,216

If you accept this offer, please sign the duplicate copy of this letter and send it back to us immediately informing us of your joining date. Should you have any questions regarding any matter, please feel free to get in touch with the undersigned.

We look forward to having you on board.

Sincerely,

Rahul Khire
Head – HR

CONFIRMATION

I confirm that I have accepted the terms and conditions explained to me and that I will join Paysquare latest by 21st February 2022.

Signature: _____ Date: _____

Paysquare Consultancy Ltd.

Sr.No-1537, Bhakti Premium, 3rd & 4th floor, Old Purie-Mumbai Road, Dapodi, Pune 411 012
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**RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S
INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH**

Gat No. 101-102, Moshi Alandi Road, Dudulgaon, Pune- 412 105

Phone: (020) 66998966

email: directoricmr@rediffmail.com

Hon. Mr. Vilasrao V. Lande (Ex. MLA)
President

Mr. Suddhir V. Mungase
Secretary

Mr. Ajit Gavhane
Treasurer

2. Students progressing to higher education during the last five years




DIRECTOR
RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S
INSTITUTE OF COMPUTER
& MANAGEMENT RESEARCH
Dudulgaon, Pune-412 105



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President

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Secretary

Mr. Ajit Gavhane
Treasurer

INDEX

\	Name of Student	Admitted for PhD in Academic Year
01	Akash Balasaheb Gawade	2021-2022
02	Ramdas Damodar Phuge	2021-2022
03	Shubhangi Shankarrao Savant	2021-2022
04	Sudhir Vitthal Mungase	2021-2022
05	Prashant Pramod Bhat	2021-2022




DIRECTOR
RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S
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Treasurer

**Average Percentage of higher education students during the last
Five Years.**

Sr. No.	Academic Year	Number of Students Placed	Percentage of Placed students. (%)
1	2021-22	1	1.75
2	2018-19	3	7.69
3	2017-18	1	3.03
Average			2.39




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President

Mr. Suddhir V. Mungase
Secretary

Mr. Ajit Gavhane
Treasurer

**Average Percentage of Percentage of Placement of outgoing/
higher education students during the last Five Years.**

Sr. No.	Academic Year	Number of Students Placed	Percentage of Placed students. (%)
1	2021-22	6	10.52
2	2020-21	5	13.51
3	2019-20	5	11.62
4	2018-19	4	10.25
5	2017-18	1	3.03
Average			10.04




DIRECTOR
RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S
INSTITUTE OF COMPUTER
& MANAGEMENT RESEARCH
Dudulgaon, Pune-412 105



22000684

**Savitribai Phule Pune University
(Formerly University of Pune)**



Tel. Nos: (020) 2562 1227/1212/1205
Fax no. : 020 25699232

Ganeshkhind, Pune - 07
Email : pgadmis@pun.unipune.ac.in

Ref. No.: PGS/PGS/2022

Date : 14/07/2022

To,
The Principal / Director / Head
Mahatma Gandhi Vidyamandir Institute Of
Management And Research Addr: Mumbai Agra
RdPanchavati Ta: Nashik Dist: Nashik
[IMMN017680]

Sub: - Approval to the list of Selected Students for Ph.D. Admission 2021-22

Sir/Madam,

With reference to the subject cited as above, this is to inform you that the university has approved the list of students recommended by your research centre for Ph.D. Admission 2021-22. Please note that you are required to publish the list of selected students on your website also inform personally to the selected candidates. You will also arrange brief presentation of selected students within a period of two months from the date of receipt of this letter.

List of Selected Students for Ph.D. Admission at your research centre is as below:

Name of the Faculty : Commerce & Management

Name of the Subject : Organizational Management

Sr.No.	Application ID	Name of the Students	Category
1	21030168209	Vishal Yashwant Kamble	SC
2	21030090419	Akash Balasaheb Gawade	EWS

You are requested to complete the admission process as per provisions of circular No. 14/2017 dated 09/01/2017 and submit the application of students in prescribed format alongwith all required documents for final approval of the Research and Recognition committee of SPPU within a period of two months.

Thanking You,

Yours faithfully,

Deputy Registrar
(P.G. Admissions)

**Savitribai Phule Pune University
(Formerly University of Pune)**



Tel. Nos: (020) 2562 1227/1212/1205
Fax no. : 020 25699232

Ganeshkhind, Pune - 07
Email : pgadmis@pun.unipune.ac.in


Ref. No.: PGS/PGS/985

Date :29/05/2022

To,
The Principal / Director
Modern Education Society Neville Wadia
Institute of Management Studies & Research
Addr: 19 Prin V K Joag path Wadia college
campus Pune-1 Ta: Pune (corporation Area)
Dist: Pune [IMMP010800]

Sir/Madam

The Ph.D. cases forwarded by your Institute/Centre were placed before the Research & Recognition Committee in Human Resource Management (Commerce and Management) held on 21/04/2022. The decision/s of Research & Recognition Committee are as follows :

Sr.No.	Name of the candidate & Name of the Guide	Remarks
1.	Ramdas Damodar Phuge Guide : Dr. Bagul Dhananjay Bhaskarrao 	Topic Approved and Admitted w.e.f. 06/04/2022as follows :- Study of Organizational Culture in creating a sustainable business organization with special reference to Real Estate Industry in Pune

Please comply with the directions of Reasearch & Recognition Committee and University Communicate to this office at the earliest.

Thanking You,

Yours faithfully,

**Assistant Registrar
(P.G.Admissions)**

Copy to :

1. Mr./Ms. Ramdas Damodar Phuge
Modern Education Society Neville Wadia Institute of Management Studies & Research Addr: 19 Prin V K Joag path Wadia college campus Pune-1 Ta: Pune (corporation Area) Dist: Pune
2. Dr.Bagul Dhananjay Bhaskarrao
Modern Education Society Neville Wadia Institute of Management Studies & Research Addr: 19 Prin V K Joag path Wadia college campus Pune-1 Ta: Pune (corporation Area) Dist: Pune



SHRI JAGDISHPRASAD JHABARMAL TIBREWALA UNIVERSITY

(Conducted by Shri Rajasthani Seva Sangh, Mumbai)

(Established U/S 2(f) of UGC Act, 1956 vide Act No. F2(5) Vidhi/2009 of 5-2-2009, Govt. of Rajasthan)
(UGC & AICTE Approved)

Provisional Registration Letter

Ref. No.: -JJTU/R&D/PRL/2052

Date: 07/03/2022

Ms. / Mrs. / Mr. Sawant Shughangi Shankarrao,
C/O Vikrant Vilas Lande S-No 677 Vithai Niwas
Landewadi Behind Hotal Vishwavilas Bhosari Pune
Distt. Pune Maharashtra-411039

Dear Scholar,

You are hereby informed that you have cleared Common Entrance Test (CET) held on 27, **February 2022** Successfully. You have been Provisionally Registered as a Ph.D. Scholar in the **Batch of February 2022** in the Subject of **Human Resource Management** and your Provisional Registration Number is **27222052**. You are required to attend course work as per schedule.

Note: -

- *Failing above requirements your provisional registration shall be cancelled.*
- *If already submitted/deposited above mentioned requisite, then please ignore it.*

Deputy Registrar



Main Office :

Vidya Nagari, Jhunjhunū-Churu Road, Chudela
Dist. Jhunjhunū-333010, Rajasthan
Tel. : 8104883413, 9116198933
Email: phd@jjtu.ac.in Website : www.jjtu.ac.in

Main Office :

C/o Shri Rajasthani Seva Sangh, J.B. Nagar,
Andheri, Mumbai-400059. (MAH)
Tel.: 9323973505/9819695239
E-mail: jjtu@jjtu.ac.in
Website : www.jjtu.ac.in



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(UGC & AICTE Approved)



Provisional Registration Letter

Ref. No.: -JJTU/R&D/PRL/038

Date: 28/11/2022

Mr. Sudhir Vitthal Mungase,
Pasaydan Niwas Kelgaon Taluka Khed Pune
Maharashtra 412105

Dear Scholar,

You are hereby informed that you have cleared Common Entrance Test (CET) held on **20, November 2022** Successfully. You have been Provisionally Registered as a Ph.D. Scholar in the Batch of **November 2022** in the Subject of **Management** and your Provisional Registration Number is **201122038**. You are required to attend course work as per schedule.

Note: -

- If Failing to attend the course work, your Provisional Registration shall be cancelled.

Deputy Registrar / Registrar



Main Office :

Vidya Nagari, Jhunjhunu-Churu Road, Chudela
Dist. Jhunjhunu-333010, Rajasthan
Tel. : 8104883413, 9116198933
Email: phd@jjtu.ac.in Website : www.jjtu.ac.in

Main Office :

C/o Shri Rajasthani Seva Sangh, J.B. Nagar,
Andheri, Mumbai-400059. (MAH)
Tel.: 9323973505/9819695239
E-mail: jjtu@jjtu.ac.in
Website : www.jjtu.ac.in

**Savitribai Phule Pune University
(Formerly University of Pune)**



Tel. Nos: (020) 2562 1227/1212/1205
Fax no. : 020 25699232

Ganeshkhind, Pune - 07
Email : pgadmis@pun.unipune.ac.in


Ref. No.: PGS/50

Date : 13/01/2023

To,
The Principal / Director / Head
Modern Education Society Neville Wadia
Institute of Management Studies & Research
Addr: 19 Prin V K Joag path Wadia college
campus Pune-1 Ta: Pune (corporation Area)
Dist: Pune [IMMP010800]

Sir/Madam

The Ph.D. cases forwarded by your Institute/Centre were placed before the Research & Recognition Committee in Human Resource Management (Commerce and Management) held on 27/08/2022. The decision/s of Research & Recognition Committee are as follows :

Sr.No.	Name of the candidate & Name of the Guide	Remarks
1.	Prashant Pramod Bhat Guide : Dr. Bagul Dhananjay Bhaskarrao 	Topic Approved and Admitted w.e.f. 28/07/2022 as follows :- A Study on Industrial Relations in selected Automobile and Auto - Ancillary Companies in Pune District having Recognized Trade Union

Please comply with the directions of Research & Recognition Committee and University Communicate to this office at the earliest.

Thanking You,

Yours faithfully,

**Deputy Registrar
(P.G.Admissions)**

Copy to :

1. Mr./Ms. Prashant Pramod Bhat
Modern Education Society Neville Wadia Institute of Management Studies & Research Addr: 19 Prin V K Joag path Wadia college campus Pune-1 Ta: Pune (corporation Area) Dist: Pune
2. Dr.Bagul Dhananjay Bhaskarrao
Modern Education Society Neville Wadia Institute of Management Studies & Research Addr: 19 Prin V K Joag path Wadia college campus Pune-1 Ta: Pune (corporation Area) Dist: Pune