



Pravara Rural Education Society's  
**WOMEN'S COLLEGE OF HOME SCIENCE AND BCA**

A/p-Loni Kd, Tal-Rahata, Dist-Ahmednagar. Pin- 413 713

Accredited by NAAC with 'A' Grade

Affiliated to Savitribai Phule Pune University, Pune

(ID No.PU/AN/SC/141/2016)

AISHE No: C-44342



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### **5.2.1 Average percentage of placement of outgoing students during the last five years**

## SAI UDAY SHIKSHAN PRASARAK MANDAL

BAHHALESHWAR, TAL. RAHATA, DIST. AHMEDNAGAR

HEAD OFFICE: VASUDEV MOKASHI NAGAR, AP-  
BAHHALESHWAR, TAL. RAHATA, DIST.  
AHMEDNAGAR, (MAHARASHTRA STATE) PIN-431713

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- ♦ SAI NURSING INSTITUTE (BUNH/BRNM)
- ♦ SAI INSTITUTE OF PARAMEDICAL SCIENCES
- ♦ SAI INDUSTRIAL TECHNICAL TRAINING INSTITUTE
- ♦ SAI INSTITUTE OF MANAGEMENT
- ♦ SAI INSTITUTE FOR DISTANCE EDUCATION
- ♦ SAI VASHI INTERNATIONAL SCHOOL

Ref. No. SUSPM/APP/ 19/2019

Date: 01/07/2019

### APPOINTMENT LETTER

To,  
Sonali Rajendra Chaudhari,  
Ap Mamdapur  
Tal. Rahata,  
Dist. Ahmednagar

Dear Sir/Madam,

With reference to your application we are pleased to appointment you with effect from 01 / 07 / 2019 as a Teacher on fix pay Rs 12,000/- pm in our Sai Nursing Institute, Bahhaleshwar.

You will not be eligible for any other allowance or benefits whatever.

You will be responsible for safe keeping & returning in good condition order of all institute property such as equipment's instrument etc. which may be in your custody/use.

You will be bound by all the rules & regulation of the institute.

Your service is also liable for termination any time without notice.

Thanking you,



  
PRESIDENT  
SAI UDAY SHIKSHAN PRASARAK MANDAL  
BHVAGHON, DIST. AHMEDNAGAR

## ക്ലിനിക്കൽ ന്യൂട്രീഷൻ & ഡൈറ്റിക്സ്



**Dt. Sreelakshmi P.B**  
(Bsc Food Science & Nutrition)

**സ്പെഷ്യലൈസേഷൻ ഫുഡ് സയൻസ് & ന്യൂട്രീഷൻ**

ചൈൽഡ് ന്യൂട്രീഷൻ & കെയർ, പബ്ലിക് ഹെൽത്ത്  
ഡൈറ്റ് മാനേജ്മെന്റ്, ഒബീസിറ്റി, പ്രമേഹം, കൊളസ്ട്രോൾ,  
തൈറോയ്ഡ്, കിഡ്നി, ലിവർ സംബന്ധമായ രോഗങ്ങൾ.

## **Dt. ശ്രീലക്ഷ്മി പി.ബി**

(Bsc Food Science & Nutrition)

**15.04.2019 തിങ്കൾ മുതൽ ചാർജെജടുകുന്നു.**

APD

क्र. ०२२-२२८५६६९६, २२८५६६३५

## :- होमगार्ड-महाराष्ट्र राज्य :-

फैक्स नं. : ०२२-२२८५६६९६, २२८५६६३५  
क्र.मस/कार्या-२/२०१४/अकंपा/३९८२  
महासमादेशकांचे कार्यालय,  
जुने सचिवालय विस्तारगृह,  
तिसरा मजला,म.गां.पथ,  
मुंबई-४०० ०३२.  
दिनांक : २५/०९/२०१४

पहा :- १. मुख्यालयाचे आदेश क्र. मस/कार्या-२/२०१४/अकंपा/२९३८, दि.३०/०८/२०१४.

### आदेश

उपरोक्त मुख्यालयाच्या आदेशान्वये श्रीमती योगिता रविंद्र खुळे यांची जिल्हा समादेशक होमगार्ड सोलापूर येथे कनिष्ठ लिपिक पदावर अनुकंपा तत्वावर तात्पुरत्या स्वरूपात नियुक्ती करण्यात आली होती. तथापि सदर आदेशामध्ये अंशतः बदल करण्यात येत असून सुधारित आदेश खालीलप्रमाणे देण्यात येत आहेत.

२. श्रीमती योगिता रविंद्र खुळे यांची जिल्हा समादेशक होमगार्ड कार्यालया सोलापूर येथे कनिष्ठ लिपिक या पदावर केलेली नियुक्ती रद्द करून त्यांना जिल्हा समादेशक होमगार्ड कार्यालय नाशिक येथे रिक्त असलेल्या हवालदार लिपिक गट-क या पदावर वेतनश्रेणी (५२००-२०२००) ग्रेड पे १९०० मध्ये अनुकंपा तत्वावर तात्पुरत्या स्वरूपात नेमणूक करण्यात येत आहे.

३. महाराष्ट्र शासनाने वेळोवेळी मंजूर केलेल्या महागाई भत्ता व नियमानुसार त्यांना अनुज्ञेय असलेले इतर भत्ते अनुज्ञेय राहतील.

४. आपली नेमणूक वित्त विभाग शा.नि.क्र.अनिये-१००५/१२६/सेवा-४, दि.३१/१०/०५ नुसार करण्यात येत आहे. त्यांना नवीन परिभाषित अंशदान निवृत्तीवेतन योजना लागू ठरेल. मात्र सध्या अस्तित्वात असलेली निवृत्ती वेतन योजना (म्हणजे महाराष्ट्र नागरी सेवा (निवृत्ती वेतन) नियम १९८२ व महाराष्ट्र नागरी सेवा (निवृत्ती वेतनाचे अंशराशिकरण) नियम १९८४) आणि सध्या अस्तित्वात असलेली सर्वसाधारण भविष्य निर्वाह निधी योजना लागू होणार नाही.

५. आपणास पुढे असेही कळविण्यात येते की, त्यांची हवालदार लिपिक गट-क या पदावरील केलेली नेमणूक तात्पुरत्या स्वरूपाची असून त्यांनी गट-क पदाच्या सेवाप्रवेश नियमातील अटीची पूर्तता विहित कालावधीत न केल्यास त्यांना कोणतीही पूर्वसूचना न देता कोणत्याही वेळी शासन सेवा समाप्त करण्यात येईल.

महासमादेशक यांचे आदेशानुसार

(वि.ह.पवार)

वरिष्ठ प्रशासिक अधिकारी (प्र. व धो.)

नागरी संरक्षण व होमगार्ड

महाराष्ट्र राज्य.

प्रति  
श्रीमती योगिता रविंद्र खुळे  
प्रा.श्री.ज्ञानेश्वर भागवत विखे,  
पु.पो.लोणी,बृ.ता.राहाता, जि.अहमदनगर.

तः :- १. जिल्हा समादेशक होमगार्ड-सोलापूर व नाशिक यांना माहिती व आवश्यक त्या कार्यवाहीसाठी.  
२. वैयक्तिक नस्ती



## Successful Maxillofacial Surgery performed at HRH



**Jitendra Bhanushali**

### Patient's testimonial:

"Myself, Jitendra Bhanushali, Resident of Mumbai had an Accident in Vapi. Bhagya kaka of Bhanushali Samaj, very well associated with Haria L.G. Rotary Hospital got me admitted in emergency at Haria L.G. Rotary Hospital. I was admitted under Dr. Namish Batra (Maxillofacial & Dental Surgeon at HRH) and the surgery was performed well under his supervision on 06th April 2018. I was pleased by the family atmosphere I received from the staff and specially nurses and later with the counseling of Dr. Namish Batra. Today I am thankful to all the staff of Haria L.G. Rotary Hospital & I am very glad that we have such good hospital between Surat & Mumbai which provide multi-specialty services under one hood. I wish them all the success in years to come."

## Haria Rotary Hospital saved one more life

A well-known personality of Umbargaon and member of Umbargaon Industry Association, Shri. Lakshmansingh Vijaysingh Rathore, 45 yrs. old was brought to Haria Rotary Hospital with major heart attack on 12th March 2018. While patient reached to emergency department at HRH his heart had stopped working completely. Emergency team of HRH in guidance of Dr. Ravish Rawal revived the patient by giving injection and DC shock.

Within 30 minutes, Dr. Rawal did the angiography and found blockage in patient's major artery, immediately Dr. Rawal performed angioplasty and put a Stent. Patient blood Pressure was very low so Dr. Rawal decided to put an Intra-aortic Balloon pump and kept the patient on IABP machine for two days. This procedure was done first time in Vapi. Patient was taken care well by Dr. S. S. Singh and his team in ICU for 7-8 days. Patient was discharged after 12 days. Untiring efforts of HRH and its doctor's team has saved one more life.



Rajasthanpatrika Newspaper: 4<sup>th</sup> April 2018

## Healthy diet can do miracle



**Mrs. Chetna M. Kumawat**

B.sc. DNHE  
Dietician at HRH



**Miss Laxmi Kalsheety**

M.sc (Clinical nutrition & dietetics)  
Dietician at HRH

A lady entered in our OPD at HRH complaining severe knee pain. She was quite obese and only 38 years of age.

She told her history that she had consulted to orthopedic doctor in a reputed hospital and was suggested for Knee Replacement and weight loss.

I had instructed her to follow the diet properly and to visit on weekly basis. After a week, she came to me with a large smile and 2.5kg of weight loss and told me with excitement about relief in knee pain.

She continued visiting and following diet properly and after 3 months she had reduced 13kg weight and then she again visited to the said hospital and the orthopedic doctor checked her and got shocked by her reports.

Her entire tests Calcium, Iron, Vit. D3, and Vit. B12 were good. Above all the doctors of the said hospital told her that no need of Knee replacement as it was a miracle happened to her.

She was quite happy and satisfied with given diet plan. Eat healthy live healthy!

**Health Tips: Integrate Activity into Your Everyday Life:** •Take a walk when you are conversing on the phone.  
•Instead of the lift, take the stairs, stretch, drink water and step away from workstation.

Date: 12.05.2017

Miss.Laxmi Kalshetty

Address: Labheshwar Society, R-No:201,Nr.STMary School,  
Chanod Colony, Vapi-396191

Dear Miss. Laxmi,

Subject: Appointment as **Dietician** on fixed term contractual basis.

We are pleased to engage you as **Dietician** based on fixed term contractual basis to work in our Hospitals on the following terms and conditions:

1. This engagement is for a period of One year starting from 12/05/2017.
2. You have been engaged based on the declaration of your being found medically fit in the medical check up.
3. In consideration of your services, you shall be paid fix salary of Rs. 5000/- (Five thousand only).
4. You shall also be eligible for annual performance appraisal on completion of every one year till your consultancy period ends.
5. All applicable taxes and other legal liabilities applicable from time to time shall be borne by you.
6. The engagement shall automatically come to an end on completion of the above mentioned period unless otherwise is communicated to you in writing.
7. During the tenure of your fixed term contractual employment with us, either party can bring an end to the same by giving one month's clear notice or professional fees in lieu thereof. However, as an exception, the company is entitled to terminate your engagement immediately if any misconduct unacceptable in terms of general code of conduct is committed by you. The separation shall be only after proper and satisfactory handing over of ongoing assignments to the proper person.
8. You shall be presently engaged at **Vapi**. However, your services are transferable to any branch/department /hospital managed by the Company in the Union of India either in existence or which may come into existence at any time in future for any period of time.

**SHALBY VAPI**

Near Cinepark, Vapi - Silvassa Road, Vapi - 396 195, District Valsad, Gujarat, India  
Tel.: +91 260 2452867 / 260 2450867 / 9099944927 | Email: info.vapi@shalby.org

Regd. Office: Shalby Limited, Opp. Karnavati Club, S. G. Road, Ahmedabad - 380 015, Gujarat, India.  
Tel: 079 40203000 | Fax: 079 40203109 | Email: info.sg@shalby.org | Web: www.shalby.org  
CIN: U85110GJ2004PLC044667



## HARIA L. G. ROTARY HOSPITAL

Plot No. 363/1 & 364, Housing Sector, G.I.D.C., VAPI - 396 195.  
Phone : (0260) 6638888, 2430206, 2430654, 2400053, 6542458,  
6542459 Fax : (0260) 2432053

Date: 03/06/2017

To,  
Laxmi Balu Kalshetty,  
201/Labheshwar,  
Near St. Mary School  
Chanod Colony, Vapi.

Dear Madam,

With reference to your application and subsequent interview, we are pleased to appoint you as a **"Visiting Dietician"** on part time basis from 5<sup>th</sup> June' 2017 at Haria L G Rotary Hospital.

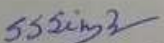
Your consulting charges will be **Rs. 500/- per visit**

Your timings will be 4.00 pm to 8.00 pm.

Your duties will be as directed by the Medical Superintendent.

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

Thanking you,

  
**Dr. S. S. Singh**  
**Medical Superintendent**



विषय - राष्ट्रीय आरोग्य अभियानांतर्गत कंत्राटी पध्दतीने पोषण पुनर्वसन केंद्रातर्गत पोषण समुपदेशक (पोषाहार तज्ञ) या पदावर कर नियुक्तीबाबत.....

संदर्भ - १) मा. सहसंचालक (असंसर्गजन्य रोग) आरोग्य सेवा मुंबई यांच्यावडील उप क. जा. क. संज्ञास/NCB/मस्ती क्र २०/PR/२८००२८५/२०१७ दि. ३१/७/२०१७

२) श्रीम. दिली पाटील सहसंचालक (अंतर्गत), राष्ट्रीय आरोग्य अभियान मुंबई यांचे पत्र क्र. रा.आ.सो/अस्था/पुनर्विनियुक्ती/११३१६४-५४९/२०१८ दि. २८/०२/२०१८

३) मा. जिल्हा आरोग्य चिकित्सक, जिल्हा रुग्णालय, अहमदनगर यांची मंजूर टिपणी दि. २८/०३/२०१८

जा. क्र. नि.रु.अ/एनएचएम/पोषाहार/पुनर्विनियुक्ती/1675/१८ अहमदनगर

दि. २९/३/२०१८

आ. दे. झ.

वरील संदर्भांनुसार आपणास कळविण्यात येत की, राष्ट्रीय आरोग्य अभियानांतर्गत पोषाहार समुपदेशक पोषाहार तज्ञ या पदावर ०२/०२/२०१९ पर्यंत आपली नियुक्ती आपल्या नावासमोर दर्शविलेल्या ठिकाणी करण्यात येत आहे. आपली नियुक्ती चालील विहीत केलेल्या अटी व प्रतीच्या अधिन असेल, त्या अटी व अली मान्य असल्या बाबत विहित नमुन्यातील हनीपत्र, लिहून देणे बंधनकारक राहिले.

| अ.क्र. | नाव                             | नेमणुकीचे ठिकाण   |
|--------|---------------------------------|---|
| १      | श्रीमती. अश्विनी शिताराम माडेकर | पोषण पुनर्वसन केंद्रातर्गत पोषाहार तज्ञ<br>जिल्हा रुग्णालय अहमदनगर. |

अटी व प्रती,

- १) आपली नेमणुक करार पध्दतीवर दिनांक ०५/०३/२०१८ ते दिनांक ०४/०२/२०१९ अखेर कालावधीकरता राहिल.
- २) आपली पोषाहार समुपदेशक पोषाहार तज्ञ म्हणून कंत्राटी पध्दतीने जि.रु. अहमदनगर येथे तत्पुरती कंत्राटी पध्दतीने नियुक्ती करण्यात येत आहे. आपली नियुक्ती दिनांक ०४/०२/२०१९ पर्यंत राहिल. सधर कालावधीनंतर आपली नियुक्ती आपोआप संपुष्टात येईल. त्या माठी आपणास कोणत्याही स्वरूपाची वेगळी रुचना दिली जाणार नाही.
- ३) आदेश मिळाल्याच्या दिनांक पासून ७ दिवसाचे आत हजर न झाल्यास आपली नियुक्ती रद्द झाली असे समजून नियुक्ती रादीतून आपल नाव कमी करण्यात येईल.
- ४) पोषाहार समुपदेशक पोषाहार तज्ञ म्हणून आपणास ज्या ठिकाणचा कार्यभार सोपविण्यात येईल. तो आपणास सांभाळावा लागेल.
- ५) नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही प्रकारची वैयक्तिक वेळापत्रक केल्यास आपली नियुक्ती रद्द करण्यात येईल. त्यासाठी नियुक्ती पत्रातील कालावधी बंधनकारक नाही.
- ६) आपणास जर नोकरीचा राजीनाम द्यावयाचा असेल तेव्हा या कार्यालयास एक महिन्या पुर्वी तशी नोटीस द्यावी लागेल. अन्यथा एक महिन्याचे वेतन जामिन महसुलीची रक्कम म्हणून वसूल केली जाईल.
- ७) पोषाहार समुपदेशक पोषाहार तज्ञ म्हणून दरमहा एकूण रुपये रु. १५०००/- (अक्षरी - पंधरा हजार मात्र) मानधन म्हणून दिले जाईल मानधन हे एकत्रीत वेतन आहे अन्य कोषताही भत्ता दिले जाणार नाही.
- ८) सदरची नियुक्ती चांगले चारित्र्य व या पुर्वी अप्रत्याश्या सेवेत कोणत्याही प्रकारचा टप्पा अस्सा कामा नये. या अटीवर करण्यात आली आहे. यामध्ये एखादी जाच निदर्शनास आल्यास कोणतेही कारण न देता सेवा समाप्त करण्यात येईल.
- ९) नियुक्तीच्या ठिकाणी हजर होण्यासाठी कोणत्याही प्रकारचा भत्ता दिले जाणार नाही.
- १०) आपल्याल मुक्यालयाच्या ठिकाणी हजर राहाने बंधनकारक आहे.
- ११) राष्ट्रीय असंसर्गजन्य रोग नियंत्रण कार्यक्रम जर काही स्थानांवर बंद पडला तर आपली नेमणुक आयोज्य संपुष्टात येईल.



# Welfare Society for Destitute Children

(Reg. No. Bom 9 of 1960 G B B S D & F 740)

St. Catherine of Siena School, Mount Mary Road, Bandra (West), Mumbai- 400 050  
Tel: 022-26422859 Email: catherine\_siena@yahoo.co.in Web: www.saintcatherineshome.com

To,

Dt. 18<sup>th</sup> July 2018

Kavita Bhausaheb Gore  
At/ Po:- Mirpur Lohare  
Tal:- Sangamner  
Dist:- Ahmadnagar, Maharashtra

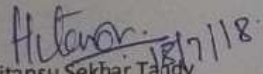
## Order of Appointment

Madam,

We are pleased to inform you that you have been appointed for the position of Residential Social worker ( For Girls) in our Welfare Society for Destitute Children for Rs. 15000/- ( Fifteen Thousand Only) per month with effect from 22<sup>nd</sup> June 2018. As a residential social worker, you will be provided the residential facilities and medical care from the Trust.

Please find enclosed herewith your job profile and we look forward to working with you.

Yours faithfully

  
Mr. Hitansu Sekhar Tandy  
Senior Social Worker  
Welfare Society for Destitute Children  
Bandra (W), Mumbai 400 050





PRAVARA INSTITUTE OF RESEARCH AND EDUCATION IN  
NATURAL AND SOCIAL SCIENCES, LONI BK.  
Tal. Rahata, Dist. Ahmednagar. 413 736 Maharashtra (India)

Tel:-+91-02422-273493, 92

Fax:-+91-02422-273693, 253536

Email- directorpi@yashoo.com

Visit at: www.pirson.in

संदर्भ: पापरेन्स / प्रशासन/०२ /२०१७-१८

दिनांक: ३१.०३.२०१८


### ऑफीस ऑर्डर

मा. सेक्रेटरी जनरल साहेब यांचे आदेशानुसार दि.०१.०४.२०१८ पासून आपले संस्थेच्या मध्यमस्तर प्रशासन केंद्राच्या "प्रभारी प्राचार्या" म्हणून अतिरिक्त पदभार तात्पुरत्या स्वस्थाया पुढील आदेश येईपर्यंत आपणाकडे देण्यात येत आहे. सध्या या पदावर कार्यरत असलेल्या श्रीमती मनिषा खोने यांचे काढून कार्यभार निव्वळण्यात यावा व तसा लेखी रिपोर्ट मुख्य कार्यालयास सादर करावा.

आपली सध्याची कर्तव्ये व जबाबदाऱ्या अतिरिक्त सदरचा अतिरिक्त कार्यभार आहे. तसेच या अतिरिक्त कार्यभाराबद्दल कोणतेही वाढीव मानधन मिळणार नाही याची नोंद घ्यावी.


कळावे,

पापरेन्स करीता,

  
(डॉ. एस. डी. नालंकर)  
सीचिव व संचालक

प्रत :

नाव : सौ. व्ही. एस. वाजारे

सही :   
4.4.2018

Dy. Ad  
Personal file - Beghara maham



Date: 16 Jun 2018

OL/OXFAM/JUNE/2018

Ms Pooja Rajkumar Rathi.  
Mukunddas Chowk, Dadh Bk.  
Ahmadnagar 413714

Dear Ms Pooja Rajkumar Rathi,

#### FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to offer you employment in our organisation as **Resource Development Executive**, for a fixed period of employment, on the following terms and conditions:

- 1) Your contract of employment shall be valid from 04 Jun 2018 to 03 Jun 2019. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned Project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
- 2) Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
- 3) During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients' company to do work pertaining to or incidental to the clients business.
- 4) Details of your salary break up with components is as per the enclosure.
- 5) You will be covered under a Group Accident Insurance Scheme to the extent of Rs 200000.00/- and medical insurance up to Rs.75000.00/- per annum. This policy will come into effect after 30 days of employee joining the company.
- 6) You will be eligible for leave as per the company policy, during the period of your contract of employment.
- 7) You will be entitled to all statutory benefits wherever applicable during the fixed period of contract.
- 8) The contract shall be terminable by either party giving 15 days' notice in writing or salary in lieu of notice, to the other.

We are consciously endeavouring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Ciel HR family. As a new entrant, we would like you to whole-heartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

With warm regards,

Yours truly,

For Ciel HR Services Pvt Ltd.

Aditya Narayan Mishra  
CEO

I hereby accept the above mentioned terms and conditions

Signature:

Date:

#### CIEL HR Services Private Limited

No. 646, 27th Main Road, HSR Layout, Sector 1, Bangalore- 560102. Tel. : +91- 7816 000 111  
Door No.41, Plot No.3726, Q Block, 6th Avenue, Anna Nagar, Chennai - 600 040. Tel. : +91-44- 4910 9999  
(CIN: U74340TN2010PTC077095) E-mail : info@cielhr.com Web : www.cielhr.com



Jain Social Federation  
**Anandrishiji Hospital & Medical Research Centre**

124, Anand Rishiji Marg, Ahmednagar - 414 001 Tel. 0241 - 2320473 / 74 / 75 / 76 Fax 0241 - 2359095  
E-mail : anandrishiji@rediffmail.com • Visit Us : www.anandrishijihospital.com

To,  
Miss Sanchali Dagadu Kharde,  
At Post Rajuri, Babhaleshwaar,  
Ahmednagar,

Ref. No. ARH/RIS/2018/06/19

Date: 26-06-2018

SUB: APPOINTMENT LETTER.

Dear Miss. Sanchali D. Kharde,

With reference to your application dated 25/06/2018 seeking as opportunity of training as an trainee (learner) in our organization and your subsequent interview with the undersigned. The management is pleased to take you as a "Dietician" as per the scheme framed, in our organization, w.e.f. 26/06/2018 on the following terms and conditions.

1. Your training period shall be for a period of **Six months** in the first Instance which can be extended further, or may be terminated earlier without giving any notice or assigning any reason thereof.
2. You will be paid a stipend of **Rs.5000/-** per month. No other allowances as admissible to regular employees will be paid to you.
3. You shall abide by the instructions of your superior in matters pertaining to the training.
4. While there is no guarantee to regular employment to be offered to you on Completion of the training period, the management might consider case for Regular absorption at the successful completion of training in any vacancy on such terms and conditions, as may be agreed upon. You will have no lien over any vacancy that may arise in due course.
5. Any breach or violation of any instruction (rules) will render you liable for Termination of the training without assigning any reason or notice, thereof.
6. You shall observe punctuality and learn the trade in the working place delicately.
7. You shall not be entitled for any other privileges/benefits, which are available or May be available to the other employees except the stipend payable during the training.
8. You will not be entitled for any bonus/leave during your training period.
9. If Management requires, you shall have to enter into contract for **One Year** Bond with terms & conditions laid down by the management.
10. In case above terms and conditions acceptable to you please sign the duplicate copy as a token of acceptance.
11. You shall give **one month notice** in advance if you want to discontinue this training.

For Anand Rishiji Hospital & M.R.C.

*[Signature]*

MEDICAL SUPERINTENDENT

*[Signature]*



*[Signature]*

ADMINISTRATIVE OFFICER





# TRIMURTI PAWAN PRATISHTHAN

E- 520/ANR/95

IT/12 - A(a) - TR/32824/97

Shrirampur : Bungalow No.6/7, Sahyog Housing Society, Newasa Road Naka, Shrirampur  
Regional Office Dist. Ahmednagar. Tel.: (02422) 223265, 223651, 223145, 221716

Trimurtinagar : Trimurtinagar, Near Newasa Phata, Tal. Newasa, Dist. Ahmednagar Pin-414603  
Local Office Tel. (02427) 244244, 244398, Fax : (02427) 244398, 244831

Telkudgaon  
Regional Office : Telkudgaon, Tal. Newasa, Dist. Ahmednagar, Tel. (02427) 223124, 223095

॥ त्रिमूर्ती पावन प्रतिष्ठान ॥

Email I.D. : Trimurticoe@gmail.com., Trimurticoe@yahoo.com.

Ref.No.:

टिपीपी/का.आ/टिएमएस/सी-७३३९

Date:

२६.६.२०१५

## कार्यालयीन आदेश

श्रीमती मुठे सोनल ववन, एम.एस्सी, होम सायन्स, रा.कारेगाव, ता.नेवासा जि.अ.नगर - यांचेशी केलेले चर्चेनुसार तसेच शैक्षणिक आर्हता अनुभव लक्षात घेवून त्यांची तात्पुरती नियुक्ती संस्थेच्या त्रिमूर्ती शैक्षणिक संकुल, त्रिमूर्तीनगर नेवासाफाटा, ता.नेवासा. जि.अ.नगर मधील एसएनडीटी महिला विद्यापीठ संलग्नीत त्रिमूर्ती महिला गृहविज्ञान-वाणिज्य कॉलेज - यांचे अस्थापनेवर दि.२६.०६.२०१५ पासून किंवा आपण रूजू व्हाल त्या तारखेपासून "प्र.सहशिक्षिका" पदी करण्यात आलेली आहे. सदरची नियुक्ती चांगल्या परफॉर्मन्ससापेक्ष फक्त शै.व.२०१५-२०१६ साठीच करण्यात येत आहे. शै.व.२०१५-२०१६ संपताच सदरचे आदेश आपोआप रद्द होतील. श्रीमती मुठे सोनल ववन यांना संस्थेच्या धोरणानुसार सुरुवातीला दरमहा मासिक मानधन रु.८,०००/- (रु.आठ हजार मात्र) देव्य राहिल व संस्थेच्या धोरणानुसार निवास व मेसिंग सुविधेसाठी दरमहा रु.२०००/ कपात केली जाईल. सेवा समाप्त करणेसाठी एक महिना आगावु नोटीस देणे बंधनकारक राहिल. शिस्त, काम, कार्यक्षमता नसल्याचे दिसून आलेस कोणतीही पुर्वसुचना देता तात्पुरती सेवा खंडीत करणेत येईल. शै.व.२०१५-१६ पूर्ण करणे अनिवार्य आहे व मध्येच सेवा/सर्व्हिस सोडलेस घेतलेला पूर्ण पगार संस्थेकडे/विद्यालयाकडे जमा करावा लागेल. कोणतीही पुर्व सुचना किंवा नोटीस न देता किंवा विना परवानगी गैरहजर राहिलेस कोणत्याही प्रकारचे अर्थिक / मानधन / वेतन मिळणार नाही हे स्पष्ट करणेत येत आहे. वरील अटी व शर्ती आपणास मान्य व त्यास आपली पूर्णतः सहमती असल्यासच रूजू व्हावे.



सचिव

अध्यक्ष

त्रिमूर्ती पावन प्रतिष्ठान या.पी.टी.

त्रिमूर्तीनगर ता.नेवासा जि.अ.नगर

श्रीमती मुठे सोनल ववन, एम.एस्सी, होम सायन्स, रा. कारेगाव, ता.नेवासा  
मा.प्राचार्या त्रिमूर्ती महिला गृहविज्ञान व वाणिज्य कॉलेज त्रिमूर्तीनगर नेवासाफाटा.  
वित्त (व्यव)/ मुख्य ऑडीटर - टि.पी.पी



## Pravara Institute of Research and Education in Natural and Social Sciences (PIRENS)

Loni (Bk.), Tal. Rahata, Dist. Ahmednagar - 413 736, (Maharashtra) India

Tel. : +91-2422-273492, 273493  
E mail : directorpte@yahoo.com

Fax : +91-2422-273693, 253536  
Visit at : www.pirens.in

Ref-PIRENS/KVK-Staff Appointment /CAO/ 174 /2018

Dated-01-06-2018

To,  
Ms. Anuradha Gajanan Wandhekar,  
C/O-Rahane Tushar Bhiksen,  
Bhagwati Colony,  
Indira Path, Kopergaon,  
Dist-Ahmednagar-423603  
M.No-9422692261  
e-mail-

### SUB-APPOINTMENT ORDER FOR THE POST OF "SUBJECT MATTER SPECIALIST (HOME SCIENCE)."

With reference to our advertisement for above cited post and subsequently interviewed by you on 25-04-2017 before Staff Selection Committee, the management is pleased to appoint you on purely project basis as **Subject Matter Specialist (Home Science)** in the pay scale of Rs-15,600-39,100/-+RGP-5,400/- in our Krishi Vigyan Kendra (PIRENS) Bahhleshwar on the following terms and conditions-

1. You will be paid salary in the above pay scale with admissible allowances, leaves etc. as per ICAR/PIRENS rules.
2. You will be on probation for a period of one year i.e. from your date of joining. (i.e. from 01-06-2018 to 31-05-2019) During the probation period, if your performance is found unsatisfactory, your services are liable to be terminated without giving any notice.
3. You will be governed by the rules & regulations of ICAR & PIRENS in force from time to time.
4. You will be required to give (01) one months notice before leaving the services or otherwise to forfeit one months pay.





5. During the course of employment, you will not undertake any other business or consultancy or profession. You will also not act against the interest & business of the institute.

6. You will keep all the information that may be in your possession or you may have access during the course of your employment with the institute, strictly confidential and you shall not part with the same without the prior permission of your higher authorities.

7. Your appointment is only for KVK project.

8. You will be provided staff quarter at KVK Campus Babbleshwar as per the institute rule.

9. 10. You will be allowed to join the duties on producing

A. Two Pass port size colour photographs.

B. Character certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.

C. Discharge certificate from previous employer (if any)

10. You shall undergo medical examination by approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical certificate stating that you are free from any contagious disease and that you are physically fit for employment in our organization.

11. You will be entrusted to complete any additional work/responsibility allotted by higher authority by time to time.

12. You are responsible to visit/organize field activities/programmes on bikes independantly. If you failed to drive two wheeler bike, your servises will be automatically terminated during probation period.

13. You will have to sustain the existing demonstration units/projects of your department and also to strengthen new demonstration units and maintain its financial sustainability.

14. This appointment order will take effect from the date of your joining the duties i.e. from-01-06-2018 F/N.



15. Your appointment is purely on conditional basis subject to the approval from Director, ATARI-ICAR, Pune. If approval not given by Director, ATARI-ICAR, Pune, your appointment will be automatically terminated without giving any notice.

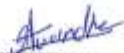
Please sign the duplicate copy of this appointment order as token of your acceptance of the above terms and conditions and return the same for our office record.



For KVK (PIRENS)

  
Dr. S.D. Nalkar  
I/C. Secretary & Director

**Acceptance-** The above mentioned terms & conditions on appointment order are acceptable to me.

Signature  \_\_\_\_\_

Date 11/6/2015 \_\_\_\_\_





"AN ISO 9001:2008 CERTIFIED"

रजि. नं. ए. एन. आर/पी. एन. आर./आर. एस. आर. (सी.आर) १३६४ दि. ३०/०१/२००३

# पारनेर ग्रामीण बिगरशेती सह. पतसंस्था मर्या

कार्यक्षेत्र :- अहमदनगर, पुणे, ठाणे व मुंबई जिल्हा

मुख्य कार्यालय :- नवी पेठ पारनेर, ता. पारनेर, जि. अहमदनगर ☎ (०२४८८) २२२३५५, २२९०२०

E-mail: pamerbsspat03@gmail.com

दिनांक: २७/०२/२०१६

जाचक क्र. ५२/२०१५-१६

प्रति

मा. धेअरमनसाहेब/मा. मॅनेजर साहेब,  
पारनेर ग्रामीण पतसंस्था, पारनेर  
मुख्य कार्यालय, पारनेर  
ता. पारनेर, जि. अहमदनगर

विषय :- कॅशियर पदाचा चार्ज देणेबाबत.

महोदय,

वरील विषयास अनुसरून आपणास कळविण्यात येते की, मी सी. परांडे सिमा मोहन संस्थेच्या शाखा अ. नगर येथे कॅशियर पदावर कार्यरत होते, परंतु माझी बदली संस्थेच्या शाखा भोसरी(पुणे) येथे झाल्याने सदर कॅशियर पदाचा चार्ज श्री. पाटील शाम सदाशिव यांचेकडे दि. ०९.१०.२०१६ रोजी देत आहे. माझे ताब्यात असलेली कॅश, सोनेतारण पिशव्या, संस्थेचे अॅक्सीस बँक चेकबुक खालील तपशीलानुसार पाटील शाम सदाशिव यांचे ताब्यात देत आहे.

| कॅश तपशील       | एकूण       | खा. क्र. | सोनेतारण कर्जदाराचे नाव | अॅक्सीस बँक       |
|-----------------|------------|----------|-------------------------|-------------------|
| रु. १०००० × १०२ | १,०२,०००   | १        | कराळे लहु भाऊसाहेब      | १) अॅक्सीस बँक    |
| ५०० × ८२४       | ४,१२,०००   | २        | बोरुडे नंदु दामोदर      | सेव्हिंग्स चेकबुक |
| १०० × १०४५      | १,०४,५००   | ४        | जपकर मल्हारी कोंडीराम   | चेकबुक संख्या-२   |
| ५० × ७६७        | ३८,३५०     | ५        | होळकर बहिरु ज्ञानदेव    |                   |
| २० × ६३७        | १२,७४०     | ६        | होळकर कुमार बाबासाहेब   |                   |
| १० × १०५६       | १०,५६०     | ७        | झावरे एकनाथ नामदेव      |                   |
| ५ × ४           | २०         | ८        | भडांगे प्रवीण नारायण    |                   |
| नाणे            | २४         | ९        | कोरडे गोपीनाथ महादू     |                   |
|                 | ६,८०,९९४/- | एकूण     | ८ सोनेतारण कर्ज पिशव्या |                   |

वरील प्रमाणे आज रोजी हातावर शिल्लक असलेली रोख रक्कम रु. ६,८०,९९४/- (अक्षरी- सहा लाख ऐंशी हजार एकशे चौऱ्यांनो रु.) सोनेतारण पिशव्या संख्या- ८ ताब्यात देण्यात येत आहेत.  
चार्ज देणाराचे नाव : परांडे सिमा मोहन चार्ज घेणाराचे नाव : पाटील शाम सदाशिव  
पद : कॅशियर पद : क्लार्क

सही :

सही :



सदर प्रत माहितीसाठी

धेअरमन/मॅनेजरसाहेब २) संबधीत शाखाधिकारी ३) चार्ज घेणार



'AN ISO 9001 2008 CERTIFIED' प्रमाणित संस्था  
रजि. नं. ए. एन. आर/पी. एन. आर / आर. एन. आर. (सी.आर) १३६४ दि. ३०/०१/२००३

# पारनेर ग्रामीण विग्रशेती सह. पतसंस्था मय

कार्यक्षेत्र :- अहमदनगर, पुणे, ठाणे व मुंबई जिल्हा  
मुख्य कार्यालय :- नवी पेठ पारनेर, ता. पारनेर, जि. अहमदनगर (०२४८८) २२२३५५, २२९०२०  
E-mail : parnargrampatasansha@gmail.com

जा. क्र. १७७ / २०१५ - १६

दि. १५.०६.२०१५

प्रति,  
श्रीम. सिमा मोहन परांडे  
पी - ९, नगर - कल्याण रोड,  
आदर्शनगर, अहमदनगर  
मो. ८३०८००५३३५

विषय - क्लार्क पदी नेमणुकीबाबत...

वरील विषयानुसार आपणास कळविण्यात येते की, संस्थेने दि. १७.०५.२०१५ रोजी अर्जा व झालेल्या मुलाखतीनुसार मा. संचालक मंडळाने आपणाला शाखा आदर्शनगर, अहमदनगर येथे क्लार्क पदावर नियुक्ती देण्याचे ठरविलेले आहे. आपली संस्थेत काम करण्याची इच्छा असेल तर २१.०६.२०१५ पर्यंत सेवक जामीनरोखा खालील पुर्ततेसह मुख्यालयात पुर्ण करून देण्यात याव्या. नियुक्ती दिलेल्या शाखेत कामकाजास सुरुवात करावी

१. स्वतःचे नावाने १०० रु. चा स्टॅम्प
२. स्वतःचे फोटो -२, मतदान कार्ड, पॅन कार्ड, आधार कार्ड, बँक पासबुक झेरोक्स व बँक
३. दोन जामिनदार - त्यांचे २ फोटो, मतदान कार्ड, रेशनिंग कार्ड झेरोक्स

तसेच नियुक्ती दिलेल्या शाखेत प्रामाणिकपणे व संस्थेच्या हिताचे काम करणे बंधनकारक आहे. आपणास संस्थेच्या नियमानुसार पगार देण्यात येईल.

कळावे,



मुख्य कार्यकारी अधिकारी  
पारनेर ग्रा. वि. शे. सहकारी पतसंस्था म



**Dhoot Transmission Pvt. Ltd.**

Date: - 13/06/2018

**TO WHOM SO IT MAY BE CONCERN**

This is to certify that **Ms.Utkarsha P.Sadaphal** has worked with us as Trainee from 08/05/2018 to 15/06/2018 at our establishment.

Her performance during the training has been satisfactory.

We wish her all the success in her career.

For , Dhoot Transmission Pvt.Ltd.

Authorized Signatory





**Source Code Technology Pvt.**

Ms. Jyoti Zalte

MIT Kothrud, Pune.

### INTERNSHIP OFFER LETTER

Dear Jyoti,

We would like to congratulate you on being selected for internship with Source Code Technology Pvt. Ltd. based at Akurdi, Pune. Your Training is Scheduled to start effective 1<sup>st</sup> January 2018 for a period of 6 Months. All of us at Source Code Technology Pvt. Ltd. are excited that you will be joining our team!

As such, your internship include training/orientation and focus primarily on learning & developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in college.

The project details & technical platform will be shared with you on or before commencement of training.

You should report for training at the following address:

#sohum creast, Near gurudwara Mandir,

Walhekarwadi, Chinchwad, Pune-411035

Contact Person: Ms. Mrunalini Shitole

Again, congratulations and we look forward to working with you.

Yours Sincerely ,

For Source Code technology Pvt. Ltd.

Ms. Mrunalini Shitole

Human Resource Head.

**Source Code Technology Pvt. Ltd.**

#sohum creast, Near gurudwara Mandir, Walhekarwadi, Chinchwad, Pune-411035, Mob No: 9673921886

E-mail: [yjnashitole190@gmail.com](mailto:yjnashitole190@gmail.com), [www.sourcecodetechnology.com](http://www.sourcecodetechnology.com) Pune | Solapur | Nanded





Source Code Technology Pvt. Ltd.

## Project Confirmation Letter

This is to confirm that Ms. Jyoti Zalte studying Master of Computer Application in MAEER'S MIT School of Management, Kothrud, Pune is working on a project "Patient Treatment Time Prediction System" under the guidance of Source Code Technology Pvt. Ltd.

She is undergoing Corporate Training in our organization for a period from January 2018 & will be working on assigned modules of the project.

The above software is sole property of Source Code Technology Pvt. Ltd. Student has no copyrights on the same. Hence no listing of source code or any other data related to the client will be enclosed with the project report.

Project Manager

Ms. Ankita Mahajan

Mob No:9673928866

Email ID:ankita.srccode@gmail.com

Source Code Technology Pvt. Ltd.  
(CEO)



**Source Code Technology Pvt. Ltd.**

#sohum creast, Near gurudwara Mandir, Walhekarwadi, Chinchwad, Pune-411035, Mob No: 9673921886

E-mail: [vinodhete198@gmail.com](mailto:vinodhete198@gmail.com), [www.srccode.com](http://www.srccode.com) Pune | Solapur | Nanded



MDI/HR/68591/18  
Date: 29th March, 2018

To,  
Ms. Snehal Rakhmaji Nalkar  
Emp. Code -9923  
Grade -M1  
Dept. -Claims  
Location -Head Office

#### CONFIRMATION LETTER

Dear Snehal,

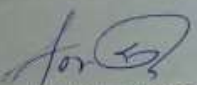
We are pleased with your performance during your period of probation, and you are hereby confirmed in the services of MDIndia Health Insurance TPA Pvt. Ltd. w.e.f. 28th March, 2018.

You will be governed by all rules, regulations, terms and conditions as per your appointment letter dated 24th November, 2017.

Your Leave Balance as on 29th March, 2018 is 6 days.

With best wishes,

For MDIndia Health Insurance TPA Pvt. Ltd.

  
Sameer Bhonsale  
General Manager (HR & Admin)

CIN : U72900PN2000PTC015558

IRDA License No. : 005

#### MDIndia Health Insurance TPA Private Limited

(Formerly Known as MDIndia Healthcare Services (TPA) Pvt. Ltd.)

ISO 9001 : 2000 & 27001 : 2005

General & Claim Enquiry Helpline  
Tel. No. : 1860 - 233 - 4446  
Fax No. : 1860 - 233 - 4447  
Toll Free : 1800 - 233 - 1166  
Email : customercare@mdindia.com

Head Office :  
Sr. No. - 46/1, E-space, A2 Bldg., 3rd floor,  
Pune - Nagar Road, Vadgaon Sheri,  
Pune - 411 014, Maharashtra, India  
Website : www.mdindiaonline.com

Cashless Enquiry Helpline  
Tel. No. : 1860 - 233 - 4448  
Fax No. : 1860 - 233 - 4449  
Toll Free : 1800 - 233 - 4505  
Email : authorisation@mdindia.com

**ANNEXURE - I**  
**(REMUNERATION DETAIL)**

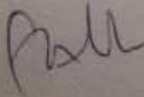
Name : Nikita Jadhav  
Department : Claims  
Designation : Executive  
Grade : M1  
Location : Head Office

| Sr. | Particulars                           | Per Month (INR) | Per Annum (INR) |
|-----|---------------------------------------|-----------------|-----------------|
| A   | Salary And Allowances                 |                 |                 |
| 1   | Basic                                 | 5000            | 60000           |
| 2   | Special Allowance/DA                  | 3257            | 39084           |
| 3   | HRA                                   | 413             | 4956            |
| 4   | Conveyance                            | 0               | 0               |
| 5   | Medical Allowance                     | 0               | 0               |
| 6   | MDIndia Allowance                     | 0               | 0               |
| B   | Gross Salary                          | 8670            | 104040          |
| C   | Retirals And Benefits                 |                 |                 |
| 7   | Company's PF Contribution             | 991             | 11892           |
| 8   | Company's ESIC Contribution           | 412             | 4944            |
| 9   | Gratuity                              | 417             | 5002            |
| D   | Incentive And Bonus                   |                 |                 |
| 10  | Bonus                                 | 688             | 8256            |
| 11  | Annual Variable Performance Incentive | 0               | 0               |
| E   | CTC                                   | 11178           | 134136          |
| F   | Deductions                            |                 |                 |
| 12  | Employee PF                           | 991             | 11892           |
| 13  | Employee ESI                          | 152             | 1824            |
| 14  | Professional Tax                      | 0               | 0               |
| G   | Total Deductions                      | 1143            | 13716           |
| H   | Net Salary = [(B-G) - Income Tax]     | 7527            | 90324           |

**Please Note:**

- The above emoluments are subject to contributions to PF, ESIC and deductions for ITax, PTax, LWF, etc.
- Gratuity & Bonus will be applicable/governed as per the relevant Acts.
- Annual Variable Performance Incentive (if applicable) will be paid as per the company policy. It may vary based on the project/vertical/branch/corporate financial performance.
- The management reserves the right to withdraw and/or modify the Performance Incentive at any point of time.
- Your remuneration is Strictly Confidential and should be treated as such. Disclosure is prohibited.

For MDIndia Health Insurance TPA Pvt. Ltd.

  
Sameer Bhonsale  
General Manager (HR & Admin)



MDI/HR/59121/17  
27th June 2017



To,  
**Ms Nikita Jadhav**  
At Post - Vadgaon, Tal - Sangamner  
Ahmednagar, Maharashtra Pin -  
422605

**OFFER LETTER**

**Dear Ms Nikita,**

We are pleased to offer you an employment with our Organization in the department of **Claims** as **Executive Grade-M1** at **Head Office** on the following terms and conditions:

**1. Appointment:**

- a) Your date of appointment is effective from the date of joining, which shall be at the earliest but not later than **27th June, 2017**. In case of any change in the scheduled joining date, you are required to confirm the same with the Head of Department and Personnel Department at Head Office, Pune.
- b) You will be on probation for a period of 3 Months from the date of appointment. Your services will be confirmed subject to satisfactory performance, during probation period.
- c) This offer is valid for a period of 1 week from the date of issuance. Acceptance may please be intimated to Personnel department Head Office, Pune within this period.
- d) You are liable to be transferred in such capacity, as the Company may, from time to time deem fit, to any location, department, function or branch of the Company or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, rules etc.
- e) You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, similar business/commercial activities, professional practice/consultancies/advisories/ practitioner whichever is applicable to you in any way as part time job, during the period of employment of our organization without prior written permission. For any of the purposes therein before mentioned, no Objection in writing from the competent authority of the management which will be only sanctioned/issued against written application if it is not inconsistent/ and/or against the business interests of the organization.

2. Your remuneration detail is enclosed as an **Annexure-I**.

3. You will be reporting to the HOD or any other official as decided by the Management.

4. Your joining is subject to submission of the following documents:

- ❖ Permanent & temporary address proof of your residence.
- ❖ Acknowledged/accepted resignation/relieving letter of previous organization, along with Salary slip.
- ❖ Proof of date of birth, experience, Academic/Technical/Professional Educations /Qualifications
- ❖ Four passport size photographs.
- ❖ Blood group detail.
- ❖ Photocopy of PAN Card and Aadhar Card.

5. However, an appointment letter will be issued to you with detailed terms and conditions of your service with us, after submission of the above documents. Non- compliance of the above requirement for a period of one week from the date of acceptance of the offer letter will treat the offer letter as null and void.

CIN : U72900PN2000PTC015558

IRDA License No. : 005

**MDIndia Health Insurance TPA Private Limited**

(Formerly Known as MDIndia Healthcare Services (TPA) Pvt. Ltd.)

ISO 9001 : 2000 & 27001 : 2005

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Toll Free : 1800 - 233 - 1166  
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Head Office :  
Sr. No. - 46/1, E-space, A2 Bldg., 3rd floor,  
Pune - Nagar Road, Vadgaon Sheri,  
Pune - 411 014, Maharashtra, India  
Website : [www.mdindiaonline.com](http://www.mdindiaonline.com)

Cashless Enquiry Helpline  
Tel. No. : 1860 - 233 - 4448  
Fax No. : 1860 - 233 - 4449  
Toll Free : 1800 - 233 - 4505  
Email : [authorisation@mdindia.com](mailto:authorisation@mdindia.com)



6. Your local / outstation traveling allowance and mobile allowance as applicable to your designation and grade will be as under:

**a) Local Travel Allowance:**

| S. No. | Grade | Own Vehicle<br>(For Official Purpose) |
|--------|-------|---------------------------------------|
| 01     | M1    | Rs 3.50 per km (Two wheeler)          |

**b) Outstation Travel Allowance:**

| Traveling Mode            | Lodging Allowance<br>(Rs)                                   | Boarding Allowance<br>(Rs)  | Within the City  |
|---------------------------|---|---|--|
| Bus/ Train<br>(3 Tier AC) | A Class : Rs 2500<br>B Class : Rs 1800<br>C Class : Rs 1200 | A Class: Rs 500/- per day<br>B & C Class: Rs 400/- per day<br>(No Bills required) | Bus, train, auto;<br>where Auto is not<br>available, taxi will be<br>allowed |

Class A Cities : Bangalore, Chennai, Delhi, Hyderabad, Kolkata, Mumbai.

Class B Cities : Ahmedabad, Pune, Nagpur, Baroda, Surat, Panjim, Indore, Jaipur, Kanpur, Coimbatore, Kochi, Vizag, Trichur, Bhopal, Lucknow, Chandigarh, Patna, Ranchi, Bhuvaneshwar, Puri, Jaipur, Guwahati, Pondicherry, Siliguri, Dehradun & other North East Cities

Class C Cities : All places other than above.

**c) Mobile Allowance:** Nil

Please confirm by signing on the duplicate copy of this offer letter, in token of having accepted the terms and conditions of the offer of employment.

For MDIndia Health Insurance TPA Pvt. Ltd.

*Sub For*  
Sameer Bhonsale  
General Manager (HR & Admin)

**DECLARATION BY THE CANDIDATE:**

I \_\_\_\_\_ accept the above offer in its entirety and will report for duty on \_\_\_\_\_.

In case this company acquires any information of falsity, forgery and /or fabrication of any information as stated above at any given point of time during my tenure, the organization has every right to terminate my services, at such times, without giving any prior notice.

Signature \_\_\_\_\_

Date \_\_\_\_\_

**ANNEXURE - I  
(REMUNERATION DETAIL)**



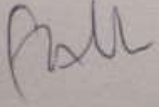
Name : Nikita Jadhav  
 Department : Claims  
 Designation : Executive  
 Grade : M1  
 Location : Head Office

| Sr. | Particulars                           | Per Month (INR) | Per Annum (INR) |
|-----|---------------------------------------|-----------------|-----------------|
| A   | Salary And Allowances                 |                 |                 |
| 1   | Basic                                 | 5000            | 60000           |
| 2   | Special Allowance/DA                  | 3257            | 39084           |
| 3   | HRA                                   | 413             | 4956            |
| 4   | Conveyance                            | 0               | 0               |
| 5   | Medical Allowance                     | 0               | 0               |
| 6   | MDIndia Allowance                     | 0               | 0               |
| B   | Gross Salary                          | 8670            | 104040          |
| C   | Retirals And Benefits                 |                 |                 |
| 7   | Company's PF Contribution             | 991             | 11892           |
| 8   | Company's ESIC Contribution           | 412             | 4944            |
| 9   | Gratuity                              | 417             | 5002            |
| D   | Incentive And Bonus                   |                 |                 |
| 10  | Bonus                                 | 688             | 8256            |
| 11  | Annual Variable Performance Incentive | 0               | 0               |
| E   | CTC                                   | 11178           | 134136          |
| F   | Deductions                            |                 |                 |
| 12  | Employee PF                           | 991             | 11892           |
| 13  | Employee ESI                          | 152             | 1824            |
| 14  | Professional Tax                      | 0               | 0               |
| G   | Total Deductions                      | 1143            | 13716           |
| H   | Net Salary = [(B-G) - Income Tax]     | 7527            | 90324           |

**Please Note:**

- The above emoluments are subject to contributions to PF, ESIC and deductions for ITax, PTax, LWF, etc.
- Gratuity & Bonus will be applicable/governed as per the relevant Acts.
- Annual Variable Performance Incentive (if applicable) will be paid as per the company policy. It may vary based on the project/vertical/branch/corporate financial performance.
- The management reserves the right to withdraw and/or modify the Performance Incentive at any point of time.
- Your remuneration is Strictly Confidential and should be treated as such. Disclosure is prohibited.

For MDIndia Health Insurance TPA Pvt. Ltd.

  
 Sameer Bhonsale  
 General Manager (HR & Admin)

To,  
**Ms Nikita Shamrao Shejul**  
Hari Babocha Mala, Astagon Road, Rahia, Ahmadnagar-423107

**OFFER LETTER**

Dear Nikita,

Subject to your acceptance of this Offer (Intent to employ only) Letter, the company will separately issue to you an Appointment Letter in writing which contains the detailed terms of employment. This is an offer (intent) letter only and under no circumstances can this be considered or substituted as an Appointment Letter. The company is not under any obligation to employ you based on your acceptance of this Offer Letter. Your Appointment with the company will only be official and formalized upon issuance to you and your acceptance in writing of the Appointment Letter by the company.

We are pleased to offer you an Appointment with our Organization in the department of **Enrollment as Executive Grade - M1 at Head Office** on the following terms and conditions:

**1. Intended Terms of Appointment:**

- a) Your date of appointment will be effective from the date of joining, which shall be at the earliest but not later than **26th February, 2018**. In case of any change in the scheduled joining date, you will be required to confirm the same with the Head of Department and Personnel Department at Head Office, Pune.
  - b) You will be on probation for a period of 3 Months from the date of appointment. Your services will be confirmed subject to satisfactory performance during probation period.
  - c) This offer is valid for a period of 1 week from the date of issuance. Acceptance may please be intimated to Personnel department Head Office, Pune within this period.
  - d) Your services with the company are necessarily transferable. You are liable to be transferred in such capacity as the Company may from time to time deem fit, to any other city/state, location, department, function or branch of the Company or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment, including compensation, working hours, rules, etc. Your compliance of the transfer orders issued to you is mandatory.
  - e) You are required to accept and comply with all the terms and conditions of the appointment letter whenever issued to you and with all the policies and rules of the company as existing and framed/introduced from time to time. Performance, good behavior and professional conduct are the key requirements of the job and you will be required to continuously deliver as per the work targets in terms of productivity, accuracy and quality as issued to you from time to time.
  - f) You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, similar business/commercial activities, professional practice/consultancies/advisories/ practitioner, whichever is applicable to you in any way as a part time job/occupation/engagement, during the period of employment with our organization without prior written permission. For any of the purposes therein before mentioned, No Objection in writing from the competent authority of the management which will be only sanctioned/issued against written application if it is not inconsistent/ and/or against the business interests of the organization.
2. Your remuneration detail is enclosed as an **Annexure-I**
  3. You will report to the HOD or any other official as decided by the Management.
  4. Your joining is subject to submission of the following documents:
    - a) Permanent & temporary address proof of your residence along with your telephone & mobile numbers.
    - b) Acknowledged/accepted resignation/relieving letter of previous organization.
    - c) Proof of date of birth, experience, Academic/Technical/Professional Educations /Qualifications.
    - d) Four passport size photographs.
    - e) Blood group detail.
    - f) Photocopy of PAN Card and Aadhar Card.
    - g) Compliance with any other documents that the company will issue to you as a part of the joining/pre-employment formalities.

Candidate Signature: 

CIN : U72900PN2000PTC015558

IRDA License No. : 005

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Toll Free : 1800 - 233 - 4505  
Email : [authorisation@mdindia.com](mailto:authorisation@mdindia.com)



To,  
**Ms Nikita Shamrao Shejul**  
Hari Babacha Mala, Astagon Road, Rahia, Ahmadnagar-423107

**OFFER LETTER**

Dear Nikita,

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- a) Your date of appointment will be effective from the date of joining, which shall be at the earliest but not later than **26th February, 2018**. In case of any change in the scheduled joining date, you will be required to confirm the same with the Head of Department and Personnel Department at Head Office, Pune.
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  - c) This offer is valid for a period of 1 week from the date of issuance. Acceptance may please be intimated to Personnel department Head Office, Pune within this period.
  - d) Your services with the company are necessarily transferable. You are liable to be transferred in such capacity as the Company may from time to time deem fit, to any other city/state, location, department, function or branch of the Company or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment, including compensation, working hours, rules, etc. Your compliance of the transfer orders issued to you is mandatory.
  - e) You are required to accept and comply with all the terms and conditions of the appointment letter whenever issued to you and with all the policies and rules of the company as existing and framed/introduced from time to time. Performance, good behavior and professional conduct are the key requirements of the job and you will be required to continuously deliver as per the work targets in terms of productivity, accuracy and quality as issued to you from time to time.
  - f) You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, similar business/commercial activities, professional practice/consultancies/advisories/ practitioner, whichever is applicable to you in any way as a part time job/occupation/engagement, during the period of employment with our organization without prior written permission. For any of the purposes therein before mentioned, No Objection in writing from the competent authority of the management which will be only sanctioned/issued against written application if it is not inconsistent/ and for against the business interests of the organization.
2. Your remuneration detail is enclosed as an **Annexure-I**
  3. You will report to the HOD or any other official as decided by the Management.
  4. Your joining is subject to submission of the following documents:
    - a) Permanent & temporary address proof of your residence along with your telephone & mobile numbers.
    - b) Acknowledged/accepted resignation/relieving letter of previous organization.
    - c) Proof of date of birth, experience, Academic/Technical/Professional Educations /Qualifications.
    - d) Four passport size photographs.
    - e) Blood group detail.
    - f) Photocopy of PAN Card and Aadhar Card.
    - g) Compliance with any other documents that the company will issue to you as a part of the joining/pre-employment formalities.

Candidate Signature: 

CIN : U72900PN2000PTC015558

IRDA License No. : 005

**MDIndia Health Insurance TPA Private Limited**  
(Formerly Known as MDIndia Healthcare Services (TPA) Pvt. Ltd.)  
ISO 9001 : 2000 & 27001 : 2005

General & Claim Enquiry Helpline  
Tel. No. : 1860 - 233 - 4446  
Fax No. : 1860 - 233 - 4447  
Toll Free : 1800 - 233 - 1166  
Email : [customercare@mdindia.com](mailto:customercare@mdindia.com)

Head Office :  
Sr. No. - 46/1, E-space, A2 Bldg., 3rd floor,  
Pune - Nagar Road, Vadgaon Sheri,  
Pune - 411 014, Maharashtra, India  
Website : [www.mdindiaonline.com](http://www.mdindiaonline.com)

Cashless Enquiry Helpline  
Tel. No. : 1860 - 233 - 4448  
Fax No. : 1860 - 233 - 4449  
Toll Free : 1800 - 233 - 4505  
Email : [authorisation@mdindia.com](mailto:authorisation@mdindia.com)





To,  
**Ms Nikita Shamrao Shejul**  
Hard Baba's Msa, Amlagani Road, Rahta, Ahmednagar-423107

#### OFFER LETTER

Dear Nikita,

Subject to your acceptance of this Offer (intent to employ only) Letter, the company will separately issue to you an Appointment Letter in writing which contains the detailed terms of employment. This is an offer (intent) letter only and under no circumstances can this be considered or substituted as an Appointment Letter. The company is not under any obligation to employ you based on your acceptance of this Offer Letter. Your Appointment with the company will only be official and formalized upon issuance to you and your acceptance in writing of the Appointment Letter by the company.

We are pleased to offer you an Appointment with our Organization in the department of **Enrollment as Executive Grade - M1 at Head Office** on the following terms and conditions:

**1. Intended Terms of Appointment:**

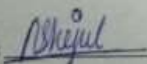
- Your date of appointment will be effective from the date of joining, which shall be at the earliest but not later than **20th February, 2018**. In case of any change in the scheduled joining date, you will be required to confirm the same with the Head of Department and Personnel Department at Head Office, Pune.
- You will be on probation for a period of 3 Months from the date of appointment. Your services will be confirmed subject to satisfactory performance during probation period.
- This offer is valid for a period of 1 week from the date of issuance. Acceptance may please be intimated to Personnel department Head Office, Pune within this period.
- Your services with the company are necessarily transferable. You are liable to be transferred in such capacity as the Company may from time to time deem fit, to any other city/state, location, department, function or branch of the Company or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment, including compensation, working hours, rules, etc. Your compliance of the transfer orders issued to you is mandatory.
- You are required to accept and comply with all the terms and conditions of the appointment letter whenever issued to you and with all the policies and rules of the company as existing and framed/introduced from time to time. Performance, good behavior and professional conduct are the key requirements of the job and you will be required to continuously deliver as per the work targets in terms of productivity, accuracy and quality as issued to you from time to time.
- You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, similar business/commercial activities, professional practice/consultancies/advisories/ practitioner, whichever is applicable to you in any way as a part time job/occupation/engagement, during the period of employment with our organization without prior written permission. For any of the purposes therein before mentioned, No Objection in writing from the competent authority of the management which will be only sanctioned/issued against written application if it is not inconsistent/ and /or against the business interests of the organization.

2. Your remuneration detail is enclosed as an **Annexure-I**.

3. You will report to the HOD or any other official as decided by the Management.

4. Your joining is subject to submission of the following documents:

- Permanent & temporary address proof of your residence along with your telephone & mobile numbers.
- Acknowledged/accepted resignation/relieving letter of previous organization.
- Proof of date of birth, experience, Academic/Technical/Professional Educations /Qualifications.
- Four passport size photographs.
- Blood group detail.
- Photocopy of PAN Card and Aadhar Card.
- Compliance with any other documents that the company will issue to you as a part of the joining/pre-employment formalities.

Candidate Signature: 

CIN : U72900PN2000PTC015558

IRDA License No. : 00

### MDIndia Health Insurance TPA Private Limited

(Formerly Known as MDIndia Healthcare Services (TPA) Pvt. Ltd.)

ISO 9001 : 2000 & 27001 : 2005

General & Claim Enquiry Helpline  
Tel. No. : 1860 - 233 - 4446  
Fax No. : 1860 - 233 - 4447  
Toll Free : 1800 - 233 - 1166  
Email : [customercare@mdindia.com](mailto:customercare@mdindia.com)

Head Office :  
Sr. No. - 46/1, E-space, A2 Bldg., 3rd floor,  
Pune - Nagar Road, Vadgaon Sheri,  
Pune - 411 014, Maharashtra, India  
Website : [www.mdindiaonline.com](http://www.mdindiaonline.com)

Cashless Enquiry Helpline  
Tel. No. : 1860 - 233 - 444  
Fax No. : 1860 - 233 - 444  
Toll Free : 1800 - 233 - 454  
Email : [authorisation@mdindia.com](mailto:authorisation@mdindia.com)



To,  
**Mr Nikita Shamrao Shejul**  
Han Batacha Masi, Amlagani Road, Rahta, Ahmednagar-423107

#### OFFER LETTER


Dear Nikita,

Subject to your acceptance of this Offer (intent to employ only) Letter, the company will separately issue to you an Appointment Letter in writing which contains the detailed terms of employment. This is an offer (intent) letter only and under no circumstances can this be considered or substituted as an Appointment Letter. The company is not under any obligation to employ you based on your acceptance of this Offer Letter. Your Appointment with the company will only be official and formalized upon issuance to you and your acceptance in writing of the Appointment Letter by the company.

We are pleased to offer you an Appointment with our Organization in the department of **Enrollment as Executive Grade - M1 at Head Office** on the following terms and conditions:

**1. Intended Terms of Appointment:**

- Your date of appointment will be effective from the date of joining, which shall be on the earliest but not later than **26th February, 2018**. In case of any change in the scheduled joining date, you will be required to confirm the same with the Head of Department and Personnel Department at Head Office, Pune.
  - You will be on probation for a period of 3 Months from the date of appointment. Your services will be confirmed subject to satisfactory performance during probation period.
  - This offer is valid for a period of 1 week from the date of issuance. Acceptance may please be intimated to Personnel department Head Office, Pune within this period.
  - Your services with the company are necessarily transferable. You are liable to be transferred in such capacity as the Company may from time to time deem fit, to any other city/state, location, department, function or branch of the Company or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment, including compensation, working hours, rules, etc. Your compliance of the transfer orders issued to you is mandatory.
  - You are required to accept and comply with all the terms and conditions of the appointment letter whenever issued to you and with all the policies and rules of the company as existing and framed/introduced from time to time. Performance, good behavior and professional conduct are the key requirements of the job and you will be required to continuously deliver as per the work targets in terms of productivity, accuracy and quality as issued to you from time to time.
  - You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, similar business/commercial activities, professional practice/consultancies/advisories/ practitioner, whichever is applicable to you in any way as a part time job/occupation/engagement, during the period of employment with our organization without prior written permission. For any of the purposes therein before mentioned, No Objection in writing from the competent authority of the management which will be only sanctioned/issued against written application if it is not inconsistent/ and /or against the business interests of the organization.
- Your remuneration detail is enclosed as an **Annexure-I**.
  - You will report to the HOD or any other official as decided by the Management.
  - Your joining is subject to submission of the following documents:
    - Permanent & temporary address proof of your residence along with your telephone & mobile numbers.
    - Acknowledged/accepted resignation/relieving letter of previous organization.
    - Proof of date of birth, experience, Academic/Technical/Professional Educations /Qualifications.
    - Four passport size photographs.
    - Blood group detail.
    - Photocopy of PAN Card and Aadhar Card.
    - Compliance with any other documents that the company will issue to you as a part of the joining/pre-employment formalities.

Candidate Signature: 

CIN : U72900PN2000PTC015558

IRDA License No. : 00

### MDIndia Health Insurance TPA Private Limited

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Head Office :  
Sr. No. - 46/1, E-space, A2 Bldg., 3rd floor,  
Pune - Nagar Road, Vadgaon Sheri,  
Pune - 411 014, Maharashtra, India  
Website : [www.mdindiaonline.com](http://www.mdindiaonline.com)

Cashless Enquiry Helpline  
Tel. No. : 1860 - 233 - 444  
Fax No. : 1860 - 233 - 444  
Toll Free : 1800 - 233 - 451  
Email : [authorisation@mdindia.com](mailto:authorisation@mdindia.com)



5. As stated earlier, this is only an Offer (Intent) Letter subject to acceptance of which a written Appointment Letter will be separately issued to you containing detailed terms and conditions of your service with us and after submission of the above documents. Non-compliance of the above requirements within a period of 1 week will render this Offer Letter as null, void and completely withdrawn / cancelled.
6. Your local / outstation traveling allowance and mobile allowance as applicable to your designation and grade will be as under:

a) **Local Travel Allowance:**

| S. No. | Grade | Own Vehicle (For Official Purpose) |
|--------|-------|------------------------------------|
| 01     | M1    | Rs 3.50 per km (Two wheeler)       |

b) **Outstation Travel Allowance:**

| Traveling Mode            | Lodging Allowance (Rs)                                      | Boarding Allowance (Rs)   | Within the City   |
|---------------------------|---|---|---|
| Bus/ Train<br>(3 Tier AC) | A Class : Rs 2500<br>B Class : Rs 1800<br>C Class : Rs 1200 | A Class: Rs 500/- per day<br>B & C Class: Rs 400/- per day<br>(No Bills required) | Bus, train, auto; where Auto is not available, taxi will be allowed |

Class A Cities : Bangalore, Chennai, NCR (Delhi, Ghaziabad, Faridabad, Gurgaon, Noida), Hyderabad, Kolkata, Mumbai, Ahmedabad, Pune, Nagpur, Baroda, Surat, Panjim, Indore, Jaipur, Kanpur, Coimbatore, Kochi, Vizag, Trichur, Bhopal, Lucknow, Chandigarh, Patna, Ranchi, Bhuvaneshwar, Puri, Jaipur, Guwahati, Pondicherry, Siliguri, Dehradun & other North East Cities.

Class B Cities : All places other than above.

c) **Mobile Allowance:** Nil

Please confirm by signing on the duplicate copy of this offer letter, in token of having accepted the terms and conditions of the offer of employment

For MDIndia Health Insurance TPA Pvt. Ltd.

Sameer Bhonsale  
General Manager (HR & Admin)

**DECLARATION BY THE CANDIDATE:**

I, Nikita Shamas Shejul accept the above offer and upon issuance of the Appointment Letter and my acceptance in its entirety; will join services on \_\_\_\_\_ In case the Company acquires any information of falsity, forgery, misrepresentation, manipulation and/or fabrication of any information as stated above at any given point of time during my tenure, the organization has every right to terminate my services at such times without giving any prior notice.

Signature: N Shejul

Date: 26 Feb 2018

Postal Address for Communication: Malhar Nagar Socy. Ahmadnagar.  
Wadgaonsheri 411014

Phone Number: 8421581771

Email ID: nikitashajul5@gmail.com

Candidate Signature: N Shejul



5. As stated earlier, this is only an Offer (Intent) Letter subject to acceptance of which a written Appointment Letter will be separately issued to you containing detailed terms and conditions of your service with us and after submission of the above documents. Non-compliance of the above requirements within a period of 1 week will render this Offer Letter as null, void and completely withdrawn / cancelled.
6. Your local / outstation traveling allowance and mobile allowance as applicable to your designation and grade will be as under:

a) **Local Travel Allowance:**

| S. No. | Grade | Own Vehicle (For Official Purpose) |
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| 01     | M1    | Rs 3.50 per km (Two wheeler)       |

b) **Outstation Travel Allowance:**

| Traveling Mode            | Lodging Allowance (Rs)                                      | Boarding Allowance (Rs)   | Within the City   |
|---------------------------|---|---|---|
| Bus/ Train<br>(3 Tier AC) | A Class : Rs 2500<br>B Class : Rs 1800<br>C Class : Rs 1200 | A Class: Rs 500/- per day<br>B & C Class: Rs 400/- per day<br>(No Bills required) | Bus, train, auto; where Auto is not available, taxi will be allowed |

Class A Cities : Bangalore, Chennai, NCR (Delhi, Ghaziabad, Faridabad, Gurgaon, Noida), Hyderabad, Kolkata, Mumbai.  
 Class B Cities : Ahmedabad, Pune, Nagpur, Baroda, Surat, Panjim, Indore, Jaipur, Kanpur, Coimbatore, Kochi, Vizag, Trichur, Bhopal, Lucknow, Chandigarh, Patna, Ranchi, Bhuvaneshwar, Puri, Jaipur, Guwahati, Pondicherry, Siliguri, Dehradun & other North East Cities.  
 Class C Cities : All places other than above.

c) **Mobile Allowance:** Nil

Please confirm by signing on the duplicate copy of this offer letter, in token of having accepted the terms and conditions of the offer of employment

For MDIndia Health Insurance TPA Pvt. Ltd.

Sameer Bhonsale  
General Manager (HR & Admin)

**DECLARATION BY THE CANDIDATE:**

I, Nikita Shamrao Shejul accept the above offer and upon issuance of the Appointment Letter and my acceptance in its entirety, will join services on \_\_\_\_\_ In case the Company acquires any information of falsity, forgery, misrepresentation, manipulation and/or fabrication of any information as stated above at any given point of time during my tenure, the organization has every right to terminate my services at such times without giving any prior notice.

Signature: N Shejul

Date: 26 Feb 2018

Postal Address for Communication: Mallur nagar, socy, Ahmednagar,

Phone Number: 9421581771

Email ID: nikitashajul5@gmail.com

Candidate Signature: N Shejul



**ANNEXURE - I**  
**(REMUNERATION DETAIL)**

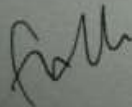
Name : Ms Nikita Shamrao Shejul  
Department : Enrollment  
Designation : Executive  
Grade : M1  
Location : Head Office

| Sr.      | Particulars                              | Per Month (INR) | Per Annum (INR) |
|----------|--|-----------------|-----------------|
| <b>A</b> | <b>Salary And Allowances</b>             |                 |                 |
| 1        | Basic                                    | 5000            | 60000           |
| 2        | Special Allowance/DA                     | 3257            | 39084           |
| 3        | HRA                                      | 413             | 4956            |
| 4        | Conveyance                               | 0               | 0               |
| 5        | Medical Allowance                        | 0               | 0               |
| 6        | MDIndia Allowance                        | 0               | 0               |
| <b>B</b> | <b>Gross Salary</b>                      | <b>8670</b>     | <b>104040</b>   |
| <b>C</b> | <b>Retirals And Benefits</b>             |                 |                 |
| 7        | Company's PF Contribution                | 1086            | 13032           |
| 8        | Company's ESIC Contribution              | 412             | 4944            |
| 9        | Gratuity                                 | 417             | 5002            |
| <b>D</b> | <b>Incentive And Bonus</b>               |                 |                 |
| 10       | Bonus                                    | 688             | 8256            |
| 11       | Annual Variable Performance Incentive    | 0               | 0               |
| <b>E</b> | <b>CTC</b>                               | <b>11273</b>    | <b>135276</b>   |
| <b>F</b> | <b>Deductions</b>                        |                 |                 |
| 12       | Employee PF                              | 991             | 11892           |
| 13       | Employee ESI                             | 152             | 1824            |
| 14       | Professional Tax                         | 0               | 0               |
| <b>G</b> | <b>Total Deductions</b>                  | <b>1143</b>     | <b>13716</b>    |
| <b>H</b> | <b>Net Salary = [(B-G) - Income Tax]</b> | <b>7527</b>     | <b>90324</b>    |

**Please Note:**

- The above emoluments are subject to contributions to PF, ESIC and deductions for ITax, PTax, LWF, etc. The Company's PF contribution is inclusive of Administrative Charges as per the Act.
- Gratuity & Bonus will be applicable/governed as per the relevant Acts.
- Annual Variable Performance Incentive (if applicable) will be paid as per the company policy. It may vary based on the project/vertical/branch/corporate financial performance.
- The management reserves the right to withdraw and/or modify the Performance Incentive at any point of time.
- Your remuneration is Strictly Confidential and should be treated as such. Disclosure is prohibited.

For MDIndia Health Insurance TPA Pvt. Ltd.

  
Sameer Bhonsale  
General Manager (HR & Admin)



PRAVARA INSTITUTE OF RESEARCH AND EDUCATION IN  
NATURAL AND SOCIAL SCIENCES, LONI BK.  
Tal. Rahata, Dist. Ahmednagar. 413 736 Maharashtra (India)

Tel: +91 02422-273493, 92

Fax: +91-02422-273693, 253536

Email: director@pires.in

Visit at: www.pires.in

संदर्भ: पापरेन्स / प्रशासन/०२ / २०१७-१८

दिनांक: ३१.०३.२०१८

### ऑफीस ऑर्डर

मा. सेक्रेटरी जनरल साहेब यांचे आदेशानुसार दि.०१.०४.२०१८ घामून आणले संस्थेच्या मध्यमस्तर प्रशासन केंद्राच्या "प्रभारी प्राचार्या" म्हणून अतिरिक्त पदभार तात्पुरत्या स्वस्थाया पुढील आदेश घेईपर्यंत आपणाकडे देण्यात येत आहे. सध्या या पदावर कार्यरत असलेल्या श्रीमती मनिषा खोजे यांचे कडून कार्यभार स्विकारण्यात यावा व तसा लेखी रिपोर्ट मुख्य कार्यालयास सादर करावा.

आपली सध्याची कर्तव्ये व जबाबदाऱ्या अतिरिक्त सदरचा अतिरिक्त कार्यभार आहे. तसेच या अतिरिक्त कार्यभाराबद्दल कोणतेही वाढीव मानधन मिळणार नाही याची नोंद घ्यावी.

कळायें,

पापरेन्स करीता,

(डॉ. एस. डी. नालेकर)

सचिव व संचालक

प्रत :

नाव : सौ. व्ही. एस. वाजारे

सही : Saxena  
4.4.2018

Dr. A. D.  
Personal file - Bajare madam



## Smart Recruiters

C/20, 21, Shanti Enclave Bldg., Near Mira Road Railway Station, Mira Road (E), Thane - 401 107.  
 Web : [www.smartrecruitersonline.com](http://www.smartrecruitersonline.com), e-mail : [mail@smartrecruitersonline.com](mailto:mail@smartrecruitersonline.com)  
 Contact : +91 977 33 66 770 / +91 977 33 55 665 / 022 641 33 859

|                              |                          |                        |
|------------------------------|--------------------------|------------------------|
| Name Of the Employee         | BHOKNAL YOGITA DATTATRAY |                        |
| Designation                  | Software Testing         |                        |
| DOJ                          | 8-Apr-19                 |                        |
| Location                     | Mumbai                   |                        |
| SALARY ANNEXURE FOR EMPLOYER |                          |                        |
| Particulars                  | Amount (Per Month, Rs)   | Amount (Per Annum, Rs) |
| BASE COMPENSATION            |                          |                        |
| Basic Salary                 | 7000                     | 84000                  |
| House Rent Allowance         | 3500                     | 42000                  |
| Conveyance                   | 1250                     | 15000                  |
| Statutory Bonus              | 2500                     | 30000                  |
| Special Allowance            | 1010                     | 12120                  |
| Total Fixed Salary (A)       | 15260                    | 183120                 |
| Benefits                     |                          |                        |
| Life Insurance               | 375                      | 4500                   |
| Benefits Total (B)           | 375                      | 4,500                  |
| Deductions:                  |                          |                        |
| Deduction                    | Amount (Per Month, Rs)   |                        |
| Professional Tax             | 200                      | 2400                   |
| Employer PF 12%              | 840                      | 10080                  |
| Deduction Total (C)          | 1040                     | 12,480                 |
| CTC (D) (A+B-C)              | 16675                    | 200,100                |

\* Income-tax deductions, if applicable, will be as per the Income Tax Act, 1961

\*\* Annual components (like LTA, Medical Allowance) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable.



## Smart Recruiters

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Web : [www.smartrecruitersonline.com](http://www.smartrecruitersonline.com), e-mail : [mail@smartrecruitersonline.com](mailto:mail@smartrecruitersonline.com)  
Contact : +91 977 33 66 770 / +91 977 33 55 665 / 022 641 33 859

**12. ABSENCE FROM DUTIES:** Your absence for a continuous period of 10 days (including absence when leave though applied but not granted) or overstay for a period of 10 days would make you to loose your lien on the job and your services automatically come to an end without any notice in intimation from the side of the Management.

**13. LEAVE:** You will be eligible for privilege leave @ 12 Days per annum.

**14. NOTICE PERIOD:** If you want to resign from the services, you will have to give a One- month notice in writing.

We at Smart Recruiters would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process.

Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. In case we do not receive your acknowledgement copy within a period of 7 days from the date of joining, your assignment at Smart Recruiters with the acceptance of your first salary from Smart Recruiters will be conclusive proof of your acceptance in accordance of terms and conditions.

### ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For SMART RECRUITERS

  
\_\_\_\_\_  
Samad Khan

(Finance Executive)

Accepted and Agreed

\_\_\_\_\_  
Signature and date:

Name: \_\_\_\_\_





## Smart Recruiters

C/20, 21, Shanfi Enclave Bldg., Near Mira Road Railway Station, Mira Road (E), Thane - 401 107.  
Web : [www.smartrecruitersonline.com](http://www.smartrecruitersonline.com), e-mail : [mail@smartrecruitersonline.com](mailto:mail@smartrecruitersonline.com)  
Contact : +91 977 33 66 770 / +91 977 33 55 665 / 022 641 33 859

Date: 08 April, 2019

Ms. BHOKNAL YOGITA DATTATRAY

Dear YOGITA,

### Appointment Letter

We are pleased to appoint you in our organization as an Software Testing subject to the following terms and conditions:

1. Your contract will commence from 08 April, 2019 and expire on 08 October, 2019 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 08 April, 2019 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2. You hereby agree to be liable for the following terms and conditions

(i) Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.

(ii) During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.

(iii) Not engage in any conduct which is detrimental to the interest of the Client or Smart Recruiters.

(iv) Not receive any payments of any nature directly or indirectly from the Client unless agreed to by Smart Recruiters.

(v) Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of Smart Recruiters.

(vi) Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.

(vii) Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.

# Tech Mahindra

BUSINESS PROCESS SERVICES

ORel: 685271 / 1550514/Permit  
Date: 1st November 2017

Ms Madhuri Kapse  
Maltrav apartment, pathara thube nagar  
Kharadi baypass  
Pune (Maharashtra) - 411014  
Phone No: 9665907077

**Subject: Offer of Appointment**

Dear Ms. Madhuri Kapse,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate-Customer Support** on U1 band, operating out of our PUNE office.
2. Your "Annual Total Cost To Company" will be **Rs. 182000**. Please refer **Annexure-A** for details on the compensation and statutory deductions. Your remuneration package is strictly confidential between you and The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
3. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
4. You are required to join on **1st November 2017** and report to **Nilofar Shaikh** at 9:00 AM to complete the joining formalities at **Tech Mahindra Limited, [Plot NO:01, Rajiv Gandhi Infotech Park, Phase-3, Hinjewadi, Pune Special Economic Zone, Pune-411057, Maharashtra (India)]**. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. At the time of joining, you are expected to carry originals of the documents as per **Annexure-D** and submit the copies of the same to the HR Team.
5. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
6. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the "acceptance copy" to **Kanchan Sharma** latest by **1st November 2017**. In case of further clarifications, please get in touch with **Kanchan Sharma** (on E-Mail **KS00458679@techmahindra.com**, and quote the Reference No. as mentioned above).

For Tech Mahindra Limited

Vishal

Vishal Khanna  
Function Head - Resource Management Group

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

Accepted  
Date:

Signature of Candidate:

Tech Mahindra Limited  
A-6, Sector-64  
Pune-411 001 (M.P.) India

Tel: +91 180 400 5000  
+91 180 400 5001  
Fax: +91 180 425 1828

techmahindra.com  
connect@techmahindra.com

Registered Office  
Babbar Building, Apollo Bunder  
Mumbai-400 001, India

CIN:U64800MH1988PLC041370

Date: 28<sup>th</sup> August 2019OFFER LETTER

Madhuri Kapse,  
Pune

Atidiv (India) Private Limited (formerly known as LOFT Quality Process India Delivery Centre) would like to congratulate you on successfully completing interview process.

We are pleased to offer you as **Trainee with Atidiv**. Your position shall be based in **Pune**.

We offer you the compensation of **INR total CTC per annum 2,87,281/-** (which includes annual Fixed CTC **2,49,300/-** and annual variables). This offer shall be valid based on terms and conditions mentioned in Annexure.

Please sign and return the duplicate copy of this letter as a token of acceptance before the above mentioned date.

You are requested to submit following documents:

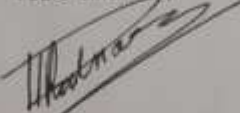
1. Qualification Certificate (10th /12th/Graduation/Masters)
2. PAN Card Copy
3. Relieving Letter from past employer.
4. Past Experience Letter (s)
5. Last 3 Salary Slips
6. 2 Passport size photographs
7. Address Proof
8. Scanned copy of cancelled cheque or bank statement

This offer is subjected to successful verification of documents submitted by you.

We expect you to be on board by **3<sup>rd</sup> September 2019**.

We look forward to work together with you at Atidiv.

Yours Sincerely,



Peter Rodrigues  
Talent Acquisition



Roopesh Rathod  
Human Resources





Aofferwith sta...



**Date: 01 Jan 2018.**

**Ms.Arpana Badakh.**

At Post Visrantwadi, Dist.Pune.

**Subject: Letter of Offer for Employment.**

Dear **Ms.Arpana Badakh,**

We are pleased to offer you an appointment in our organization as "**Web Designer**" and "**Web Developer**" with effect from 1 Jan 2018. Your **Annual Basic Salary** will be **Rs.1,20,000/- (One Lac Twenty Thousand only)**. You will be on probation period of **six months**.

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

Employment as per this offer is subject to your being medically fit. Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

We look forward to an enduring relationship with you.



**Mr.Sree Kumar Steve CEO.**  
**ABBAADMART PVT.LTD.**

**APPOINTMENT LETTER****Ref No: QG/OW/16/12****Date: 5<sup>th</sup> March 2016****Priyanka Bankar,  
Pune.**

Dear Priyanka,

It gives me great pleasure to offer you the position of "**Jr. Test Engineer**" at our Pune Facility. Please note that the employment terms contained in this letter are subject to the Company Policy conditions.

Upon receipt of this document you agree that the said document is proprietary information of QUALITAS GLOBAL and also agree that this document in any form (parts or whole) will not be shared with anyone outside your immediate family. QUALITAS GLOBAL may at its sole discretion take any action on learning about any disclosure of this document (parts or whole). The actions may include recovery of any losses incurred by QUALITAS GLOBAL due to your failure to maintain confidentiality of the contents this letter and may include termination of employment.

**1. APPOINTMENT**

- Your date of appointment is **5<sup>th</sup> March 2016**
- You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
- You will be deemed to be on probation in the services of the Company until confirmed in writing. The initial period of probation is six months (6) from the date of your joining. This period of probation may be extended by the management at its sole discretion.
- You also need to sign Terms of Employment document annexed hereto.

**2. COMPENSATION**

- Your compensation package is set out in Annexure I. It will be reviewed annually from the date of your confirmation, based upon your performance.
- Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and discipline during the period and other relevant criteria.
- Your individual compensation is a confidential matter and you are expected to discuss the same only with your manager(s) and concerned members of the HR team. You are advised not to compare salaries amongst colleagues, as any grievance arising based on that may not be entertained.
- If you leave or are terminated within the first 25 working days of employment, there will be no compensation for time worked.



क्रमांक : ३९७२११५७३७९  
जिल्हा : जळगाव

### ३ वर्षासाठी उत्पन्नाचे प्रमाणपत्र

प्रमाणित करण्यात येते की, श्री. जाधव मनोहर नारायण राहणार, गाव तांबोळे बु., तहसील चाळीसगाव, जिल्हा जळगाव येथील अर्जदार आहेत. त्यांचे तलाठी अहवाल या अभ्यासावर अर्जदार व त्यांच्या कुटुंबातील सर्व सदस्यांचे सर्व मार्गाने व साधनाने मिळालेले ३ वर्षांचे उत्पन्न खालील प्रमाणे आहे.

| वर्ष        | वार्षिक उत्पन्न (₹) | अक्षरी (रुपये)    |
|-------------|---------------------|-------------------|
| २०१६ - २०१७ | ३०,०००              | तीस हजार मात्र    |
| २०१७ - २०१८ | ३५,०००              | पन्तीस हजार मात्र |
| २०१८ - २०१९ | ४०,०००              | चाळीस हजार मात्र  |

सदरचा दाखला श्री. जाधव मनोहर नारायण यांना शिक्षण कामी वा कामासाठीच देण्यात येत आहे, तसेच त्यांनी कार्यालयास सादर केलेल्या कामपत्रांच्या आधारे देण्यात येत आहे.

हे प्रमाणपत्र ३१ मार्च २०२० पर्यंतच वैध राहील.

सादर केलेल्या दस्तऐवज / पुराव्याचे तपशील

१. शिधापत्रिकेची प्रमाणित प्रत

२. तलाक्याने जारी केलेला उत्पन्नाचा दाखला

Signature valid

Digitally Signed by  
Vishal Nagra Soriawane  
Date: 24/09/2019 12:29:43 PM

स्थळ : चाळीसगाव  
दिनांक : २३/०९/२०१९

तहसीलदार / नायब तहसीलदार  
चाळीसगाव

Printed By :- OMTID : MH020701324 VLE Name : SANJAY RATANSING PATIL, Date: 23/09/2019 3:10PM

मॉर्टल वॉरंटन (माजी अधिनियम, २००८) मुसार डिजिटल स्वाक्षरी असणारा हा दस्तऐवज कायदेशीररित्या वैध आहे.

प्राप्तगीसाठी - <https://www.mahaneonline.gov.in/Verify> वेबे मेट हा किंवा बीएसएनएल, एमटीएनएल, टाटा मोबाईल क, यरुन १६६८/अन्य क, यरुन ५९६९-या क्रमांक

"MHC:YRNC>CS" <space>YRNY<space><2> अंकी बारकोड क्रमांक" असा एसएमएस पाठवा.



8657086144



## Offer Letter

Dear Mr./Ms./Mrs. Hanchan Kumpi

Sr. No.: 6870

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs. 10000/- with a total monthly CTC of Rs. 13030/-

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1225/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2nd month salary. In case you do not pass the certification subsequent to the training you will not eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutively days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits 1500/- after 3 months from DOJ

[Signature]  
Candidate Signature

- Process Assigned: FCT Bank - credit card
- Date of Joining / Induction: 14/6/2019
- Reporting Time: 10:00
- Recruiter: Pankaj
- Source: Kandari
- Sub-Source: Kalpurni

Eureka Outsourcing Solutions Pvt. Ltd.

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607  
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com

8657086144



### Offer Letter

Dear Mr./Ms./Mrs. Nanchan Kumpke

Sr. No.: 6870

We are happy to announce that you have been selected for the position of CSR in Eureka Outsourcing Solutions Pvt. Ltd. "EOS".

Your monthly Take-home salary for this position would be Rs. 10002/- with a total monthly CTC of Rs. 13030/-

We look forward for a long-lasting performance and growth oriented association with you. You are requested to submit the documents listed overleaf on the date of joining for further proceedings. Kindly note that this is an offer letter and your joining would be subject to submission of required documents, verification and training certification. All Original documents required for joining are to be submitted for verification. In case of any irregularity in the Original documents your joining would be put on hold till the final verification.

You will be paid a stipend amount of Rs. 1225/- during the training period.

The training duration for the process would be of 7 days and the stipend will be credited along with your 2nd month salary. In case you do not pass the certification subsequent to the training you will not be eligible for receiving the stipend amount for the appropriate days. During the training period if you do not report to work for 2 consecutively days without intimation you will be treated as absconding. No Stipend would be payable in such case.

I agree and accept all terms and conditions mentioned in this offer letter

Other benefits 1500/- after 3 months from DOJ

[Signature]  
Candidate Signature

- Process Assigned: F&T Bank - credit card
- Date of Joining / Induction: 14/6/2019
- Reporting Time: 10:00
- Recruiter: Pankaj
- Source: Vendor
- Sub-Source: Kalpurnesh

Eureka Outsourcing Solutions Pvt. Ltd.

[Signature]  
Issued by

Corporate off.: High Street Corporate Centre, 5th Floor, Kapurbavadi Junction, Majiwada Thane (W) - 400607  
T: +91 22 25302400 E: connect@eosglobe.com W: www.eosglobe.com





सेवा-सुरक्षा-विश्वास वातुनच होती विकासचा प्रवास...



**साई आदर्श मल्टीस्टेट**  
को.ऑप.क्रेडीट सोसायटी लि., राहुरी.



ISO 9001 2008 CERTIFIED ORGANIZATION



**Rokade Supriya**

CLERK

Mob.7796348404

मुख्य कार्यालय : कामगार भवन,  
शिवाजी महाराज पुतळ्याजवळ, राहुरी फॅक्टरी,  
ता.राहुरी, जि.अहमदनगर. फोन : 02826-249034

CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,  
Zone 4, 2nd Floor, Infinity Park,  
Off Western Express Highway,  
General A K Vaidya Marg, Malad (East),  
Mumbai, Maharashtra 400097, India.

T +91 22 66056825  
F +91 22 67259071  
www.kotak.com

Registered Office:  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ **1210836**



Kotak Mahindra Bank

19.7. Any act or omission which could be construed as loss of confidence in you by the Management.

19.8. Any act subversive of discipline or any conduct prejudicial to the interest and reputation of the Bank.

20. Subject to the right of the Bank to terminate this employment in accordance with clause 19, it may be terminated either by the Bank or yourself by giving **3 Months** notice in writing to the other.

20.1. The Bank alone, at its discretion, may opt to make / accept payment in lieu of notice period, which will be calculated on the basis of monthly gross salary. The decision whether or not to accept the gross salary in lieu of the notice period will rest solely with the Bank and the employee shall be required to serve the applicable notice period as per the exit policy of the Bank if the Bank does not accept the gross salary in lieu of the notice period.

#### Retirement age

21. The age of superannuation i.e. the age of retirement in our Bank is 60 years.

22. On retirement or earlier termination of this employment in any manner, you shall hand over all papers, documents and other property belonging to the Bank or which have been entrusted to you or received by you in the course of your employment with the Bank.

#### Jurisdiction

23. If any term or provision of this appointment letter or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed amended to the extent, but only to the extent to cure such invalidity, illegality or unenforceability, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.

24. Courts of Mumbai shall have exclusive jurisdiction in respect of any disputes arising out of or in connection with this contract.

25. This letter constitutes the entire understanding between you and the Bank relating to your employment by the Bank and supersedes and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment.

26. As a full time employee of the Bank, you shall not be a Director on the Board of any Company. If you are a Director in any Company you are required to resign from the same before joining the Bank.

Kotak Mahindra Bank Ltd.

CIN: L65110MH1985PLC038137

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Page 6

Registered Office:  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ **1210837**



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LTE



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kotak

Kotak Mahindra Bank

11. You shall inform the Bank without delay of any act of dishonesty, fraud or cheating or any damage to the Bank's property that you may come to know of, whether the same is under contemplation or is taking place or has already taken place.

12. You shall not without prior consent of the Bank in writing, which will not be unreasonably withheld, publish any book or brochure or article concerning any matter, which relates to any activity of the Bank.

#### Rules, Regulations and Confidentiality

13. You shall faithfully observe all the rules and regulations of the Bank as applicable from time to time and comply with all reasonable orders of your superiors and attend to your duties punctually at such place or places, as you may be required.

14. You shall also abide by and implement "The Corporate policy manual on Conflict of Interest, Confidential and Proprietary Information" including inter alia the Information Technology Security Policy and Code of Conduct as approved by the Bank.

15. The Bank is committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Bank including the Code of Conduct and other policies of the Bank as they form an integral part of the terms of employment with the Bank. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees' from time to time through intranet and/or e-mails and you will be governed by the same from time to time as and when the said changes are made. It is your responsibility to read and comply with the same.

16. Since the nature of your work requires you to handle confidential information, you shall not at any time during your employment or after its termination, without the consent of the Bank in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Bank processes, operations, procedures, transactions or not, acquired by you in the course of your employment concerning the business or affairs of the Bank, its subsidiaries, its associates or clients and which are in the nature of a trade secret or secret in other respects the disclosure of which will cause harm to the Bank, its subsidiaries, its associates or clients.

16.1. In line with the, SEBI ( Prohibition of Insider Trading) Regulations,2015 as modified from time to time, you shall comply with the Employee Share Trading Code as approved by the Board of Directors of the Bank. In addition, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law; or counsel any person to deal in securities on the basis of such information.

Page 4

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

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27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

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**1210835**







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Kotak Mahindra Bank Ltd.  
CIN: L65110MH1985PLC038137

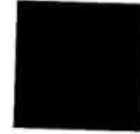
Page 6

Kotak Infiniti, Building No. 21,  
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27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ **1210837**



Kotak Mahindra Bank

You are requested to send us a copy that is signed and dated by way of acceptance of the terms and conditions contained therein.

We look forward to your having a long and successful career with us.

Yours faithfully

for Kotak Mahindra Bank Ltd

  
Rakesh Tahwar  
Chief Manager

Seema Anant Yadav  
Date:

Page 7

Kotak Mahindra Bank Ltd.  
CIN: L65110MH1985PLC038137

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Maharashtra, India.





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General A K Vaidya Marg, Malad (East),  
Mumbai, Maharashtra 400097, India.T +91 22 67259071  
www.kotak.comBandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ 1210834



Kotak Mahindra Bank

5. Your appointment is subject to submitting a Self-Certified Medical Fitness and Declaration Form Issued by the Bank. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. If called upon, you shall submit yourself to an examination by a qualified registered medical practitioner appointed or agreed to by the Management and you may be required to produce a certificate of medical fitness before you resume work. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the rules shall be, at the discretion of the Management, without salary.

#### Duties, Responsibilities & Other employment

6. You will perform such duties as are assigned to you by the Bank from time to time relating to the position to which you are now appointed and to which you may be transferred/ promoted in future. Please note that should you be entrusted with the handling / custodianship of cash / securities, any shortfall will be recoverable from you personally. This does not preclude the Bank from recovering the same from any dues to you, or from taking legal action.

7. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time. The hours of work, holidays and paid leave will be in accordance with the Bank's rules. Please note that if you absent yourself from the services of the Bank without prior written permission or overstay sanctioned leave for eight consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

8. You shall devote the whole of your time and attention to performing your duties and use your best endeavors to promote the interests of the Bank and your conduct at other times shall be such as not to damage the interests of the Bank. You shall not engage yourself directly or indirectly in any trade, business, vocation or occupation or in advisory capacity or accept compensation in any form from any third party for any actions performed on behalf of the Bank without the express written permission of the Bank. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Bank, whether directly or indirectly.

9. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires.

10. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the rules shall be, at the discretion of the Management, without salary.

Page 3

Kotak Mahindra Bank Ltd.  
CIN: L65110MH1985PLC038137Kotak Infiniti, Building No. 21,  
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Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ 1210834



← 15625596164... 🔍 🏠 ⋮



Kotak Mahindra Bank

Date: 12-Jun-2019  
Ref No: 818379

Seema Anant Yadav  
Road No.5, bungalow B-10, musale vasti, hasnapur road  
loni Bk tal-rahata  
413736

**LETTER OF APPOINTMENT**

Dear Seema,

This letter marks an important event in the life of our Bank and indeed for you. We value this letter as a symbol of a new relationship, one that is based on simplicity, prudence and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of the Kotak family. You promise to value our values and be one of us

- Down to Earth & Approachable : We are simple, straight forward, realistic, unpretentious and always accessible to our stakeholders
- Mutual Respect, Trust and Transparency : We nurture an environment which is transparent in dealings, value the contribution of every individual and respect basic human dignity in all interactions
- Passion to Achieve : We are committed to focus on results with undying enthusiasm and energy
- Entrepreneurial Approach : We generate and encourage creative ideas, applying sound commercial acumen. We have an innovative approach to problem solving and do not shy away from going beyond the conventional
- Ethical with Governance Mindset : We are committed to conducting ethical business maximizing shareholder values on a sustainable basis, while ensuring fairness to all stakeholders including customers, team members, investors, business partners, Government and society at large.

When you sign this letter, you would have embarked on our quest to make modern history!

  
Rakesh Tanwar  
Chief Manager

Seema Anant Yadav

Page 1

Kotak Mahindra Bank Ltd.  
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,  
Zone 4, 2nd Floor, Infinity Park,  
Off Western Express Highway,  
General A K Vaidya Marg, Malad (East),  
Mumbai, Maharashtra 400097, India.

T +91 22 66056825  
F +91 22 67259071  
www.kotak.com

Registered Office:  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ 1210832







Kotak Mahindra Bank

Date: 12-Jun-2019  
Ref No:818379

**Seema Anant Yadav**  
Road No.5,bungalow B-10,musale vasti,hasnapur road  
loni Bk tal-rahata  
413736

We have pleasure in appointing you as **Deputy Manager** in the Grade **M2** with effect from **20-Jun-2019**, or from your date of reporting to work, whichever is earlier, provided that this letter of appointment shall cease to have effect if you do not report to work by **20-Jun-2019**.

**Position, Location and Remuneration**

1. The details of your remuneration are enumerated in Annexure A, is enclosed. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of **Kotak Mahindra Bank Limited** ('Bank').

2. You will initially be posted at our office at **Kotak Mahindra Bank Ltd, PLOT NO.189 POPULAR BUILDING TILAK ROAD Ahmadnagar 414001**, but you will be liable to be posted or deputed at any other office/ branch of the Bank or any of its associate companies or any of its clients and your services are liable to be transferred to any subsidiary or associate or affiliate company including overseas.

**Probation**

3. Your appointment is subject to a probation period of **6 Months**, where after subject to your performance and conduct being satisfactory, your probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated by giving **1 Month** notice during the initial or extended period of probation.

**Other conditions**

4. Your appointment is subject to your providing, inter alia:
- 4.1. A relieving letter from your previous employer relieving you from your duties.
  - 4.2. Receiving satisfactory background verification report.
  - 4.3. A copy of the last pay slip from the previous employer.
  - 4.4. Proof of identity which could be either the copy of voter identity card or Aadhar card or Passport
  - 4.5. Proof of date of birth.
  - 4.6. The Bank's application form complete with photograph.
  - 4.7. Valid email id.
  - 4.8. Mobile no and /or Landline no.

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,  
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Registered Office:  
**Payk 2**, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai: 400051,  
Maharashtra, India.

HR/2019/ **1210833**



Kotak Mahindra Bank



15625596164...



Kotak Mahindra Bank

17. You are not authorized to and must not at any time:

- 17.1. Trade on your own account by pledging the credit of the Bank;
- 17.2. Even on the Bank's account, enter into any transaction of a speculative or gambling nature or otherwise subject the Bank to risks which are beyond its financial capacity to bear;
- 17.3. Enter into any commitment, dealing or obligation on behalf of the Bank, except to the extent of operating the Bank's bank account or accounts as empowered by a resolution of the Board of Directors of the Bank.

18. You shall not accept directly or indirectly any commission, share in profit, presents or gratuities from any party dealing with, or seeking to deal with the Bank, its subsidiaries or its affiliates.

#### Termination

19. Your services can be terminated by the Bank, without any notice or payment of any kind in lieu of notice, in the following cases:

- 19.1. Any incorrect information furnished by you or on suppression of any material information; and/or
- 19.2. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this letter or a violation on your part of any of the Bank's rules and policies; and/or
- 19.3. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude; and/or
- 19.4. You being convicted of a serious criminal offence or a criminal offence which, in the Bank's opinion compromises your ability to perform your duties; and/or
- 19.5. The results of any background checks or searches conducted by the Bank are found to be unsatisfactory in the opinion of the Bank in its absolute discretion. and/or
- 19.6. Any misconduct pertaining to moral turpitude, riotous/disorderly behaviour, theft, misappropriation, conviction by any court of law.

Page 5

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,  
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Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ **1210836**



Kotak Mahindra Bank



**LARSEN & TOUBRO LIMITED**

AHMEDNAGAR WORKS, GATE No. 3,  
A-9, M.I.D.C., AHMEDNAGAR-414111.  
TEL. No. (0241) 6606124/125



Name : Gagare Rohini

P.S.No. : 20187055

Cadre : EPP-Trainee

Valid upto 03-08-2019

*[Signature]*  
Issuing Authority





# CONCENTRIX™

Name  
Designation  
Career level

Akanksha Devendra Nikale  
Representative, Operations  
12

| Annexure |                                       |  |
|----------|---------------------------------------|--|
| 01       | Assured Gross Salary                  |  |
|          | Basic Salary                          |  |
|          | HRA                                   |  |
|          | Conveyance allowance                  |  |
|          | Employer's contribution to ESI ***    |  |
|          | Employer's contribution to PF ***     |  |
|          | Statutory Bonus/Bonus***              |  |
|          | Total Assured Gross                   |  |
| 02       | Variable Earnings*****                |  |
|          | Monthly incentive Maximum             |  |
|          | Variable Earnings [Minimum]           |  |
|          | Variable Earnings [Maximum]           |  |
| 03       | Gratuity***                           |  |
| 04       | Earning Potential [1 + 2 + 3]         |  |
|          | CTC with variable earnings at minimum |  |
|          | CTC with variable earnings at maximum |  |

## \*\*\* Statutory Contributions :

All Statutory Contributions / Deductions [Only to the extent applicable] will be made and deposited with relevant authorities as per the statutory requirements. All applicable Gratuity will be governed by the Payment of Gratuity Act, 1972, which is payable after 5 years of continuous service with the organization [Subject to a maximum amount of Rs 20,00,000.00.]

## \*\*\*\* Statutory Bonus/ Bonus :

This is in adherence to the statutory amendments as applicable & is payable monthly through the payroll.

## \*\*\*\*\* Variable Earnings :

As per CNX Services variable pay policy. The management reserves the right to modify / amend / withdraw / continue with the plans at its discretion. Performance Bonus is subject to individual performance and shall be paid - monthly/quarterly/annually as defined in the program subject to your meeting the criteria set for specific process where you have been deployed for that period. Performance Bonus and/or any other performance related incentive(s) paid will be adjusted against Statutory Bonus payable as per the Payment of Bonus Act as applicable at the time of payment.

## Additional Benefits :

Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Concentrix Services India Private Limited compensation plans and programs, which may be changed or withdrawn at the sole discretion of Concentrix Services India Private Limited, based on company policy information, please handle appropriately.

Yours Sincerely,

Authorized Signatory

Name: Amit Ashok Deshpande

Concentrix Services India Private Limited

Date [DD/MM/YY] : 03/08/2018

I agree to accept employment on the mentioned terms and conditions.

Name: Akanksha Devendra Nikale

Signature of Candidate: *Akanksha Nikale*

Date [DD/MM/YY] : 03/08/2018



DBS Mintek Pvt. Ltd



Sonam Bendre

Process : 59059

**Customer Service Executive**

4th Floor, Anjani Palladium,  
Next to Prabhavate Tech Park,  
Baner, Pune - 411045.

Maharashtra, India

Contact : +91 8380055230, 8380055213

Email : [hr@dbsmintek.com](mailto:hr@dbsmintek.com)

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

**Xtrovix Technologies Pvt. Ltd.**



**Contact** : +91 70574 33352 | +91 94228 14907

**Website:** [www.xtrovix.com](http://www.xtrovix.com) | Email: [contact@xtrovix.com](mailto:contact@xtrovix.com)

**Address:** Office No: 2, Second Floor, KS Residency, Above Keyour Electronics,  
Karve Road, Karvenagar, Pune - 411052

| COST TO COMPANY(CTC) FOR Pragati Tambe  |        |
|---|--------|
| Email: <a href="mailto:pragatitambe7@gmail.com">pragatitambe7@gmail.com</a>   |        |
| Band:   |        |
| Designation: SOFTWARE ENGINEER  |        |
| Issued Date : Monday, March 18, 2019  |        |
| Monthly Components (In Rs.)   |        |
| Basic Salary  | 15000  |
| House Rent Allowance/Company Leased Accommodation   | 0      |
| Holiday Allowance   | 0      |
| Compensatory Allowance  | 0      |
| Food Wallet   | 0      |
| TOTAL: Monthly (A)  | 15000  |
| TOTAL: Monthly : Annualised (B)   | 180000 |
| Total Annual Earning Opportunity (B)  | 180000 |
| + Year-end Performance Bonus is not payable on prorata basis in the event of employee leaving the organization prior to the completion of the performance review cycle. |        |
| Holiday Allowance can be converted into LTA. Please refer guidelines and contact the respective HR Representative.  |        |
| All personal tax liability arising out of compensation and joining expense (if any) will be borne solely by the employee.   |        |
| NOTE :  |        |
| All salary components are governed by the company policies and statutory guidelines.  |        |
| This salary sheet is strictly confidential and must not be discussed with anyone other than your Xtrovix Reporting Manager  |        |

**Xtrovix Technologies Pvt. Ltd.**



**Contact :** +91 70574 33352 | +91 94228 14907

**Website:** [www.xtrovix.com](http://www.xtrovix.com) | **Email:** [contact@xtrovix.com](mailto:contact@xtrovix.com)

**Address:** Office No: 2, Second Floor, KS Residency, Above Keyour Electronics,  
Karve Road, Karvenagar, Pune - 411052

**OFFER & APPOINTMENT LETTER**

**Offer Release Date: March 16, 2019**

**Pragati Tambe  
Karvenagar,  
Pune,  
Maharashtra**

Dear Pragati Tambe,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in Xtrovix Technologies Limited (herein referred as "Xtrovix" or "Company") we are pleased to inform you that you have been selected for employment in our organization as **SOFTWARE ENGINEER**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least - keep your work and life in perfect balance, because that is the prerequisite for success.

We take this opportunity to thank & appreciate your decision to join Xtrovix. You are requested to join us on or before **April 15, 2019**.

You will be on probation for a period of **12 months** from the date of your joining. Your compensation would be as outlined in a separate document "**Salary Structure**". The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at Xtrovix. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the Xtrovix family.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

**Recruiter: Hitesh Kudale**

**Recruiter Address: Xtrovix Technologies Ltd.**

**Office No: 2, Second Floor, KS Residency, Above Keyour Electronics,  
Karve Road, Karvenagar, Pune - 411052**

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by Xtrovix. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.



17. **Non-Disclosure and Non-Compete Agreement:** You will be signing a standard NCND of SAKON during joining.

18. **One year Three Months Service Bond:** You have agreed to give an undertaking that you shall serve SAKON for a period of 15 months from joining date and that SAKON shall withhold your one month's salary as a deposit for the due performance of the above said undertaking. This undertaking/ bond are effective from the date of joining. This the deposit referred to above shall be paid to you by SAKON only on completing 15 (Fifteen) months of service from the date of joining.

19. **Intellectual Property Rights:** During the tenure of your employment with SAKON, you shall have exposure and access to various novel and proprietary HR, IR and Admin initiatives and processes related to the SAKON's business and existing and futuristic business plans. 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 organisation or as an individual, you shall neither divulge and/or share any such information, nor make use of any such information related to SAKON's products and technologies for whatsoever reasons.

Further, as part of the assignment with any Client Company, you shall have access to the Intellectual Property, Confidential Business data, Employee Data of the Client Company and its business. All such information forms a vital part of the intellectual and technological property of the Client Company. It is therefore obligatory for you to make sure that during your future professional career either in any other organisation or as an individual, you shall neither divulge and/or share any such information, nor make use of any such information related to Client Company's products and technologies for whatsoever reasons.

In connection with all the product patents that have been effective and in force prior to the date of your leaving SAKON and the Processes and Technologies of the initiatives that you have access to, it is obligatory for you to make sure that, during your future professional career you do not involve yourself in design, development, assessment or any other activity related to the products covered by the patents and/or product technology, as mentioned above in a manner that can lead to infringement of the rights of the aforesaid by your prospective employer or by yourself as an individual.

Kindly be advised that infringement of patents rights is an offence under Patents Act, 1970 and the company has lawful rights to initiate suitable legal action against any person or entity involved in the infringement of the patents rights and/or Intellectual Property Rights of the Company.

20. **Pre-employment Medical Examination / Antecedents Verification:**

This appointment is subject to your medical fitness and also subject to favourable report of your antecedents from your previous Employer / Referees.

21. If the above terms and conditions are acceptable to you, please return the enclosed copy of the letter with your signature as token of acceptance.

PAGE 8/8

**Gateway Internet Protocol Management Pvt. Ltd.**

Head Office: The City Centre, 2002, 2nd Floor, Okhla Bridge, Okhla Nagar, New Delhi-110024

Maharashtra Landmark: Maharashtra Garage, Tel: +91 20 30144888

CIN: U72200PV2005PC101883

www.sakon.com

diligently perform such duties as the Client Company and SAKON shall from time to time assign to you.

- b) not at any time during the continuance of the employment hereunder solicit, seek, engage or be interested or concerned either directly or indirectly or alone or jointly in any other office, trade business or occupation save with the previous permission in writing of SAKON.
  - c) maintain at all times, absolute secrecy and confidentiality about all matters what so ever relating to the business and SAKON that you may acquire by virtue of your employment with SAKON and assignment to the Client Company, 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 Client Company and SAKON to any third party whilst in the employment of the SAKON or thereafter.
  - d) abide by Cyber laws in vogue and follow all Information Technology protocols as laid down by the Client Company and SAKON from time to time for security of information & technology related transactions.
9. Any discovery or invention or secret process or improvement in procedure made or discovered by you whilst in the service of the SAKON in connection with or in any way affecting or relating to the business of SAKON or capable of being adopted for use therein or in connection therewith shall forthwith be disclosed to the SAKON and if and whenever required to do by SAKON, you shall, at the cost of SAKON, apply or join with the SAKON in applying for letters patents or other equivalent protection in India and in any other part of the world for any such discovery, invention, process or improvement as aforesaid and shall at the cost of SAKON execute and do all instruments and things necessary for vesting the said letters patents or other equivalent protection when obtained and all right, title and interest shall rest with SAKON absolutely and as sole beneficial owner or in such other person as SAKON may specify.
10. You will be:
- a) required whenever necessary in the opinion of SAKON to undergo Medical test and / or seek proper medical attention for the purpose of maintaining good health.
  - b) entitled to such medical benefit as are or may be applicable to employees of the SAKON in accordance with the rules and regulations in force from time to time and when notified.
11. You will be required to give 30 days' notice to the Company during probation and post confirmation, 60 days' notice is mandatory.

The Company reserves the right to relieve you only at the end of your notice period. If you are relieved of your duties before the expiration of your notice period the Company will be entitled to recover from you as 'salary in lieu of notice', an amount equivalent to the shortfall in notice period and/or to deduct such amount from any amounts which may be payable to you by the Company.

The Company, at its sole discretion shall be entitled to terminate your employment by giving you either one month's notice in writing or one month's salary in lieu thereof.

The company reserves the right to terminate your contract without notice.

12. On termination of this employment, you will immediately return to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make any copies thereof. Further, you shall return to SAKON all correspondence, specifications, manuals, process documents, documents relating to statutory compliances, records, etc. belonging to SAKON or relating to its business and shall not make any copies thereof.
13. You will retire from the services of the Company on the last day of the month in which you attain the age of Sixty years. You have given your date of birth as 25<sup>th</sup> August 1993.
14. Notwithstanding anything to the contrary contained in this letter, if in the opinion of SAKON you commit any breach in the observance of performance of your obligations hereunder or if you are, in the opinion of the SAKON, guilty of any misconduct, including disobedience, breach of duty or gross carelessness or if you absent yourself without leave and/or prior approval of your reporting authority for a period of more than 3 consecutive days, then under such an eventuality, it shall be lawful for SAKON, notwithstanding any waiver by SAKON of any antecedent breach or circumstances, justifying the termination of your services under this clause, to terminate your employment forthwith without notice whatsoever and/or to dismiss you from the services of SAKON without prejudice to SAKON in respect of such breach or circumstances. In the event of such termination or dismissal you will be entitled to your salary for that month, if any, only up to the date of termination and not any other payment or allowance or facility.
15. In consideration of the terms and conditions agreed between SAKON and you, you shall hereby undertake during the term of your employment with SAKON, not to be associated with or be 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 SAKON is in.
- This forms an integral part of terms and conditions of your employment with SAKON.*
- Further, you undertake not to be employed / engaged directly or indirectly with any Client of SAKON for a period of 24 calendar months immediately preceding the date of your exit from SAKON.*
16. For the purpose of this agreement, "Dependent" shall mean and include a child of the employee as per the Rules of the Company for the time being in force. The word "Dependent" has been defined by the Company as follows:
- "Dependent shall mean and include an unmarried and/or unemployed daughter or son and that such daughter or son is below the age of 21 years."

Ref: AL/174/2018-19  
26<sup>th</sup> February 2019

**Divya Waykhinde**  
Bijamata Chowk,  
Ward No - 3, Shetrampur,  
Dist- Ahmednagar,  
Pin- 413709

Dear Divya,

This bears reference to your application and the subsequent interview that you had on 22<sup>nd</sup> February 2019. We are pleased to appoint you with Gateway Internet Protocol Management Private Limited which operates under the name Sakon (hereinafter referred to as "Sakon") on the following terms & conditions:

1. You will be designated as **Analyst**. You will commence your services with us on **26<sup>th</sup> February 2019** at SAKON, DTC-Downtown the City Center, 7<sup>th</sup> Floor, 7A Section, Mhatre Bridge, Vakil Nagar, Erandwane, Pune, MH-411004.
2. Your Consolidated Salary will be **Rs.19233/- (Nineteen Thousand Two Hundred and Twenty Three Only)** per calendar month, which will be subject to periodic review from time to time at the sole discretion of the Company.

3. You will be on probation for a period of six months from the date of your appointment, during which period, your performance, attendance and behavior will be observed. On satisfactory completion of the probation period, you will be confirmed in service.

If not confirmed after six months, this order will continue to be in operation, and the probation period shall stand extended automatically for a period of 2 months (Such extension shall not exceed two times).

4. You will also be entitled to such allowances and perquisites as may from time to time be applicable to employees under the Company's rules, which the Company may frame, revise, amend and/or modify.
5. You are liable to be transferred to and required to work with any Client Company at any place throughout India or elsewhere outside India.
6. You will be entitled to Gratuity as per the Payment of Gratuity Act.
7. You will be entitled to 21 days of Annual Leave each financial year, which will be credited on the first day of each month on pro-rata basis during the financial year.
8. You will:
  - a) Use your best skills, competencies and care in the business and affairs of the Client Company and SAKON (formerly known as SAKON) and at all times faithfully and

**Gateway Internet Protocol Management Pvt. Ltd.**

Page 1 | 5

Downtown - The City Centre (DTC) 7th floor, Mhatre Bridge, Vakil Nagar, Erandwane, Pune-411004  
Maharashtra Landmark: Mehendale Garage Tel : +91-20 30164500  
CIN : U72200PN2003PTC018183  
www.sakon.com



22. You shall be governed by the rules and regulations made by SAKON, a copy of which may be handed over or verbally explained to you for compliance. On cessation of service with SAKON you are required to return the same in good condition and seek an acknowledgement for the same from SAKON.

Please let us know by a separate letter the details of your family or next of kin.

We welcome you to the SAKON family and wish you every success in your career.

Yours sincerely,  
For SAKON



Akshi Verma  
Manager-Human Resource

I accept the terms and conditions mentioned above.

Employee Signature:  
Date:



Congratulations, Akanksha Devendra Nikale !!

You have been selected for a job opening in Concentrix. We look forward to having you on board. In the meantime, if you need any further assistance, please reach out to any of our touchpoints mentioned below.

It will be our pleasure to help you.

Level 1 : Recruiter

| Name              | Email ID | Contact Number |
|-------------------|----------|----------------|
| Amit A. Deshpande |          | 9320311111     |

Level 2 : Recruitment Manager

| Name | Email ID | Contact Number |
|------|----------|----------------|
|      |          |                |

Level 3 : Recruitment Leader

| Name | Email ID | Contact Number |
|------|----------|----------------|
|      |          |                |

Regards,

Team Concentrix



Private & Confidential

Date : 03/08/2018

Akanksha Devendra Nikate

SURVE NO 13 C/O NANASAHEB

LAXMI NAGAR BANKAR CHOWK, KHATAV WADI PUNE HADAPSAR, Maharashtra -411013

### APPOINTMENT LETTER

Dear Akanksha Devendra Nikate,

Subsequent to the meetings between Concentrix Services India Private Limited (hereinafter, "Concentrix"/"Company") and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

#### 1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Career Level 12. This would be your Social Job Title and your Global Internal Job Title, would be Advisor - Customer Service, CRM. Any change in your Social Job Title / Global Internal Job Title will be at the discretion of the Company, depending upon the work assigned to you. Global internal job title must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Global internal job title for social purposes as well.


1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/depulation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 07/08/2018 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 06/08/2018 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at amit.deshpande2@Concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to HR Representative or any other person nominated by him/her.

  
Signature of Candidate

Concentrix Services India Private Limited

(Formerly known as Minacs Pvt. Ltd.)

E-space Condominium, A1 Building, 4th and 2th Floor, 52, No. 46/1, Nagar Road, Wagholi, Pune - 411058, India

Registered Address: 3rd Floor, Millennium Towers, ITPL Road, Brookfield, Bengaluru - 560 087, Karnataka, India

91 80 4109 6000 • 91 80 4117 9886 (Ext)

CIN: U00099RA1905PTC034040

info@concentrix.com • www.concentrix.com

Offer(null)

**STRICTLY CONFIDENTIAL**

Date: May 15, 2019

Priyanka Jadhav

Mumbai,  
Mumbai, [[CANDIDATE\_PROFILE\_ZIP]].

Dear Priyanka Jadhav,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Business Development Manager and you will be functionally working as Business Development Manager in Grade BDM at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before May 20, 2019. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

**1. Location**

You shall be based at Mumbai-Andheri(M21) and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

**2. Transfer**

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

**3. Compensation Package**

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

**4. Bonus, Variable Pay/or Performance Bonus & Annual Increment**

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

Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after

Priyanka Michael Jadhav

**Bajaj Allianz Life Insurance Company Limited**

Regd. Office Address: Bajaj Allianz House, Airport Road, Yenewade, Pune - 411006 | Tel: (+91-20-66026777) | Fax: (+91-20-66026799)  
Toll Free no.: 1800 209 7272 | Email: [customercare@bajajallianz.co.in](mailto:customercare@bajajallianz.co.in) | Website: [www.bajajallianzlife.com](http://www.bajajallianzlife.com)  
CIN: U86010PN2001PLC015959



07/12/2018

Ms. Dipali Gholap,

Dear Dipali,

This has reference to the discussion we had with you. It is our pleasure to offer you a position of "Senior Test Engineer" in our organization. Your place of posting would be Pune. This offer is made subject to your medical fitness certification by our Doctor.

Your compensation package will be as follows: 1. You would be paid a gross cost to the Company (fixed component) of Rs. /- per annum as per the enclosed Annexure – "A".

2. Company has the right to restructure the components of your salary; however, your gross emoluments would be protected.

3. Your appointment will be subject to standard terms and conditions of the employment indicated in Annexure "B" and rules & regulations of the organization as prevailing from time to time.

4. You will be on probation for a period of six months from the date of your joining, after which you will be confirmed if your work is found satisfactory. The probation period can be extended, if found necessary. You shall continue to be on probation, till your services are confirmed in writing by a Letter of confirmation. Probation period may also be extended for further period in case of non-submission of Mandatory documents as specified in clause 7 below.

5. You are requested to join us on or before 12/12/2018. At the time of joining, you must bring along the original copies of the following mandatory documents along with the self-attested photocopies for verification. • Xth, XIIth, Graduation / Post graduation (if applicable) mark sheets of each year along with the original certificates as applicable (Mandatory) • Copy of the last pay slip. (Mandatory) • Photocopy of your passport along with Original (Mandatory) • PAN & PF Number if any. • 4 Passport size photographs with a red background. (Mandatory) • Company reserves rights to withhold your joining formalities in absence of any of the mandatory documents mentioned above.

6. You will sign the Proprietary Rights and Non-Disclosure Agreement at the time of joining the Organization.

7. The company reserves the right to carry out reference verifications or background checks of the period prior to your joining the company or any time even during the course of your employment with us. Such background checks and reference verifications, amongst others, would include past employment and salary (this will include your immediate employer prior to joining us), criminal records, countries resided in or worked in etc. The company reserves the right to carry out banned/illegal drugs/narcotics substance screening tests on you at any point of time during your



PAMAC Finance Private Limited  
A-23, 2nd floor, Industrial Estate, 12, G. M. Ambekar Road, Wadgaon, Mumbai - 400 011, India  
Tel: +91 (22) 2419 2300 | Email: info@pamac-finance.com | www.pamac-finance.com

### Employment Letter

28-12-2018

Ms. RUCHITA GAIKWAD

PUNE-CCPA

Dear RUCHITA,

On behalf of the Company, it's our great pleasure in offering you an employment as "Executive". You will be employed with PAMAC Finance Pvt. Ltd. on the following terms and conditions.

|                                   |  |
|-----------------------------------|--|
| Date of joining                   | 19-12-2018   |
| Location & Transferability        | You will be based out of PUNE-CCPA; however, based on business exigency you may be relocated by the company anywhere in India or abroad. You may be transferred to a different position or unit/department at the Company pursuant to the requirements of the Company. Additionally, your employment may be transferred, after executing a fresh employment agreement, to one of the Company's subsidiaries or affiliates, pursuant to the requirements of the Company and / or its subsidiary / affiliates.   |
| Remuneration                      | Your Total Annual Gross CTC is 98064.00/-<br>The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues. The Company shall also be entitled to deduct any sum as may be recoverable from you from time to time as per Company policies. Please note that your remuneration is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.<br>Please refer to the attached annexure.   |
| Post-Employment                   | You will not, for the period of your employment with the company and the Restraint period (i.e., the period of 6 months from the date of the cessation of employment with the company):<br>A) Canvass, solicit or endeavor to entice away from the company any client or customer(s) of the company, or any person (s), who at any time during your employment, where or are clients or customers of the company, or were in the habit of dealing with the company;<br>B) Solicit, interfere with, or endeavor to entice away any employee of the company; or<br>C) Counsel, or otherwise assist any person to do any of the acts referred to in Paragraphs (a) and (b) of this clause.<br>D) Seek direct or indirect employment with any client organization with whom you have worked during a period of 12 months preceding your cessation of employment. |
| Probation                         | Your employment will be subject to a six-month probationary period. The Company shall have the discretion to extend the probationary period for another term, to which case you will be notified.  |
| Notice of termination/ Separation | This contract may be terminated during the period of employment:<br>A) Separation - Either party is required to give a minimum notice of 1 month in writing or payment in lieu of 1 month gross salary.<br>B) Termination - By the Company without notice, in the event that you have committed an act or acts in breach of the Company's policies and procedures or applicable external codes of practice or laws which is sufficiently serious in the circumstances to warrant your summary dismissal, or you have been guilty of gross misconduct, fraud or dishonesty, neglect of duty or wilful disobedience, non-performance and assessment failure in training.   |
| Job Description                   | Your duties and responsibilities will be communicated to you by your reporting manager. However, you shall execute and perform all such duties that may be assigned to you by the organization from time to time and the organization reserves the right to vary these at its discretion.  |