



भारत सरकार  
Government of India  
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय  
Ministry of Micro, Small and Medium Enterprises



# UDYAM REGISTRATION CERTIFICATE



TYPE OF ENTERPRISE

MICRO

MANUFACTURING

UDYAM REGISTRATION NUMBER

UDYAM-MH-26-0046615

NAME OF ENTERPRISE

CHINTAMANI AGRO FOODS

SOCIAL CATEGORY OF  
ENTREPRENEUR

General

NAME OF UNITS

SNo.	Units Name
1	CHINTAMANI AGRO FOODS

OFFICAL ADDRESS OF  
ENTERPRISE

Flat/Door/Block No.	S.NO. 2106	Name of Premises/ Building	CHINTAMANI AGRO FOODS
Village/Town	DHUMEWADI	Block	DIVE
Road/Street/Lane	PUNE - SASWAD ROAD	City	SASWAD
State	MAHARASHTRA	District	PUNE , Pin 412301
Mobile	8087035427	Email:	sourabhss1996@gmail.com

DATE OF INCORPORATION /  
REGISTRATION OF ENTERPRISE

01/11/2020

DATE OF COMMENCEMENT OF  
PRODUCTION/BUSINESS

NATIONAL INDUSTRY  
CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	10 - Manufacture of food products	1030 - Processing and preserving of fruit and vegetables	10304 - Manufacture of fruit or vegetable juices and their concentrates, squashes and powder	Manufacturing
2	10 - Manufacture of food products	1030 - Processing and preserving of fruit and vegetables	10309 - Preservation of fruit and vegetables n.e.c.	Manufacturing

DATE OF UDYAM REGISTRATION

30/11/2020

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Printed from <https://udyamregistration.gov.in>

For any assistance, you may contact:

1. DIC PUNE
2. MSME-DI MUMBAI

BE A  
CHAMPION

Nilesh Dighe

Cell : +91 77768 62804

# NARENDRA ENTERPRISES

Authorised Stockist & Services

SHIBUI RA MACHINE INDIA PVT. LTD.

2/11 ABC Junction - 2 Sector - 26 Near Akurdi Railway Station

Pradhikaran Pune - 411 044 INDIA Tele +91-20-2755840

☉ sales1@narendraindia.com ☉ www.narendraindia.com

3

मुक्त करू वालकामगार  
महाराष्ट्र शासनाचा निर्धार



महाराष्ट्र शासन

मालकामगार कामास ठेवणे  
कायद्याने गुन्हा आहे

PN 0022083

## मुंबई दुकाने व संस्था अधिनियम, १९४८

नमुना 'ड'

(महाराष्ट्र दुकाने व संस्था नियम, १९६१ च्या नियम ६ अन्वये)

### संस्थेच्या नोंदणीचा दाखला

१. नोंदणी क्रमांक वारजे १५/१९८८
२. संस्थेचे नाव प्रि मांका उद्योग
३. कामावर लावणाऱ्याचे नाव (मालकाचे) श्री. महाशिव शंकर म्हाळुंगे
४. धंद्याचे स्वरूप फॅक्टोरेशन व प्रेसवर्कची लागे मरजे.
५. धंद्याच्या ठिकाणचा पत्ता स्त. नं. ४१/११ राजेशपुरी रोस्ता वारजे
६. पूर्वीचा नोंदणी क्रमांक व संस्था सुरू केलेची तारीख मालकाची पुणेपुढे ११/१०/०९ ए फोर्म नुसार च. नं. १२९ दि. ५/१०/०९ नोंदणी २००९.६.
७. कामगार संख्या  ८. साप्ताहिक वंद वार गुरुवार

### मुंबई दुकाने व संस्था अधिनियम, १९४८ अंतर्गत निरीक्षक यांचे कार्यालय

असा दाखला देण्यात येत आहे की,

ही संस्था, मुंबई दुकाने व संस्था अधिनियम, १९४८ अन्वये

वारील संस्था

व्यापारी संस्था



तारीख १८/१०/२००९

स्त. नं. २००७ आरजेस फी वसुल

सही XXX  
मुंबई नोंदणी अधिनियम, १९४८.

(१६ डिसेंबरपूर्वी नूतनीकरण करावे)

- टीप. १. संस्था मालकीमध्ये कोणताही बदल झाल्यास तसा बदल करून घेण्यात यावा.
२. हा केवळ नोंदणी दाखला असून परवाना नाही आणि हा दाखला देण्यात आल्यामुळे ज्या वास्तुत हे दुकान / आस्थापना स्थित आहे, त्या वास्तुत कोणतीही वैधता आपोआप बहाल होत नाही. तसेच ज्या वास्तुत हे दुकान/आस्थापना स्थित आहे ती वास्तू आज दिनांक वेळेस अस्तित्वात असल्यासंबंधात या दाखल्यामुळे कोणताही हक्क वा स्वामित्व सदरहू नियोक्यास प्राप्त होत नाही.
३. कलम ६२, नियम २० (अ) नुसार संस्थेच्या नावाचा फलक मराठी देयनांगरी लिपीत लावणे बंधनकारक आहे.



भारत सरकार  
 Government of India  
 सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय  
 Ministry of Micro, Small and Medium Enterprises



# UDYAM REGISTRATION CERTIFICATE



TYPE OF ENTERPRISE

MICRO

SERVICES

UDYAM REGISTRATION NUMBER

UDYAM-MH-10-0001787

NAME OF ENTERPRISE

BHARAT AUTO SPARE PARTS

SOCIAL CATEGORY OF ENTREPRENEUR

SC

NAME OF UNITS

SNo.	Unit Name			
1	BHARAT AUTO SPARE PARTS			
Plant/Shop No.	434	Name of Province/Region	SIDDHARTHA CHONB	
Village/Town	ALLAPALLI	District	AHMED	
Road Street Lane	VEJUR ROAD	City	ALLAPALLI	
Block	MAHARASHTRA	District	GADCHIROLI, Pin 442701	
Mobile	9282095503	Email	shivkumar.chitambar@rediffmail.com	

OFFICIAL ADDRESS OF ENTERPRISE

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

15/03/2021

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

15/03/2021

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 3 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	45	4520	45200	Wholesale and retail trade and repair of motor vehicles and motorcycles
		4520	45200	Maintenance and repair of motor vehicles
			45200	Maintenance and repair of motor vehicles

DATE OF UDYAM REGISTRATION

24/03/2021

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For any assistance, you may contact:

- 1. DIC GADCHIROLI
- 2. MSME-DI NAGPUR

BE A  
 CHAMPION  
 with the  
 Ministry of  
 MSME

Visit: [www.msme.gov.in](http://www.msme.gov.in); [www.ustratnet.gov.in](http://www.ustratnet.gov.in); [www.dic-nagpur.gov.in](http://www.dic-nagpur.gov.in)

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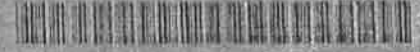
MSME/REGISTRATION/UDYAM/2021/03/24/0001787



आपले राज  
मानव कर्मी

महाराष्ट्र दुकाने व आस्थापना (लोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
नमुना "ग"  
(नियम ९ परा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ. द्वारे व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	2912200394172658								
२.	उजवा (सूचनापत्राचा) आयडी क्रमांक	103528209103								
३.	आस्थापनेचे नाव	भारत ऑटो स्पार्स पार्ट्स BHARAT AUTO SPARE PARTS								
४.	कामगारांची एकूण संख्या	२								
		<table border="1"> <thead> <tr> <th>पुरुष</th> <th>स्त्री</th> <th>उत्तर</th> <th>मूक</th> </tr> </thead> <tbody> <tr> <td>२</td> <td>०</td> <td>०</td> <td>०</td> </tr> </tbody> </table>	पुरुष	स्त्री	उत्तर	मूक	२	०	०	०
पुरुष	स्त्री	उत्तर	मूक							
२	०	०	०							
५.	अ) मालकाचे नाव	विवेक शंकर झाडे VIVEK SHANKAR ZAADE								
	ब) आस्थापनेचा पत्ता	वैलमूर रोड, सिद्धार्थ पौडा, अज्ञापली, अज्ञापली, प्रजापली, अहोरी, गडचिरोली, ४४२३००५								
६.	<p>सादरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या अंगीसाठी आवश्यक असणारी संबंधित सवाम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सवस्वी जबाबदारी घालकाची राहिल.</p> <p>ही पोच पावती व्यवसायाच्या अंगेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा त्या या प्रयोजनाचे कोणत्याही कार्यातगत आहत घेता येणार नाही.</p>									
७.	व्यवसायाचे स्वरूप	सीअर पार्ट्स / SPARE PARTS								
८.	पुढील नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास									

टीप : सादरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सादरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे. सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २२-०३-२०२१

ठिकाण : Gadchiroli

कार्यालयाचा पत्ता : Office of the Government Labour Officer, Gadchiroli. Address - Unit No. 2, Barrack 8, Collector Office, Near RTO Office, Gadchiroli - 442 304

अर्जाचा आय. डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
663528209103	२३.६०



**RUSHIHARSH**  
Industries Pvt. Ltd.

We exist for bigger reason.


Date:- 01-05-2022

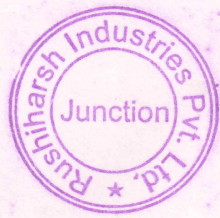
**TO WHOM SO EVER IT MAY CONCERN**

This letter is to certify that **Mr.YOGESH LAXMAN BORADE** has worked in our organization as "**Production Engineer**" He had started working here on **06/11/2020** and worked till **30/04/2022**.

He had been very responsible till the date he had joined. He had enriched himself with lots of skills and work experiences to date. Some of his mind-blowing skills include Man Management. Apart from his love and devotion he had also been a very good and kind man and always maintained a good relationship with everyone. We are really glad to have such a generous personality among us.

This is to inform that **Mr.Yogesh Laxman Borade** has been relieved of all his duties. We wish him good luck and great future ahead.

 For,



**Rushiharsh Industries Pvt Ltd.**

+91 9049411111 / +91 7757941111

rushiharsh.ind@gmail.com

[www.rhipl.co.in](http://www.rhipl.co.in)  
rushiharsh@rhipl.co.in

**Unit 1 - At/Po: Junction; Tal: Indapur**  
Dist:Pune, Maharashtra (413117)

**Unit 2 - RJD - Icchapore, Plot no. SITP 1B**  
GIDC - Surat, Gujrat (394510)

4G 17:10 53.8  
KB/s

57



Dear Mr Shinde Amol Venkatrao

Congratulations !!! Welcome to parametric cadsoft solution

It gives us an immense pleasure to appoint you as Automotive interior trim design Engineer - L1 with effect from 12<sup>th</sup> of August 2020 and your Monthly CTC will be Rs 17,856/-

Kindly send us your acceptance to this E mail now and send us the duly filled Joining form(.xls format) along with signed scanned copy of the offer letter.

We are sure that you will have a bright career with our company.

Note - Documents Required

1. Copy of resignation and Relieving letter
2. Copy of PAN Card
3. Copy of Aadhar Card (mandatory)
4. Passport sized photographs – 2 number
5. Copies of Educational/Technical Courses
6. PF and ESI declaration to be submitted at the time of joining
7. Cancelled cheque/ Bank Passbook copy (mandatory for account details)
8. Old PF/Unique Account Number(UAN) and ESIC account number( if Exist.)
9. Copy of ex employment payslips of 3 months
10. Signed Copy of Offer Letter
11. Filled Joining Form and BGV Form
12. Filled gratuity & Nomination and declaration form

Note: All above said documents hard copies send to the below said address



# Congratulations

for getting placed in...

Mr. Lakshman Narale

Company - Collabera Technologies Pvt. Ltd.

Package - 3.6 LPA

Position - Associate Software Engineer

Education - BE Mechanical



हेफ-शाईन

HefShine Softwares Pvt. Ltd.

Location - Dhankawadi

Contact - 9112644549 Email - hefshine@gmail.com





# YASHASWI

## YASHASWI

### Apprentice Identity Card

Validity \_\_\_\_\_



NSDC  
National Skill Development Corporation  
Transforming the Skill Landscape

Name: LAKSHMAN G. NARALE

Date of Birth: 01-05-1998 Mob: 8856904770

Trainee No. \_\_\_\_\_ Blood Group: B

Name of Company: DYNAMIX PAPER

ING, HADAPSAR

Authorized Sign



110 YASHASWI

6

~~168~~  
166

# NEEM TRAINEE IDENTITY CARD



Name of NEEM Agent : BSA Corporation Limited ✓

Name : Catyam Vitay Tawave

T. No. : M83841

Age : 23 Sex. : Male

D.O.J. : 28/12/2020 D. Exp : 27/12/2022

Trade/Sector : BE. Mech.

Dept. : R80 Design. : Trainee



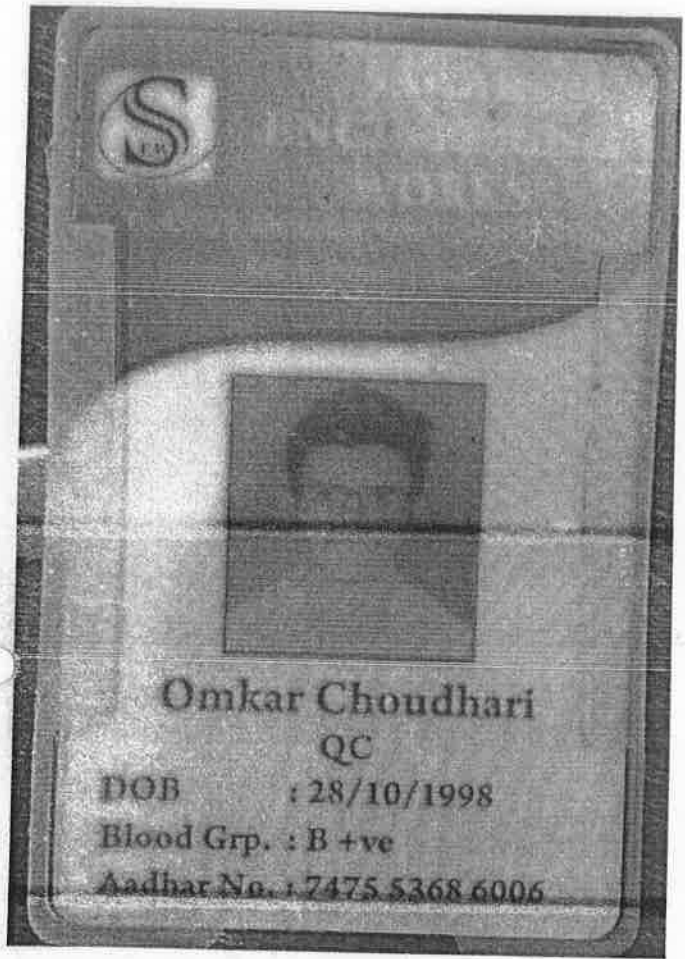
[Signature]  
Authorized Sign.

[Signature]  
Sign of Trainee

9

192

~~199~~  
194



**Omkar Choudhari**

QC

DOB : 28/10/1998

Blood Grp. : B +ve

Aadhar No. : 7475 5368 6006



HIGHWAY INDUSTRIES LIMITED

HIGHWAY INDUSTRIES LIMITED

**Ganpat Arjun Anuse**  
Quality Assurance

Designation : Engineer  
Emp. Code : 11873  
DOJ : 16/10/2020  
Blood Group : A +Ve



144  
143  
141

PSPL/2021/OF/29110/Sales Executive

July 12, 2021  
Ganesh Ankush Ranjane  
Pune

Dear Ganesh Ankush Ranjane,

Sub: Provisional Offer letter (hereinafter "Offer Letter") for the position of Sales Executive.

Kindly refer to your job application with Paytm Services Private Limited, we are happy to offer you the position of Sales Executive in Grade-SG01A in our Company on the following terms and conditions:

1. Your Total Fixed CTC is Rs. 257220/- per annum (encl. annexure A.) This is the total cost to Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
2. Performance Linked Incentive (PLI) is completely based on performance and sales target achieved by employee's and basis company's requirement, reimbursement can also be provided to you. These are awards which may be withdrawn anytime upon company's discretion.
3. You will be governed by the Company's Personnel Policy, Code of Conduct, Non-Disclosure Agreement and all other Company policies as applicable to you from time to time.
4. You will be expected to join duty on July 15, 2021 the Business hours begins from 9.30 A.M. onwards. You are requested to meet Vicky Kishor Varma, Contact No. 9665297426 for your joining formalities. In case of any further issues, escalation, support or feedback, please write to Distribution.Helpdesk@paytm.com, our team will reach out to you on priority.
5. You shall be initially deputed at Pune. The Company may at its sole discretion, change your job role & job location intimating to you in advance based on business requirement.
6. The company observes a 6 day work week and you should inform your non availability in advance. Any absence for consecutive 3 days without prior approval will be treated as un-authorized absence from the work and Company has the right to terminate your engagement and take necessary legal action against you.
7. During your period of engagement with the Company, we do not allow any direct or indirect association by you with any other company/person/entity whatsoever, such as agent, consultant and other business association under Dual employment policy and code of conduct. In case of any breach company has right to take disciplinary action including legal/police action.
8. The Company does not promote and hire relatives in the Company, members of a personal immediate family (defined as parents, children, spouse and siblings and other relatives) however such cases can be considered as case to case basis at times with certain condition and prior approval.
9. In additions to the terms contained herein, your relationship with Paytm Services may be subject to such other additional terms and condition as may be communicated to you time to time by Paytm Services.

Paytm Services Private Limited  
(Formerly known as Balance Technology Private Limited)  
offer@paytmservices.com  
www.Gov07.com

Corporate Office - B 121, Sector 5, NoIDA 201301, India  
T: +91 120 4770770 P: +91 120 4770771 CIN: U74110KA2016PTCO94535  
Registered Office - Ground Floor, Ektaa Washboard Summit, 6/8 3th Main,  
00 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034





## OFFER LETTER

Date: 23-07-2021

Dear Akash Ganesh Patil,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of Business Development Associate- Sales, with effect from 26-07-2021.

### Employment Details

Department : Business Development  
Employment Type : Regular  
Designation : Business Development Associate- Sales  
Work Location : Byjus - Mumbai  
Onboarding Date/Time : 26-07-2021 (8:30 AM)  
Onboarding Location : Virtual Onboarding – Once the office reopens you will be reporting to your work location.

### Compensation Details

Fixed Compensation : INR 5,00,000/-  
Variable Compensation : INR 3,00,000/-

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source (which will be governed by the taxation laws of the country)
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued after your joining.

You are requested to join the services of the Company no later than 26-07-2021, failing which you may consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

**To accept the offer, kindly sign the document digitally and submit.**

Best Regards,

Human Resources  
Think & Learn Pvt. Ltd.

Your Signature: 

*This is a system generated document that does not require a signature from Think & Learn Pvt. Ltd.*

# IDENTITY CARD

## TECHNOFAB INDUSTRIES

222

222

224



Employee Name: Suraj Kolekar

Emp. Code: 92

Designat: Jr Quality Engr

DOB: 30/07/96

Blood Grp. : A+

Office Add. : Opp Paranjape Abhiruchi Parisar,  
Narhe Road, Narhe Pune.41



Authorised Signatory

14

63

~~63~~  
~~65~~



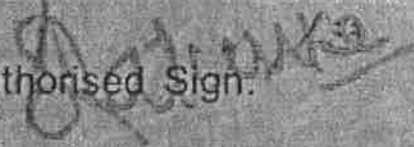
**TATA AUTOCOMP SYSTEMS LIMITED**  
**Interiors & Plastics Division**  
Survey No. 235 & 245, Village Hinjawadi,  
Tal. Mulshi, Pune - 57. Tel.: 91-20-66522345

Name : Rohit Tukaram Jadhav

Employee : \_\_\_\_\_

Address : Dhankawdi, Pune

Tel. : 8485005302 D O Exp.: \_\_\_\_\_

Authorised Sign. 



Employee's Sign. \_\_\_\_\_





HR/GAT/20-21-138918

15th July 2020

To,

Rohit Jadhav  
S/o Tukaram Jadhav Sr No 35/8 Gajanan Housing Society Mohon Nagar Dhankwadi  
Punre, 411043

Dear Mr. Rohit

This has reference to your application and the subsequent interview you had with us. We are pleased to offer training in the Position of Graduate GAT Trainee in our organization with effect from 15th July 2020 on the following terms and conditions.

**1. Stipend:**

During the trainee period you will be paid Rs. 12500 /-p.m. (Twelve Thousand Five Hundred) During the Apprentice Training. You will not be entitled to any other allowances, bonus, incentive or benefits.

**2. Period of Training**

You will be on training for a period of one year from the date of joining, and will stand automatically terminated on 14th July 2021 after your duty hours. During your training period your progress would be reviewed periodically.

**3. Medical Fitness**

This offer is subject to your being found medically fit by the company doctor.

**4. Apprentices Act**

You will be covered under Apprentices Act, 1961 and you will be entitled to all the benefits applicable under this act.

**5. Transfer**

You will be liable to be transferred to any other department or establishment or branch or Subsidiary of the company in India or abroad. In such a case, you will be governed by the terms and conditions of service of applicable to the new assignment.

**TATA AUTOCOMP SYSTEMS LIMITED**

STEEL AND PLASTICS DIVISION

Trinity Park, 230/3, 242 Village, Mohanwadi, Dhankwadi, Pune-411 004

Tel: (91) 20 65 2340, Fax: (91) 20 65 2326, website: www.tataautocomp.com, CH: (91) 20 65 1951/PLC01732

Registered Office: TATA Group, Pimpri, Pimpri Chinchwad, Pune-411 004

Page 1 of 78



YASHASWI

117-10080

5F7C 14110

YASHASWI



Transforming the skill landscape

N.S.D.C  
National  
Skill Development  
Corporation

Apprentice Identity Card

Name: Tushkar Jadhav

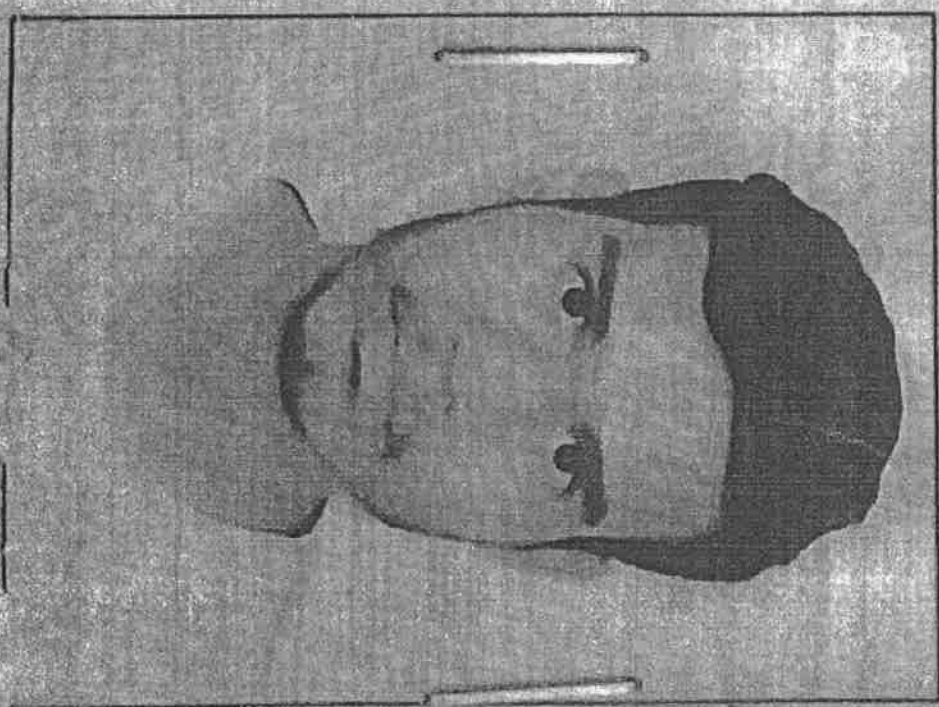
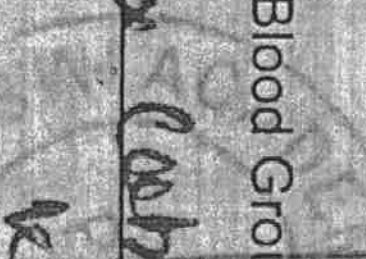
Date of Birth: 31/5/1998 Mob: 83800

Trainee No. 117-10080 Blood Gro:

Name of Company: Finolex Cash

DUS- 19/03/2021

Auth



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Appointment Letter

1<sup>st</sup> July, 2021

To,  
Kaustubh Dhananjay Kulkarni,  
Pune

Sub: Letter of Appointment

Further to our discussions, we have pleasure in giving you this letter of appointment, setting out the details of your employment with our company. You are being appointed to the position of Design Engineer.

Your Cost to the Company is as per Annexure I

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

On joining the company you shall be on probation for **SIX** months. During the probation period you will not be entitled for any leaves. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation

Salary revision would be based on your performance and as per the Company Policy.

You will be initially placed at Pune but your services are transferable to any other location, at the discretion of the company.

After completion of probationary period and confirmation of employment, if you voluntarily resign from the services of Company, you will be required to give **SIXTY** days of written notice or Salary in lieu of the notice period subject to the Company's discretion. In the event of you having any incomplete assignment, the Company will have the discretion to relive you only at the end of the **SIXTY** days notice period. Similarly, the Company may terminate your employment by giving you **SIXTY** days notice or Salary in lieu of notice period.

Treknocom Engineering

TE/H02.1

C204 Raturang, S.No. 41, Near Bharati Vidhaybhavn, Kothrud, Pune 411029 INDIA  
[www.treknocom.com](http://www.treknocom.com) CIN Number: U74900PN2013PTC146322 [info@treknocom.com](mailto:info@treknocom.com)

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# Brembo Brake India Pvt. Ltd.

Call No. 02, Harrowood, Chokkai, Rajiv Gandhi Puram, 411 501



Name : Suresh Kumar

DOB : 09-12-2070

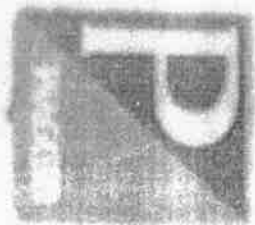
Ticket No. : 310003

Blood Group : B+

Emergency Contact : +91 9804658028

Issuing Authority : Head HR

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**PIAGGIO**  
VEHICLES PVT. LTD.

**PIAGGIO VEHICLES PRIVATE LIMITED**  
WORKS : E-2, MIDC AREA, BARAMATI, PUNE 413 133, INDIA  
PH. : (91-2112) 664200 Fax : (91-2112) 249772

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NAME : *Surya Choudhary*

TOKEN NO. : *B47000*

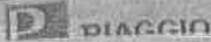
*Balkrishna*  
Issuing Authority

*[Signature]*  
Signature of Holder

Emergency No. : *8888068515*



**PIAGGIO VEHICLES**



TRAINING LETTER

MR. SURAJ LAXMAN CHOUDHAR  
 TRAINER NO. 241009  
 COPY: 1-ENGINE INCOMING QUANTITY

MR. SURAJ LAXMAN CHOUDHAR,

We are pleased to inform you that you have been engaged as a Trainee in our Plant at Baramati, under the Model Standing Order Act on the following terms and conditions.

**1. PERIOD OF TRAINING**

Duration of your training will be for 12 months i.e. from 01-SEP-20 21 to 31-AUG-21. This letter of engaging you as Trainee creates no obligation on the Company to offer you permanent employment or any other benefits not mentioned in this letter.

**2. STIPEND**

During the course of your training, you will be paid a consolidated stipend of Rs 11300/- (Eleven Thousand Three Hundred ) per month.

Along with the stipend:

- a. You will be paid HRA Rs. 565/- per month.
- b. You will be eligible for benefits of provident fund during the period of training.
- c. Your progress as a trainee will be appraised on periodic basis and your continuance will solely depend upon your performance, work attitude, behaviour, discipline, conduct, punctuality and regularity in attendance and all other such norms as decided from time to time by the Company.

**3. LEAVE AND HOLIDAY**

- a. You will be entitled for consolidated leave of 15 days during your period of training (Entitlement on prorata basis ). However, this leave will be encashed at the end of training period.
- b. You will be eligible for paid holidays, as declared by the Company.

Page 1 Of 3

**PIAGGIO VEHICLES PRIVATE LIMITED**

Regd. Office & Works : E-2 & F-1, MIDC, Katphal Road, MIDC Area, Baramati - 413 133,

Dist. Pune, Maharashtra, India. Tel. +91 - 2112 - 664200/664599, Fax : 243772

Cell No. : 932102411998PTC113606, Website : www.piaggio.co.in, E-mail : corporate@piaggio.co.in

HE/Pax/Biosol/00

**PIAGGIO**  
VEHICLES PVT. LTD.

## 4. GENERAL

- a. You are required to open your account with Company designated Bank for standing remittance of your stipend.
- b. The course and manner of the training will be decided solely by the company in its discretion.
- c. The company reserves the right to extend your training period to the extent of permissible absence / improvements.
- d. Your training period of 12 months will automatically come to an end on completion of 12 months from the date of joining.
- e. You shall not at any time engage in or be concerned with or be interested directly or indirectly in any business work or activity other than that of the Company's training programme or commit any act prejudicial to the interests of the Company and / or its business (the Company being the sole judge thereof). Breach of this condition on your part will entail the Company to immediately terminate your training with the Company.
- f. Your training will be governed by applicable rules and regulations of the Company in force from time to time.
- g. You shall undergo training as per the timing and shifts convenient to the company and you shall devote your full time in concentrating in the training and studies thereof.
- h. If any of the declarations made by you and / or documents furnished by you, is later found to be incorrect or false, you will be liable for appropriate disciplinary action as per rules which may lead to your termination from the training.
- i. Company has the right to terminate your training during the training period without any notice and without assigning any reasons whatsoever.
- j. Even though the Company is incurring expenditure on your training, it is not obligatory on the part of the Company to absorb you in its employment at the end of the training period.
- k. You shall, at all times, maintain complete secrecy about the Company's business efforts, inventions, special manufacturing techniques and processes, drawings, quotations, specifications and the like which may have come to your knowledge during the period of training and the divulgence of which to unauthorized persons might prove detrimental to the interests of the Company in its opinion. During the period of training, you shall not publish any written articles without the written permission of the Management.
- l. You will be governed by Standing Orders as applicable to Company.
- m. You shall keep and render faithful account of all property of the Company entrusted to you in the course of your training with the Company.





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# Thermax Babcock & Wilcox Energy Solutions Pvt. Ltd.

Energy House, D - II Block, Plot No. 38 & 39  
MIDC, Area, Chinchwad, pune - 411 019.  
TEL. : +91 20 66126464



## TEMPORARY STAFF

Employee No.	OT11955
Name	Shardul Tach...
Div. / Dept.	Process
Valid From	12/07/2021
Valid to	31/07/2021
Signature	<i>[Handwritten Signature]</i>



*[Handwritten Signature]*

AUTHORISED SIGNATORY



10  
92

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Date: 10 June 2021

## OFFER LETTER

Dear Shardul Jadhav,

This is further to your interview, we are pleased to inform you that you have been selected for the position of Process Engineer in DBU\_TBWES - Original Equipment Manufacturer division at Thermax Babcock and Wilcox Energy Solutions Pvt Ltd. .

Congratulations for the same !!!

We are pleased to make the enclosed offer.

Kindly send a confirmation through mail on the acceptance of the offer indicating your date of joining. The enclosed offer is going to be valid subject to your clearing the medical examination as prescribed by our organisation. In case we do not receive offer acceptance from you within 7 days of receipt of the offer, the said offer will stand null and void.

In case you have any queries, please feel free to contact the undersigned.

---

For Thermax Babcock and Wilcox Energy Solutions Pvt Ltd.

Sahiba Dhingra  
HR Business Partner

This is system generated offer and signature is not mandatory.

## SALARY BREAKUP

Employee Name	Shardul Jadhav
BU	DBU_TBWES
SBU	Original Equipment Manufacturer
Department	Process Engineering
Position	Process Engineer
Location	Energy House
Employment Type	Fixed Term Employment
Tenure	13 months
Components	Amount (Rs.)
<b>(A) Monthly</b>	
Basic	₹17,019.00
HRA	₹5,106.00
Lunch	₹0.00
Special Allowance	₹0.00
<b>Sub Total (A) p.m.</b>	<b>₹22,125.00</b>
<b>(B) Retirals</b>	
Provident Fund	₹2,042.00
<b>Sub Total (B) p.m.</b>	<b>₹2,042.00</b>
<b>Gross Total (A+B) p.m.</b>	<b>₹24,167.00</b>
<b>Grand Total (CTC) p.a.</b>	<b>₹290,000.00</b>

You will also be covered under the prevailing policy of Group Personal Accident and Group Mediclaim of Thermax.

This is system generated offer and signature is not mandatory.

**Important Note -**

Our salary offer is structured, based on various factors including interview assessment, role-person fitment, internal parity across company and alike. Therefore, your compensation is unique to you. You are expected to seek any clarification from HR. Thermax as a policy ensures confidentiality of compensation and does not encourage any comparisons.

This offer is computed based on facts provided by you during the interview and in our personal data form. During verification of the facts at the time of your joining, if any mismatch is found, Thermax management will reserve the right to revoke the offer.

---

I, Shardul Jadhav , state that I have understood the terms and conditions mentioned herein above and hereby accept the same.

**Signature :**

**Date :**

This is system generated offer and signature is not mandatory.



Mahindra CIE Automotive Ltd.  
 (Gears Division)  
 Plot No. C-23/2, Phase - II, Chakan Industrial Area  
 Village - Varale, Tal - Khed,  
 Dist - Pune - 410501, India  
 Tel: +91 2135 601333  
 www.mahindra.cie.com  
 mail@gears@mahindra.cie.com

Date: 18<sup>th</sup> January 2021

Mr. Rohit K. Jadhav  
 EPP Trainee No. GCEPPI0183

### Appointment as a Trainee

With reference to your application we are pleased to offer you an appointment as a Trainee for a period of Six Month under the provisions of the Employment Promotion Program with effect from 2021-01-18 to 2021-07-17. Your training will automatically come to an end on expiry of the period Six Month. The terms and conditions governing this appointment will be as follows:

1. You will be appointed as an EPP Trainee as per the Governments Employment Promotion Program (EPP Scheme) and model standing orders applicable to the company. The Company has given an opportunity to learn various activities, tasks, jobs and assignments as deemed suitable considering your background and qualifications. The program of Training shall be entirely at the discretion of the Company.
2. You shall pay undivided attention to the training given and carry out all the instructions to the satisfaction of your trainer /s and superior/s. During the period of your apprentice training, test and interviews may be conducted to assess your learning.
3. A detailed documented communiqué as regards your responsibilities towards safety, forming part of the terms and conditions of your appointment is enclosed.
4. The training period may be extended or shortened at the discretion of the Management.
5. The continuation of this appointment is subject to your remaining physically and mentally fit. Further it is also subject to your performance in learning and implementing the lessons there from to the satisfactions of your trainer/s superiors.
6. Your appointment may be terminated at any time during the period of training as well without assigning any reasons whatsoever. Either party shall give at least 6 days notice or payment in lieu thereof in the event of termination of this arrangement.
7. The traineeship does not confer on you the status of a permanent employee and therefore, you would not be entitled to benefits, facilities and perquisites extended to permanent employees of the Company.
8. The Company is not bound to offer you employment at the end of the training period. However, in case the Company has any vacancy, it may consider candidature on applications and merits.
9. In case this training is terminated any time for any reason whatsoever, you shall return Company's property, including your records, notes, drawings, instruments etc., used or obtained during training.
10. You shall keep confidential and prevent divulgence of any information, documents etc. of the Company which might come to your knowledge or possession during the training period and thereafter as well.
11. You shall be governed by the rules and regulations brought about by the Management from time to Time.
12. Hence forth you will be paid stipend as follows.

A	Stipend	11636/- P.M.
B	HRA	581/- P.M.
C	*Yearly Bonus Paid Monthly	947/- P.M.
D	Attendance Incentive	800/- P.M.

Mahindra CIE Automotive Ltd.  
 (Gears Division)

Formerly Mahindra Gears & Transmission Pvt. Ltd. merged into Mahindra CIE Automotive Ltd.

CIN: L27100MH1999PLC121205

Regd. Office: Mahindra Towers, 4<sup>th</sup> Floor, Dr. G. M. Bhosale Marg, Worli, Mumbai 400 018, India

Tel: +91 22 24901441 Fax: +91 22 24915890



If No day's absent in a month then 800/- P.M.  
If one day's absent in a month then 400/- P.M.  
If two day's absent in a month then 200/- P.M.

(If you are more than three days absent in a month, you will not be eligible for any attendance incentive)

**Total Stipend 13964 /-** per month (considering you will earn full attendance incentive)

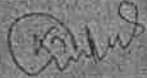
\*The statutory Bonus is being paid monthly under "Yearly bonus paid monthly" and will be adjusted against the total payment of bonus under the payment of bonus act.

13. Since you are being appointed as an "Apprentice/Trainee" under the model standing orders applicable to the company, you shall not be entitled to provident fund during this period of training.
14. Delay, omission on part of the Management in exercise of any of its right and authority, arising out of the above terms & conditions will not in any way impair the said right & authority, as also it shall not be considered as waiver thereof.

Please sign a duplicate copy of this letter in token of your acceptance of the traineeship on the terms and Conditions mentioned herein above.

We wish you well and hope that you will find the training useful in your career.

For Mahindra CIE Automotive Ltd.  
(Gears Division)



Rohit Lamkhade  
Human Resources



**ARDEM**  
Data Services Private Limited  
Success Delivered

211

Date: June 22, 2021

To: Rahul Kondiba Jadhav

ARDEM Data Services Private Limited is pleased to hire you as **Data Analyst- Utility Division** consultant on the following terms and conditions.

**Start Date:**

Your start date will be June 22, 2021

**Remuneration:**

You will be paid professional fees of Rs.15,000 per month/week/day, based on the number of days you work in a month.

First 5 days will be your live training period and on completion of the training successfully you will be moved to live Project. In case of failure, salary for the 5 days period will not be provided to you.

You understand and agree that there will be no other benefits or compensation that you are liable to receive other than as detailed above.

We look forward to a long and mutually beneficial relationship with you.

Best regards,

Khim Singh  
Manager, Human Resources ARDEM Data Services Private Limited



*Professional Service Agreement*

AGREEMENT made on this day June 22, 2021 between ARDEM Data Services Private Limited, (the Company) of the first part and 'Data Analyst' of the second part; whereas Data Analyst desires to serve the Company and whereas the Company agrees to take his/her professional service on the basis of the qualification, experience and other particulars furnished by him/her on the terms and conditions agreed upon between the parties hereinafter recorded in the writing.

Now, therefore this agreement witnessed as follows:-

1. The Data Analyst is selected to work remotely for our Lucknow, UP office and shall discharge faithfully all responsibilities, duties and jobs assigned to his/her from time to time.
2. The Data Analyst shall be paid fees as per Letter of Appointment. No other benefits or compensation other than professional/consultancy fees will be given to you during the period of your consultancy/professional service period with company and thereafter. The Analyst shall be entitled to leaves as may be prescribed.
3. The Data Analyst shall not at any time whether during the continuance of this Agreement or afterwards divulge or discharge to any person any knowledge or information which he/she may acquire in the course of his/her Employment with the Company and shall use his/her endeavors to prevent the publication or disclosure thereof. Failure to this will render The Data Analyst Consultant is liable to pay damages as decided by the Company.
4. That if in the option of the Management, The Data Analyst is negligent or inefficient in the performance of his/her duties or shows inadequate interest in work or is found to be otherwise unreliable or of unsomber habits or immoral in conduct or should The Data Analyst willfully disobey orders or dishonest or involve in fraud or theft or be in breach of this Agreement or be guilty of any misconduct or The Data Analyst has made any wrong declaration at the time of the employment, the Management may terminate the services of The Data Analyst without any notice or payment or compensation in lieu of notice.
5. The Data Analyst must maintain a high-speed (Broadband or better) internet connection to perform the work. You will be required to work for an eight (8) hour period with a flexible shift start time. Your team leader will assign you your initial work time slot and will inform you regarding any changes to your assignment times thereafter. Based on work volumes the shift start times could be adjusted daily/weekly/monthly.

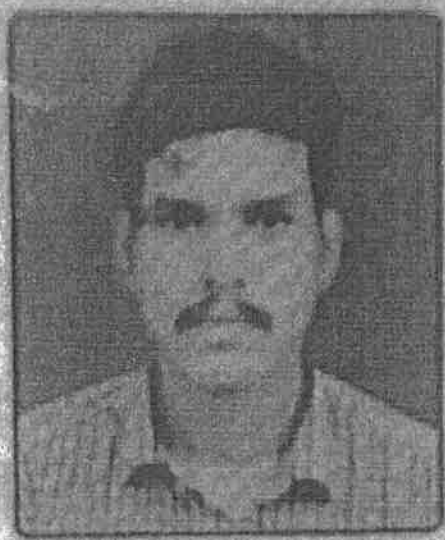


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# MAHANAGAR GAS LIMITED



Name : Vaibhav Garad  
Designation : Apprentice  
Validity : 12.01.2021 to 11.01.2022  
Blood Group : B +ve  
Emergency Contact Nos. : 8652025323

VP- HR

216

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Date: May 23, 2021

Mr. Aniket Pradip Joshi  
Chinlaman Residency, F-8, Bibwewadi Near Lake Town  
Pune  
Maharashtra-411037.

EMPLOYMENT AGREEMENT

Dear Aniket,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with exl Service.com (India) Private Limited ("the Company") to the position of **Business Analyst (A2)-Analytics** at Band A2, on the terms and conditions set out herein after.

1 EMPLOYMENT

1.1 Your effective date of joining shall be no later than: **May 20, 2021**

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**toppr**



**Abhishek Ghodekar**

T18721

A204 Supreme Business Park,  
Hiranandani, Powai, Mumbai 400076



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## OFFER LETTER

To,  
Abhishek Lahu Ghodekar,

Sunday, 20 Jun 2021

Haygot Services Private Limited ("Company") is delighted to offer you employment on the following terms:

**1) Position and Date of joining:**

Your position in the company will be of an **Academic Consultant**, after successful completion of the training program. You will join the company on **Thursday, 24 Jun 2021**.

**2) Reporting and Employment Location:**

You will initially report to **Vishal Singh**. Your initial employment location will be **Pune**. Company reserves the right to change your reporting manager or your location, based on business requirements.

**3) Compensation:**

Your total compensation is divided between a fixed component and revenue-based incentives.

The fixed component is **INR 3,50,000** per annum, paid monthly. You can earn revenue-based incentives every week. Please note that the Company's incentive structure and your targets may be amended, based on the business requirements of the Company and the same shall be conveyed to you.

**4) Employment Relationship and Target:**

Your employment relationship commences from your date of joining in the Company and there are following key periods:

- a. **Training Period:** The Training Period consists of **7 days** of training. You are required to clear the Certification at the end of the training. In the event that you are unsuccessful in clearing the Certification at the end of the 7-day Training Period, the Company will terminate your employment immediately, and the Company will not be liable to pay you salary or other expenses incurred for the number of days spent in this period.
- b. **Observation Period:** Post clearing the Certification in the Training Period, your performance will be observed in the Observation Period for the next **23 days** following the end of the Training Period. You are required to successfully clear the defined/communicated performance milestones during this period.
- c. **Probation Period:** Post successful clearance of the performance milestones of the Observation Period, you shall be on probation. The Probation Period will be of a total of **90 days** (3 months) from your date of joining, the period of which may be further extended at the discretion of the Company. After the completion of the Probation Period, your appointment will be confirmed on the Company's Human Resource Management System (HRMS), subject to your performance to the Company's satisfaction.
- d. **Separation:** During the Probation Period described above, either party can terminate the employment for any reason whatsoever. Depending on the circumstances of your separation from the Company, you will be required to serve a notice period of 7 days or be entitled to notice pay equivalent to 7 days, subject to release date being approved by the reporting manager.

After successful completion of the Probation Period, your employment with the Company shall be confirmed. However, your employment with the Company is for no specific period of time. Post confirmation of your employment after the Probation Period, each Party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a **30 days** notice in writing or as per the defined Notice Period for your designation.

*Abhishek*

**12) Miscellaneous:**

Your appointment in the Company is valid subject to (a) you furnishing required documents as asked by the Company at the time of joining, (b) documents in proof of you having been relieved by your present employer, and (c) The Company receiving satisfactory reference check on your background.

**13) Company policies:**

You shall be bound by any and all policies and procedures of the Company, which may change from time to time. The management of the Company reserves the right to amend and update the policies and procedures of the Company.

We hope that you find the above-mentioned terms acceptable. Kindly Indicate your agreement with these terms and accept this offer, by signing and dating the duplicate original of this letter and returning them to the Company. We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Sincerely, on behalf of Haygot Services Private Limited

Prakhar Srivastava



Vice President- Human Resources  
Sunday, 20 Jun 2021

I have read and hereby accept this letter and terms thereof:



Abhishek Lahu Ghodekar



**Appointment Letter**

24<sup>th</sup> Aug 2020

Tkt No: 2072T

Mr. Sainath Manik Musale,  
At - Opp. Ganesh Nivas gavli Wada,  
Osmanabad, Maharashtra-412501

Dear Mr. Sainath,

We are pleased to offer you "on job training" in our organization as a "Trainee" for a period of one year, w.e.f. 24<sup>th</sup> Aug 2020 on the following terms and conditions. Your training period comes to an end on 23<sup>rd</sup> Aug 2021, unless extended with specific written communication to you.

- 1) During the period of training, you will be paid a Basic Stipend of Rs. 5000/- (Five Thousand Rupees only) Gross Per month. Besides this stipend, Book allowance of Rs. 2500/-, Education Allowance of Rs. 2500/-, Conveyance Allowance of Rs. 2883/- will be paid to you per month. Total CTC of Rs 15025/- per month.
- 2) Your training place is transferable at short notice to any Department or to any Liaison Office, works etc. belonging to the company. In the event of your transfer, the terms and conditions of training outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
- 3) During training you will have to work with your own hands and learn the systems and procedures of various sections / department, use of various equipment etc. as a part of your training.
- 4) You shall be entitled to only casual leave as per leave rules of the Company. Should you remain absent, the company reserves the right to deduct stipend for such absence.
- 5) You will also be entitled to –
  - a) Contributory Provident Fund as prescribed by Provident Fund Act.
  - b) Payment of Bonus as per Bonus Act.
  - c) Canteen service will be provided.
  - d) Transportation service will be provided.
  - e) You will be also provided a company uniform and shoes costing around Rs. 1270/-
  - f) Provident Fund deduction of 12% of Basic stipend will be deducted from your Stipend
  - g) You will also be covered under the Employee State Insurance Act 1948.

6. This appointment order is subject to your being fit in medical examination for which you should appear before any Registered medical practitioner, preferably MD (Medicine) and submit your medical report in the prescribed form attached hereto at your cost.
7. During the continuance of your training and thereafter, you will keep all secrets and will not divulge to any person, firm or company whatsoever (other than Directors of the Company or their authorized representatives) all such secrets or confidential information or any description acquired by you while in our training concerning the business, process of manufacture.
8. You will not, during the continuance of your training, undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as Principal, Agent, Clerk, Assistant, Servant or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties/training with us.
9. The Company may terminate your training by giving you one days notice or stipend in lieu of notice. Provided, however, that no notice or stipend in lieu of notice will be required to be given in case your training are terminated for any misconduct. In case you desire to leave the training before expiry of one year period, it will be necessary for you to give one days notice or stipend in lieu thereof to the Company. In such event, Rs 1000/- will be deducted from your full and final settlement towards the cost incurred for your uniform & shoes besides any other legal dues which may have to recover from you. You will not be deemed to have been relieved of your training unless you have been given a written communication to that effect, from a duly authorized official of the Company, who shall not be lower in rank than the appointing authority.
10. Upon the termination of your training, you will return to the company all documents and any other articles and / or copies thereof belonging to the company which may be at that time in your possession.
11. Within six months from your date of joining if you leave the company or your service has been terminated by any other reason, the amount towards uniform & shoes shall be recovered from your full and final settlement.
12. You will as a part of your training carry out the tasks assignment / duties assigned to you and comply with and fulfill the orders, direction and instruction of your superiors. It is clearly understood that you will be governed by the rules of the discipline of the company, which are in force at present and that may be made applicable from time to time in future.
13. You shall be governed by standing orders / service rules and work according to directions / instruction given to you from by the management.
14. You will immediately inform Human Resources Department of any change in your residential Address.
15. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc. written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.
16. During the course of employment with the Company, you will acquire, earn, generate, gather and develop knowledge of and be given access to business information about products activities, know-how, methods or refinements and business plans and business secrets and other information concerning the products / business of the Company, hereinafter called the "SECRETS".

If you are agreeable to the above terms and conditions, please return the duplicate of this letter duly signed by you confirming your acceptance.

We take this opportunity to welcome you to the Organization and hope that your association with us will prove to be of mutual benefit.

With Best Wishes,

  
J. Joshi  
Managing Director

  
A. Suzuki  
Director

I have read and accepted the above  
Terms and conditions undertake to abide by them.

Signature :

Name :

Date :



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TESI/HR& A/AP-GET/2020-2021/01

22/01/2021

**APPOINTMENT LETTER AS A "GET"**

To,

Mr. Aniket Panbude ✓

Current address: C/o Mr. Ashok Somwanshi,  
 "Gandharva", S No.14, Datta Digambar Colony, Near Warje jakat Naka,  
 Warje, Pune 411 058

Permanent address: At Belgaon, Post-Zadgaon Gosavi, Tal-Wardha,  
 Zadgaon Gosavi, Maharashtra 442001

**Subject: Appointment as a "Graduate Engineer Trainee"**

**Dear Mr. Panbude,**

With reference to your application for employment and subsequent interview you had with us, we are pleased to appoint you as a "Graduate Engineer Trainee" in our organization on the following terms and conditions with effect from 22<sup>nd</sup> January 2021 :-

**1. Training period:**

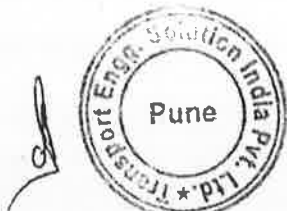
You will be under training initially for a period of One year from the date of joining. The extension of training or appointment in regular cadre shall totally depend on your performance during training. It is specifically clarified to you that this company does not guarantee any automatic regular employment after completion of your training.

**2. Stipend:**

During first year of training, you will be paid stipend of CTC Rs.14511- per month

**3. Probation/Confirmation:**

After satisfactory completion of your training, you can be taken on probation for six months. Which will be communicated to you in writing, if the Company decides to recruit you as a regular employee on its rolls.



#### 4. Termination:

During the period of your training, the company reserves the right to terminate your training at any time without any notice or stipend in lieu of notice, for any reason whatsoever or in case your progress is not satisfactory.

#### 5. Placement & Transfer:

You will be liable to be placed in any department and also liable to be transferred to any other department of this Company or of the subsidiary, sister concern, or at Clients' sites anywhere in India as required.

#### 6. Training Hours:

You shall abide by whatever shift or duty training hours that may be fixed in your case from time to time.

During this period of training you will eligible for training for 6 days casual leave only.

#### 7. General:

You will not be entitled for any benefits to which regular employees of the company are entitled as you would be undergoing training only.

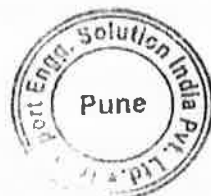
You shall not divulge to any unauthorized person/s any of this company's trade secret or confidential data.

Before joining our organization, you will be required to undergo a medical examination for medical fitness.

You shall not undertake or engage directly or indirectly as an employee or agent in the firm, establishment, business similar or in competition of our company, including manufacturing, maintenance, repairs etc with clients, dealers, customers with or without remuneration or as an educational pursuit, except with prior written permission of the management of this company.

You will use the information, in any way connected with the intellectual property rights and confidential information or confidential obligation, only for the purpose of training and only during your association with the company and only when you are entrusted with the task of dealing with the aspect requiring use of any of the aspect of intellectual property right and confidentiality obligation.

After completion of your training you will be bound to serve the company for a minimum period of two years. In the event you commit breach of this obligation you shall be liable to pay the company Rs.2 Lakh (Rs. Two Lakh) as liquidated damages



You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of intellectual property right and confidential information and confidentiality obligation during your association with the company and even thereafter.

This obligation to maintain secrecy shall survive for 10(ten) years after the termination / expiry of your contract of your training or contract of employment, if any.

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

You have to specifically accept this condition as a condition precedent of training and your acceptance of term and condition by the method indicated herein shall constitute a binding contract between you and the company and any third party who has entrusted / delivered the confidential to the company shall have a right to enforce the obligation of secrecy directly against you.

We look forward for long happy association with you Please return the duplicate copy of this appointment letter duly signed in token of acceptance of the appointment along with 2 (two) passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Thanking You,

Yours faithfully

For TRANSPORT ENGINEERING SOLUTIONS INDIA PVT LTD



**AUTHORISED SIGNATORY**



**I have read the terms & conditions started above, I have understood the same and I accept them in totality**

**Signature:**

**Name:**

**Date:**

**Address:**

THE SUPREME INDUSTRIES LTD.  
UNIT - III, GADEGAON, DIST : JALGAON  
(APPRENTICE I-CARD)

NAME : Randhira S.  
Swimpi

CARD NO. 70207 TRADE BE. Engg.

APPRENTICE PERIOD : 11/1/21 TO 10/1/22

  
APPRENTICE SING.





**MOLD-TEK**  
Technologies Limited

MTTL/HR/02/2021

Date: 19.02.2021

To

Mr. Rushikesh Gangaram Pokharkar,  
A/P- Pimpalgaon [KH],  
Tal- Ambegaon, Dist- Pune,  
Maharashtra- 410503.

**Sub: - Offer of Employment**


Dear Rushikesh Gangaram Pokharkar,

1. With reference to your application and subsequent interview we've had with you, we are pleased to offer you an appointment in our organization as a " **Trainee Design Engineer** " with Mold-Tek Technologies Ltd. at Plot No.700, Road No.36, Jubilee Hills, Hyderabad 500 033.
2. Your employment with us will be governed by the terms and conditions as mentioned in your appointment letter. You need to sign a service agreement for a minimum period of 03(Three) years at the time of joining the service. The appointment letter will be given to you on the date of joining. As part of the service conditions you need to submit us in original a Bank Guarantee for 1, 00,000 Rupees on your date of joining with us, the bank guarantee has to be raised through any of the nationalized/scheduled banks.
3. Your joining date will be on **01 March 2021**. Any change in the date of joining should be communicated to the HR Department in writing well in advance.
4. Please sign the acceptance of this offer as a token of your acceptance, mentioning the date of your joining in Mold-Tek

We welcome you to Mold-Tek Technologies Ltd, and look forward to a long and mutually beneficial association.

We wish you all the best.

For Mold-Tek Technologies Ltd.

  
G.V.S. Subrahmanyam  
Sr. Manager - Human Resources

**ACCEPTANCE**

I hereby accept the offer of employment as \_\_\_\_\_ Vide Letter

No \_\_\_\_\_ I will report for duty on or before \_\_\_\_\_

Signature of Rushikesh Gangaram Pokharkar \_\_\_\_\_

Corporate Office :

Plot # 700, Road No. 36, Jubilee Hills, Hyderabad - 500 033, Telangana, INDIA.  
Phone : +91-40-40300300/01/02/03/04, Fax : +91-40-40300328, E-mail: [ir@moldtekindia.com](mailto:ir@moldtekindia.com)  
Website : [www.moldtekindia.com](http://www.moldtekindia.com) CIN No: L25200TG1985PLC005631

MOLD-TEK  
Technologies Limited

@



RUSHIKESH POKHARKAR

Emp. No. : IT 2843

Department : Engineering

Food Group : O+ve

Employee

*[Signature]*  
Authority

18117  
100000

**GIL**

**CHOWGULE  
INDUSTRIES PVT. LTD**  
(Authorised Maruti Dealer)



**Omkar Satpute**

Blood Gp. :

31

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# **PRECISION**

## **STEEL INDUSTRIES**



**Nikhil N. Shelke**  
Mob. 9595655646



amazon | Development Centre  
India

29-Dec-2020

Dear Nikhil Shelke  
Employee ID : 107267314

This is to confirm that you are relieved from the services of the company effective close of working hours on 25 Nov 2020

We confirm that you have been working for Amazon Development Centre India Pvt. Ltd., Pune from 13 Jul 2020 till 25 Nov 2020 as a Full Time Employee, and your designation at the time of leaving the organization was CS Associate(M) .

With regards to the settlement of your dues please contact the HR department on queries, if any.

We would like to take this opportunity to remind you of the clauses pertaining to confidentiality agreement signed by you at the time of joining, especially emphasizing on Section 4(b) (i) and (ii) of the confidentiality agreement which is as follows:

Section 4 (b): While employed by the Company and for a period of twelve (12) months after the Date of Termination, without regard to the reason, if any, such employment shall terminate, the Employee will not, directly or indirectly, and whether or not for compensation, either on his or her own behalf or as an employee, officer, agent, consultant, director, owner, partner, joint venturer, shareholder, investor, or in any other capacity:

- (i) induce or attempt to induce any employee, consultant, sales agent, supplier, customer or independent contractor of the Company to end his or her relationship with the Company, or
- (ii) employ, retain as a consultant or contractor, or cause to be so employed or retained, any employee (or former employee within twelve (12) months after the date such former employee ceases to be employed by the Company), consultant, sales agent, or independent contractor of the Company;

These clauses stipulate that you will adhere to the terms & conditions specified in the clauses even after the period of employment with Amazon.

"For any future correspondence, please write to employmentverifications@amazon.com or call Toll Free 1800 3000 2058"

Validity unknown

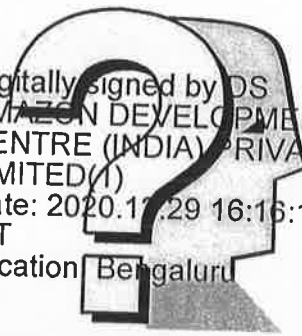
Amazon Development Centre India Pvt. Ltd. wish you all the best in your future endeavors.

For Amazon Development Centre India Pvt. Ltd.

Samrat Dasgupta

Service Manager, Employee Services

Digitally signed by DS  
 AMAZON DEVELOPMENT  
 CENTRE (INDIA) PRIVATE  
 LIMITED(I)  
 Date: 2020.12.29 16:16:15  
 IST  
 Location: Bengaluru



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**Marelli Motherson Auto Suspension Parts**  
(Formerly Magneti Marelli Motherson Engineering India Private Limited)  
Registered Office and Works: B-23, MIDC, Hingne, Chakan, Pune - 410 501, Maharashtra, India  
Phone : + 91 2135 663948 Website : [www.motherson.com](http://www.motherson.com) CIN No.: U74900PN2008PTC132425  
Fax : + 91 2135 663928 Email : [info@motherson.com](mailto:info@motherson.com)

Date: 10<sup>th</sup> August 2021

To,  
**Mr. Nilesh Baban Shinde**  
At post Kharshing, Tal. Kavathe Mahankal  
Dist. Sanagali

**Subject: Appointment Letter**

Dear Mr. Nilesh Baban Shinde

With reference to your application dated and subsequent interview, we have pleasure in offering you an appointment as "Trainee Operating Engineer" in our company on the following terms and conditions:

**1. Rank**

You will be appointed as a 'Trainee Operating Engineer' during the period 06<sup>th</sup> Jan 2021 to 5<sup>th</sup> Jan 2023. Your first day of working would be 06/01/2021. You will be under training for a period of Two Years from the date of your joining. If your progress during the training period is not satisfactory, the training period may be extended at the discretion of the management.

**2. Probation Period**

(a) After satisfactory completion of your training & based on confirmation process outcome, you will be put on probation for Six months. On satisfactory completion of probationary period, you will be confirmed in the service of the Company. If your work and conduct during probationary period is satisfactory, you will be confirmed in the service of the company. If your work and conduct during probationary period is not satisfactory, the period of probation may be extended at the discretion of the management.

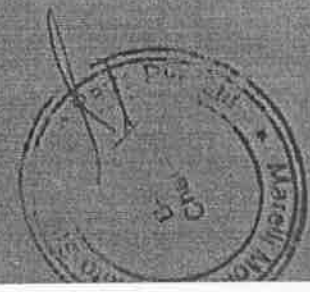
(b) Unless and order in writing, confirming you on a post is passed expressly, you will not be deemed to have been confirmed even though your probationary period may have expired.

**3. Emoluments**

(a) You will be paid a consolidated stipend of Rs.12, 690/- per month.

(b) On completion of probationary period, you will be placed in a suitable grade based on your performance.

(c) During the training period, you will not be entitled to bonus.





DEC

DESAI ELECTRONICS PVT. LTD.

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Regd. Office/Factory : 553, Kondhanpur Road, Khed Shivapur, Pune 412205, (INDIA)  
Phone : +91-8888801856 WebSite : <http://www.deccapacitors.net>  
Email : [admin@deccapacitors.net](mailto:admin@deccapacitors.net) / [mktg@deccapacitors.net](mailto:mktg@deccapacitors.net) / [purchase@deccapacitors.net](mailto:purchase@deccapacitors.net)

Ref No - H1/GSVV/5321/

Date 31.03.2021

To

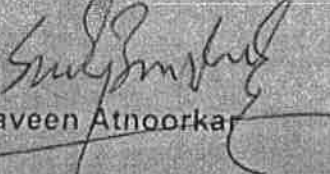
Mr. Shingare Vaibhav Vikas  
Kasaba Vibhag,  
Jadhav Galli,  
Dharur, Beed  
Maharashtra-431124

Dear Mr. Shingare,

Further to your appointment letter dated 31.12.2020, we have pleasure in confirming your services as 'WIP Inspector' w e f 01.04.2021 at a basic salary of Rs.11200/- (Rs. Eleven Thousand & Two Hundred Only) per month. All other allowances remain the same as per your appointment letter.

We encourage you to keep up the good work and wish you all the very best.

With Regards,  
For DESAI ELECTRONICS PVT. LTD.

  
Praveen Athoorkar  
Managing Director

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ΦFUKOKU INDIA PVT.LTD



Tkt No: 2063T

Name : Swapnil Thorat

Dept: CVJ

DOJ: 18-Aug-2020



Plot No :G4/1,PhaseIII,Chakan ,Pune-410501

Contact:02135678657

09-Aug-2021

**Shubham Pawar**  
**Applicant ID : A7530617**

Dear **Shubham**,

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as "Company")** as **Senior Analyst - GBS Procurement in Grade 23**. You will be working in Night Shift and the Company in its sole discretion can change the shift as per business requirement. Your base location would be **Pune**, subject to change as deemed by the company. We look forward to having you on board on **16-Aug-2021** at our **Pune** office. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**7th Floor, Block Rhine (1.5), Embassy Tech Zone,**  
**Plot No: PL 03, Rajiv Gandhi Infotech Park, Phase 2,**  
**Hinjewadi, Pune, Maharashtra – 411507**

Your Total Target Cash will be **INR 301,200/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.

Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter when you join us. Your employment will be governed by the terms of the appointment letter issued to you.

You would be reporting to **Padmanaban Haridass** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

- 1-Aadhaar Card Copy (Onboarding subject to submission of this document)
- 2-Print out of this Offer letter.
- 3-Three passport size photographs (Formal Attire in White Background)
- 4-ID Proofs (Voter ID, Driving License, Passport, etc.)
- 5-PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.



## ANNEXURE 1

**Name: Shubham Pawar (Referral) (A7530617)**  
**Designation: Senior Analyst - GBS Procurement**  
**Grade: 23**

### **Compensation Structure:**

#### **Component Annual (INR)**

<b>A Basic</b> -----	83,890 (Taxable Component) Pull Base Pay from Offer
House Rent Allowance -----	33,556 (40% of Basic for Non-Metro, 50% of Basic for Metro)
Medical Reimbursement -----	15,000 (Taxable Component)
Education Allowance -----	2,400
Conveyance -----	19,200 (Taxable Component)
Special Allowance* -----	59,510 (Taxable Component)
Other Allowance* -----	45,333 (Taxable Component)
<b>Cash Pay</b> -----	258,889

#### **Retirals**

<b>B P.F*</b> -----	21,600 (Employer Contribution)
<b>C Gratuity</b> -----	(As per legislation)
<b>CTC (per annum)</b> -----	280,489
<b>D Target Bonus**(per annum)</b> -----	20,711.12
<b>Total Target Cash (per annum)</b> -----	301,200

**ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.**

#### **Flexible Benefits Plan:**

<b>Component</b> -----	<b>Maximum eligibility per annum</b>
<b>Gifts Card</b> -----	<b>Rs. 4,500/-</b>
<b>Meal Card</b> -----	<b>Rs. 26,400/-</b>

**(\*)** – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of card chosen and PF contribution may change as per government regulations.

**(\*\*)** – You are eligible to participate in the Flex Bonus Program and the target bonus is a percentage of your gross salary. Actual payout level is dependent upon company performance and in accordance with the bonus plan for your organization



The employee shall guarantee that his/her employment with Flextronics will not breach or infringe any contracts, agreement, arrangements he/she have entered with any third party before this employment, including but not limited any non-compete obligation he/she may have, otherwise, he/she will be liable for any liabilities incurred, indemnify and keep Flextronics harmless from any claims, liabilities, losses, damages incurred.

**In addition, there is a:**

1. Hospitalization coverage for self and dependents up to Rs.5,00,000/- per annum. (with 10% co-pay for dependent parents limiting up to Rs.2.5 lakhs)
2. Employees eligible for ESIC would not be covered under the above Medical Insurance provided by Flex through Third party.
3. Personal Insurance Cover of Rs.10,00,000/-
4. Subject to feasibility, Transport facility is provided for all shifts, at the option of the employee. Transport deduction is applicable as per grade for day shift employees only who log in at 7.00 AM, 8.00 AM & 11.00 AM. Change in services is subject to management discretion.
5. Employees, who work in the night shifts, on working days, i.e. finish work between 12:00 Midnight and 7:30 AM, are eligible for night shift allowance for every working night.
  - a. Grade 21 to Grade 25 – Rs. 300
  - b. Grade 26 to Grade 28 – Rs. 500
6. Employees, who logs in the early morning shifts, on working days, i.e. start work between 4:00 AM to 6:00 AM, are eligible for early Morning Shift Allowance.
  - a. Grade 21 to Grade 28 – Rs. 150

# flex

## Data Privacy & Protection

Flex has in place Binding Corporate Rules throughout its Global Footprint as an organization. These rules are seen by Regulators as the highest Standard of Data Protection available to any company. With these BCR's in place Flex meets the necessary criteria to hold and manage Personal data include the transfer of personal data transnationally within the Flex Organization

Personal data (including sensitive data) relating to you which has been or is in the future obtained by the Company may be held and processed by the Company or any associated company either by computer or manually for any purpose relating to the administration, management and operation of your employment, (including payment of wages and maintenance of attendance, performance and conduct records) or in relation to the Company's legal obligations or business needs.

It has been brought to our notice recently that some unscrupulous individuals have been approaching candidates posing as Flex HR employees and promising them jobs with Flex in exchange for monetary / other favors.

You be informed that Flex does not endorse any such activities and in case you are approached by someone with similar offers/ promises over phone or in person please report the same to [hrcompliance@flex.com](mailto:hrcompliance@flex.com).

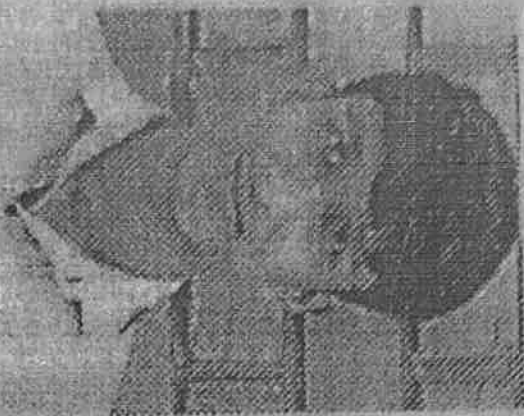
Thanking you,  
Yours faithfully,  
Flex Electronics Technologies (I) Pvt. Ltd.  
Global Business Services

Flex Electronics Technologies India Pvt. Ltd  
Plot No. 15, Block Khln, (1.5), Embassy Tech Zone  
Plot No. 03, Rajiv Gandhi Infotech Park, Phase II  
Mumbai, Maharashtra- 411057

  
Venkatesh  
HR Resources



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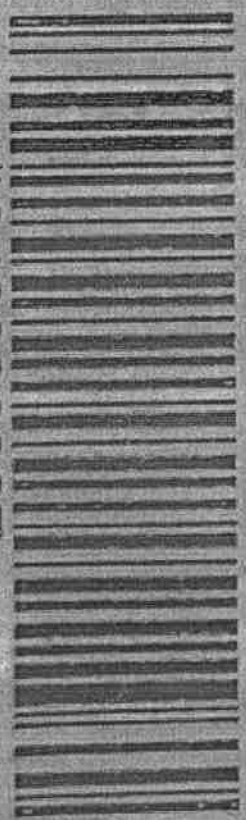
Name : PRIVESH R PATIL

DOB: 23/07/1998

DOJ: 12/12/2020

Blood Group : B+

Division : 55

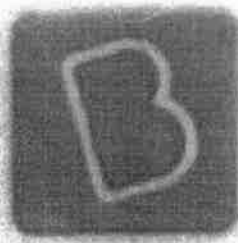


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**BYJU'S**  
The Learning App



**ISHAN MAHESH PAWAR**

EMP ID NO : TNL21845630

BLOOD GROUP : A +

EMERGENCY NO : 8378975147

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

Proforma Welcome Letter

DOI - 06.08.2020

T.N- C3049

Dear

Name- Sagar Arjun Aywale

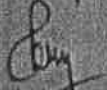
We are happy to welcome you as a NEEM trainee w.e.f 06.08.2020 as per your training contract letter issued by M/S Deccan Management Consultants Finishing Schools Skills Foundation.

Through a well-structured and guided training, we want you to enhance your skills and expertise, which will help you for future profession. We wish you all the best and to have a fruitful training session with us.

The term and condition of your appointment letter will be governed under employment letter issued by NEEM facilitator M/S Deccan Management Consultants Finishing Schools Skills Foundation.

Thanking You,

Yours Faithfully,



Ravindra Patil

Deputy Manager-HR

Gat No.306,Nanekarwadi,  
Chakan, Pune-410501  
Maharashtra (INDIA)  
Phone : +91 20 30616300  
Fax : +91 20 3081444  
PAN NO = AAACK7312E

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JAYA HIND  
Casting End-to-End Solutions

JHI/HR/

Date - 26-Dec-20

To,  
MR. UDDHAV JAWALKAR  
AT-MANKI, POST - DEGAON  
DIST - AKOLA  
MAHARASHTRA  
444 502

**Sub: Engagement as GRADUATE ENGINEER TRAINEE**

Dear MR.UDDHAV JAWALKAR,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an opportunity of training at our plant at URSE works on the following terms and conditions.

1. Training Period

You will be on a training period for 1 year from the date of joining.

2. Stipend

You will be paid stipend of Rs. 22000 /- p.m. (Rs. TWENTY TWO THOUSAND ONLY) during the training period.

3. Termination

During the training period of 1 year, the Company reserves its right to terminate your training at any time without notice in case your progress is not satisfactory. In case Company observes any irregularity in attendance or your non participation in training process, Company shall be entitled to terminate the training without any notice.

4. General

i) You will abide by the Rules & Regulations applicable to you which are in force for the time being, or may be framed from time to time.

ii) You will not divulge to any unauthorized person/s any of this Company's trade secrets or affairs explained to you or observed by you during your association as Trainee.

iii) Before joining our organization, you will be required to undergo a medical examination with the Company's Doctor for medical fitness.

Contd...2

**JAYA HIND INDUSTRIES LTD.**

CIN : U74999PN1947PLC005480

Registered Office : Mumbai-Pune Road, Akurdi, Pune - 411 035. Phone : (+91) 20 27473981

• Urse Works : Tal. : Maval, Dist. : Pune - 410 506. Phone : (+91) 2114 287327

• Pithampur Works : Plot No. 4, Sector 1, PO Pithampur, Dist. : DHAR - 454 775 Phone : (+91) 7292 305051

• Chennai Works : Village : Kottaiyur, Dist. : Thiruvallur - 631 402, Tamil Nadu

• ISO 9001 : 2008 CERTIFIED BY BUREAU VERITAS

• ISO 14001 : 2004 CERTIFIED BY BUREAU VERITAS

3



**JAYA HIND**

Coating End-to-End Solutions

**5. Other**

The Company is not under obligation to offer you an opportunity to work on regular employment on completion of training. Neither you are under obligation to accept any such offer, in case offered.

However, a satisfactory completion of training will enable you to have increased opportunities on employment market.

You are requested to communicate your acceptance of above terms and conditions and report immediately to our URSE PUNE works for joining. You are also requested to bring at the time of joining, 5 photographs and copies of certificates in support of your educational qualifications, date of birth, etc.

Thanking you,

Yours faithfully,

**For JAYA HIND INDUSTRIES LTD.**

**M. S. BHOGAL**  
**EXECUTIVE DIRECTOR**

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**JAYA HIND INDUSTRIES LTD.**

CIN : U74999PN1947PLC005480

- Registered Office : Mumbai-Pune Road, Akurdi, Pune - 411 035. Phone : (+91) 20 27473981
- Urse Works : Tal. : Maval, Dist. : Pune - 410 506 Phone : (+91) 2114 287327
  - Pilthampur Works : Plot No. 4, Sector 1, PO Pilthampur, Dist. : DHAR - 454 775 Phone : (+91) 7292 305051
  - Chennai Works : Village : Kottalyur, Dist : Thiruvallur - 631 402, Tamil Nadu

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## Contact

[www.linkedin.com/in/achogale11](https://www.linkedin.com/in/achogale11)  
(LinkedIn)

## Top Skills

Quality Assurance

Agile Project Management

SAP Products

## Languages

Marathi (Full Professional)

English (Professional Working)

Hindi (Full Professional)

## Certifications

Excel Essential Training (Office 365/  
Microsoft 365)

Agile Software Development: Scrum  
for Developers

Foundation Aptitude Course

Excel: Pivot tables for beginners

Online marketing foundations 2018

## Honors-Awards

ZEAL Excellence Award

# Aniket Chogale

Assistant Manager at Jio Platforms Limited (JPL) • MBA (Operations & Supply Chain) • B.E.(Mechanical)

Navi Mumbai, Maharashtra, India

## Summary

I am recent post graduate of Business Administration from Pune university specialized in Operation and Supply Chain Management. Currently I am working as an Assistant Manager (MT-O2C) at Jio platforms limited, Navi mumbai. I work in Resource management team in RCP.

I believe that the professional work driven environment in Jio would enable me as a better person to grow while fulfilling organizational goal.

---

## Experience

Jio Platforms Limited (JPL)

Assistant Manager

October 2022 - Present (5 months)

Navi Mumbai, Maharashtra, India

Virinchi Teknik

Quality Management Intern

September 2021 - February 2022 (6 months)

Pune, Maharashtra, India

I have successfully completed internship with training at the Virinchi Teknik LLP, Pune. My internship training program included Quality and Supply Management of the Production of SPMs and assisting Mr. Nitish Mukund Puranik in major cases and scenarios.

---

## Education

Sinhgad Institute Of Management

MBA, Operations and Supply Chain Management · (2020 - 2022)

Zeal College of Engineering & Research, Pune

BE, Mechanical Engineering · (July 2015 - January 2020)

A G Highschool and Jr. College of Science Dapoli  
HSC, Higher Secondary School Certificate · (June 2014 - May 2015)

N D Gole HighSchool Harnai  
SSC, High School/Secondary Certificate Programs · (July 2012 - May 2013)



**UNIVERSAL  
ORBITAL  
SYSTEMS  
PVT. LTD.**



**Name : Vaibhav Laxmikant Joshi**

**Designation : Designing Engineer**

**Employee ID : UOSPL/128**

**Date of Birth : 12/10/1998**

**UNIVERSAL ORBITAL SYSTEMS PVT. LTD**

**[www.universalorbital.com](http://www.universalorbital.com)**



## Contact

[www.linkedin.com/in/sushant-kabugade-80991913b](https://www.linkedin.com/in/sushant-kabugade-80991913b) (LinkedIn)

## Top Skills

Data Analytics

Big Data

Pandas (Software)

# Sushant Kabugade

LOOKING FOR DATA ANALYST JOB

Mumbai, Maharashtra, India

## Summary

I HAVE COMPLETED MECHANICAL ENGINEERING IN 2020, I HAVE 1 YEAR EXPERIENCE IN MOTOR INSURANCE.

RECENTELY I COMPLETED DATA SCIENCE COARSE AND I AM PROFICIENT IN ADVANCED EXCEL,SQL,DATABASE,PYTHON,ML,TABLEAU,POWER BI, VISULISATION,DASHBOARDING

I AM ACTIVELY LOOKING FOR JOB TO SHOW MY SKILLS

---

## Experience

Data Analyst

March 2022 - Present (11 months)

CK Motocorp

Customer Service Advisor

February 2021 - March 2022 (1 year 2 months)

Pune, Maharashtra, India

I HAVE WORKED THEIR AS INSURANCE ADVISER, TOOLS-EXCEL

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## Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (August 2017 - November 2020)

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering

## Contact

[www.linkedin.com/in/dipen-kadam-952243165](https://www.linkedin.com/in/dipen-kadam-952243165) (LinkedIn)

## Top Skills

Machine Operation  
Manufacturing

# Dipen Kadam

Mechanical Engineer  
Pune, Maharashtra, India

## Experience

HI-TECH Engg Works  
Production Manager  
November 2021 - Present (1 year 3 months)  
Pune, Maharashtra, India

SEINUMERO NIRMAN PRIVATE LIMITED  
GET  
September 2020 - January 2021 (5 months)

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## Education

Zeal Education Societys College of Engineering and Research Pune  
41  
Bachelor of Engineering, Mechanical Engineering · (2016 - 2020)

## Contact

[www.linkedin.com/in/gajanankadam](http://www.linkedin.com/in/gajanankadam) (LinkedIn)  
[github.com/gajanankadam](https://github.com/gajanankadam) (Other)

## Top Skills

C#

Python

SOLIDWORKS

## Certifications

Ferrous Technology

MATLAB Onramp

FERROUS TECHNOLOGY 2

Intro to Digital Manufacturing with AutoDesk Fusion 360

Introduction to Programming Using Python

## Honors-Awards

Outstanding Academic Performer in the year 2019-20

Best Student of the Year

## Publications

Study of Power Generating Shock Absorber Based on Thermoelectric Generator Module

# Gajanan kadam

Mechanical Engineer | SSB Appeared | SAP SD | PYTHON | C Sharp | SQL

Pune, Maharashtra, India

## Experience

Adept Fluidyne

Engineer

September 2022 - Present (5 months)

India

Wipro

Associate

November 2021 - December 2021 (2 months)

Pune, Maharashtra, India

Anand Engineering Works

Quality Engineering Intern

November 2019 - January 2020 (3 months)

Pune, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (June

2016 - November 2020)

Jog Education Trusts P. Jog College of Science & Commerce, Mayur

Colony ,Kothrud, . Pune 411 038.

HSC · (2014 - 2016)

Venkateshwara School Pune

SSC · (2008 - 2014)

## Contact

[www.linkedin.com/in/shashank-kale-1285491a2](https://www.linkedin.com/in/shashank-kale-1285491a2) (LinkedIn)

## Top Skills

English  
Engineering  
Communication

## Certifications

SQL and Relational Databases 101  
MySQL Basics  
udemy certified Database Engineer / DBA-(MySQL)

# Shashank Kale

SAP Consultant - Package Implementation | LTIMindtree  
Pune, Maharashtra, India

## Summary

I'm looking for a job that will make the best use of my existing skills and also further my personal development. Seeking a beginner role to enhance and explore my technical knowledge gained in Mechanical engineering from SPPU in the last three years. I hold a B.E. degree from Zeal college of engineering and research, Narhe, Pune. From here on out in the workforce I hope to acquire valuable knowledge in the technical or business environment.

---

## Experience

LTIMindtree  
Sap Business Warehouse Consultant  
April 2022 - Present (10 months)  
Navi Mumbai, Maharashtra, India

LTI - Larsen & Toubro Infotech  
Graduate Engineering Trainee  
December 2021 - Present (1 year 2 months)  
New Mumbai

GET at LTI - Larsen & Toubro Infotech

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## Education

Zeal College of Engineering & Research, Pune  
Bachelor's degree, Mechanical Engineering · (2017 - 2020)

Government Polytechnic Pen  
Diploma of Education, Mechanical Engineering · (2014 - 2017)

## Contact

patilgirish094@gmail.com

www.linkedin.com/in/girish-patil-8a738b157 (LinkedIn)

## Top Skills

Engineering

Mechanical Engineering

Computer-Aided Design (CAD)

## Languages

Hindi (Native or Bilingual)

Marathi (Native or Bilingual)

English (Professional Working)

## Publications

3D Printing Technology or Additive Manufacturing System

# Girish Patil

Mechanical Engineering Student at Pune University  
Pune, Maharashtra, India

## Experience

### Team Racing Pioneers

Senior CAD Designer

July 2018 - March 2019 (9 months)

Pune, Maharashtra

Team Racing Pioneers is our college team participating in National Level Events Like BAJA, SUPRA, ESVC, E-Bike. Designed Chassis and a part of wheel assembly for the Solar Vehicle which participated in Electric Solar Vehicle Championship 2019 and won Awards for lightest vehicle and best Acceleration.

### Team Racing Pioneers

Junior CAD Designer

July 2018 - February 2019 (8 months)

Pune, Maharashtra

Team Racing Pioneers is our college team participating in National Level Events Like BAJA, SUPRA, ESVC, E-Bike. Even though i was from design team i worked more with Manufacturing Team for E-bike which helped me understand more about the manufacturing constraints which need to be kept in mind while designing Our team won best design, best braking and acceleration & Best Team Presentation awards at E-bike Racing Challenge 2019.

---

## Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering, Mechanical Engineering · (2017 - 2020)

Maharashtra Institute of Technology

Diploma , Mechanical Engineering · (2014 - 2017)

Sinhgad Spring Dale School

10th Standard , Secondary Education and Teaching · (2004 - 2014)

## Contact

[www.linkedin.com/in/prajakta-patil-a47a87131](https://www.linkedin.com/in/prajakta-patil-a47a87131) (LinkedIn)

## Top Skills

Direct Sales  
Sales Operations  
Sales & Marketing

# Prajakta Patil

Relationship manager  
Pune, Maharashtra, India

## Summary

Finding an opportunity to create an amazing change in the industry. want to be recognize as an expert in the field I choose.

Have a pretty well planning and organisations skills with adaptive quality.

Want to learn new skills to improve myself.

---

## Experience

SpaceIndia Nest Pvt Ltd  
Relationship Manager  
September 2022 - Present (5 months)  
Pune/Pimpri-Chinchwad Area

Simulation Lab <sup>TM</sup>  
Research Analyst  
September 2021 - November 2021 (3 months)  
Pune, Maharashtra, India

---

## Education

Zeal Education Societys Dnyanganga Institute of Career  
Empowerment and Research, Narhe, Pune 411041  
Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

## Contact

[www.linkedin.com/in/rahul-patil-8a2a9b207](https://www.linkedin.com/in/rahul-patil-8a2a9b207) (LinkedIn)

## Top Skills

English

Research

Communication

# Rahul Patil

Assistant System Engineer at Tata Consultancy Services  
Pune, Maharashtra, India

## Summary

My determination drives me.

---

## Experience

Tata Consultancy Services  
System Engineer  
March 2022 - Present (11 months)  
Pune, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune  
B.E, Mechanical Engineering · (2017 - 2020)

## Contact

mohit.kadlag@gmail.com

[www.linkedin.com/in/mohit-kadlag-a50645177](https://www.linkedin.com/in/mohit-kadlag-a50645177) (LinkedIn)

## Top Skills

Suspension Design

German

Team Motivation

# Mohit Kadlag

B.E Mechanical from Zeal Education Societys College of Education,  
Sinhgad Road, Pune 51  
Pune, Maharashtra, India

## Experience

Learlauf Engineering Services GmbH

Design engineer

March 2022 - Present (11 months)

Pune, Maharashtra, India

SEINUMERO NIRMAN PRIVATE LIMITED

Production Engineer

September 2020 - December 2020 (4 months)

Shindewadi, katraj new tunnel

AUTOCOMP CORPORATION PANSE PRIVATE LIMITED

GET

June 2020 - August 2020 (3 months)

Chakan, Maharashtra, India

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## Education

Zeal Education Societys College of Education, Sinhgad Road, Pune  
51

Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

D.A.V Public school, new panvel

10th, Science · (2005 - 2014)



## Contact

[www.linkedin.com/in/shripad-amle-b572811b1](https://www.linkedin.com/in/shripad-amle-b572811b1) (LinkedIn)

## Top Skills

Microsoft Office  
Microsoft Excel  
Microsoft Word

# Shripad Amle

Attended Zeal College of Engineering & Research, Pune  
Pune, Maharashtra, India

## Summary

I am a fresher and currently looking for good opportunities in field of software testing ,manual and Automation testing, QA Engineer. i have experience in manual testing.I would like to work with team to contribute my knowledge in any industry. If you give an opportunity to me, my promise is that I will put my best efforts in serving the company with great enthusiasm and hard working

---

## Experience

Protech solution pvt Ltd  
Manual tester  
January 2022 - Present (1 year 1 month)  
Pune, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune  
bachelor of mechanical engineering, Mechanical Engineering/Mechanical Technology/Technician · (2017 - 2020)

trinity polytechnic  
diploma in mechanical engineering, Mechanical Engineering · (2014 - 2017)

## Contact

[www.linkedin.com/in/payal-bamugade-84881a160](https://www.linkedin.com/in/payal-bamugade-84881a160) (LinkedIn)

## Top Skills

Engineering

# payal bamugade

CAD engineer  
Pune, Maharashtra, India

## Experience

RPK INDIA PVT. LTD.  
CAD engineer  
May 2021 - Present (1 year 9 months)  
Pune, Maharashtra, India

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## Education

Zeal Education Societys College of Education, Sinhgad Road, Pune  
51  
Bachelor of Engineering, Mechanical Engineering · (2016 - 2019)

## Contact

[www.linkedin.com/in/rushikesh-bhandare-0a715b136](https://www.linkedin.com/in/rushikesh-bhandare-0a715b136) (LinkedIn)

## Top Skills

Agile Methodologies

# Rushikesh Bhandare

Associate Software QA engineer at Blancco Technology Group  
Pune, Maharashtra, India

## Experience

Blancco Technology Group  
Associate Software QA Engineer  
November 2021 - Present (1 year 3 months)  
Pune, Maharashtra, India

---

## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE · (August 2017 - November 2020)

Mindscripts tech  
Diploma in software testing, Computer Software Engineering · (July 2021 - September 2021)

MES boys High school

## Contact

[www.linkedin.com/in/prashant-boje-9a103b132](https://www.linkedin.com/in/prashant-boje-9a103b132) (LinkedIn)

## Top Skills

Automotive  
Computer-Aided Design (CAD)  
Engineering

## Languages

Japanese (Elementary)

## Honors-Awards

1st rank

# Prashant boje

Graduate Engineer Trainee at Endurance Technologies Ltd  
Pune, Maharashtra, India

## Summary

I wish to introduce myself as a B.E(mechanical) graduate from Savitribai Phule Pune University . looking for an opportunity in Mechanical or automobile industry

---

## Experience

Endurance Technologies Ltd.  
Graduate Engineer Trainee  
January 2021 - Present (2 years 1 month)  
Pune, Maharashtra, India

---

## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering , Mechanical Engineering · (2015 - 2020)

Dayanand Science College, Latur  
HSC, Information Technology · (2013 - 2015)

shri deshikendra high school  
SSC · (2011 - 2013)

## Contact

[www.linkedin.com/in/karan-chinchole-7b7090193](https://www.linkedin.com/in/karan-chinchole-7b7090193) (LinkedIn)

## Top Skills

ESoT

VI XML editor

Mechanical Engineering

# Karan Chinchole

Associate engineer at Vanderlande  
Pune, Maharashtra, India

## Summary

I am a quick learner and passionate about my work with an interest in designing, manufacturing, and automobile technology. My field of interest in Mechanical Engineering. I am currently looking for job opportunities as a Design Engineer as well as in Mechanical Field Research and development. Open to learning new skills, experience, and develop new abilities.

### Skills :

Ugnx , AutoCAD, CATIA, Creo, MS office, PLC programming - Allen Bradley, Siemens

---

## Experience

### Vanderlande

1 year 6 months

#### Associate Engineer

October 2022 - Present (4 months)

Pune, Maharashtra, India

#### Content Engineer

August 2021 - October 2022 (1 year 3 months)

Pune, Maharashtra, India

### Gabriel India Limited

#### Internship Trainee

June 2019 - July 2019 (2 months)

Nashik, Maharashtra, India

---

## Education

### Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

## Contact

[www.linkedin.com/in/akshay-chordia-835832115](https://www.linkedin.com/in/akshay-chordia-835832115) (LinkedIn)

## Top Skills

3D Printing  
Autodesk Fusion 360  
Python (Programming Language)

## Languages

English (Professional Working)  
Marathi (Full Professional)  
Marwari (Full Professional)  
German (Elementary)  
Hindi (Full Professional)

## Certifications

Introduction to Engineering Graphics and Visualization for Design  
3D printing capstone  
3D printing hardware  
3D Printing Revolution  
3D printing applications

# Akshay Chordia

Senior Manager at VK Engineering  
Pune, Maharashtra, India

## Summary

I am an engineering professional acquainted with the knowledge of manufacturing precision machined components. Accented with the latest technological advancements along with clarity of fundamentals.

---

## Experience

V.K.Engineering  
Senior Manager  
January 2020 - Present (3 years 1 month)  
Pune, Maharashtra, India

---

## Education

Zeal college of engineering and research  
Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

Abasaheb Garware College of Arts and Science  
HSC, Science · (2014 - 2016)

Rosary high school , camp  
SSC · (2005 - 2014)

## Contact

[www.linkedin.com/in/pankaj-patil-b7b949a0](https://www.linkedin.com/in/pankaj-patil-b7b949a0) (LinkedIn)

## Top Skills

IT Procurement

Software Procurement

Indirect Purchasing

# Pankaj Patil

Senior Procurement Analyst at Accenture in India  
Pune, Maharashtra, India

## Summary

Experience in quality and reliability audits, statistical analysis, product improvements. Proven ability to improve efficiency, maximize profits whilst minimizing costs. Expertise in implementing Quality Management Systems (QMS). Have good experience in managing teams for achieving goals within stipulated time frame. Sound knowledge of Six Sigma Green belt projects implementation in plant

---

## Experience

Accenture in India  
Senior Procurement Analyst  
June 2021 - Present (1 year 8 months)  
India

Springer Nature Technology and Publishing Solutions  
Procurement Specialist  
July 2018 - June 2021 (3 years)  
Pune, Maharashtra, India

Flextronics  
Sr.Analyst  
December 2014 - July 2018 (3 years 8 months)  
pune  
Globe procurement and supply chain

---

## Education

Zeal Education Societys Dnyanganga College of Engineering & Research, Narhe, Tal.Haveli, Dist.Pune 41  
Master of Business Administration - MBA, Operations · (2016 - 2018)

R. C. Patel Institute of Technology, Shirpur





## Contact

[www.linkedin.com/in/shubham-dahale-51923a200](https://www.linkedin.com/in/shubham-dahale-51923a200) (LinkedIn)

## Top Skills

React.js

Spring Boot

Java

# Shubham Dahale

Software Developer at ETHDC Technologies Pvt.Ltd  
Pune, Maharashtra, India

## Summary

Experienced Software Engineer with a demonstrated history of working in the information technology and services industry. Skilled in SQL, jQuery, AJAX, Bootstrap, and Cascading Style Sheets (CSS).

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## Experience

ETHDC Technologies Private Limited  
Software Developer  
September 2021 - Present (1 year 5 months)  
Pune

---

## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

## Contact

[www.linkedin.com/in/swapnil-darwatkar-a30827184](https://www.linkedin.com/in/swapnil-darwatkar-a30827184) (LinkedIn)

## Top Skills

AutoCAD

Mechanical Engineering

SOLIDWORKS

# Swapnil Darwatkar

Production Engineer at Prime Industries  
Pune, Maharashtra, India

## Summary

Production Engineer At Prime Industries

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## Experience

Prime Industries

Production Engineer

June 2020 - Present (2 years 8 months)

Pune, Maharashtra, India

Sumeet Enterprises

Mechanical Engineer

December 2018 - May 2019 (6 months)

Pune, Maharashtra, India

In this company we have designing and manufacturing the sugarcane peeling machine which clean the sugarcane and reduces the human effort.

---

## Education

Zeal Education Societys College of Education, Sinhgad Road, Pune  
51

Bachelor's degree, Mechanical Engineering · (2017 - 2020)

## Contact

[www.linkedin.com/in/prasad-deshmukh-092a06193](https://www.linkedin.com/in/prasad-deshmukh-092a06193) (LinkedIn)

# Prasad Deshmukh

Electrical Contractor at D Prasad Electricals  
Pune, Maharashtra, India

## Experience

D Prasad Electricals  
Electrical Contractor

---

## Education

Zeal Education Societys Dnyanganga College of Engineering & Research, Narhe, Tal. Haveli, Dist. Pune 41  
Bachelor of Engineering - BE, Electrical, Electronics and Communications Engineering

## Contact

[www.linkedin.com/in/prathamesh-dharmadhikari-7302bb206](https://www.linkedin.com/in/prathamesh-dharmadhikari-7302bb206)  
(LinkedIn)

## Top Skills

Strategic Planning  
Quality Assurance  
Team Leadership

## Languages

English (Full Professional)  
Marathi (Native or Bilingual)  
Hindi (Native or Bilingual)  
German (Limited Working)

# Prathamesh Dharmadhikari

Master's Student | Hochschule Hof | Operational Excellence |  
Mechanical Engineer | Project Engineer | Quality Engineer  
Hof, Bavaria, Germany

## Summary

I'm pursuing my master's in Operational Excellence at Hochschule Hof, Germany.

I did my bachelor's in Mechanical Engineering and have a work experience of almost 2 years. I am a confident individual with two years of experience in business operations like production planning, supply chain planning, inventory management, project management and process optimization

---

## Experience

Seimitsu Patterns and Dies Pvt. Ltd.

1 year 11 months

Junior Project Engineer

January 2021 - April 2022 (1 year 4 months)

Pune, Maharashtra, India

Determined Jr. Project Engineer with overseeing and completing the projects using Computer aided designs, taking responsibility for quality assurance, and ensuring timely completion of project. Also, Established numerous and successfully executed project plans which include engineering, within cost.

Apprentice Trainee

June 2020 - December 2020 (7 months)

Pune, Maharashtra, India

As apprentice trainee assist in performing various tasks including routine maintenance and planning modified machining process. Some of the work activities that are learned and done at work are assisting in inspection work, carrying out repair task with help, conducting tests, cleaning work area and tools, stocking and maintaining tools.

Shree Ganesh Industries

Quality Engineering Intern

June 2019 - December 2019 (7 months)

Pune, Maharashtra, India

As Quality Intern helped in checking the dimensions of the finished jobs and got to know about new instruments and also assist in maintaining the inspection reports. Detecting defect from drawn samples and perform others task assigned by quality assurance manager.

## Surface Cam Tool Engineering

### Design Intern

June 2018 - March 2019 (10 months)

Pune, Maharashtra, India

I have interest in Designing and therefore during second year I underwent an internship at Surface Cam Tool Engineering. Here as Design Intern learn to read the drawing and techniques for checking the dimensions of the Model and got to know about new software and also assist in maintaining the design reports.

---

## Education

### Hochschule Hof, University of Applied Sciences

Master's degree, Operational Excellence (MBA & Engineering) · (October 2022)

### Zeal College of Engineering & Research, Pune

Bachelor's degree, Mechanical Engineering · (June 2017 - April 2020)

### Sou. Venutai Chavan Polytechnic

Diploma in Mechanical Engineering, Mechanical Engineering · (June 2014 - April 2017)

## Contact

sandeepgade32194@gmail.com

[www.linkedin.com/in/sandeep-gade-96613b176](http://www.linkedin.com/in/sandeep-gade-96613b176) (LinkedIn)

## Top Skills

Quality Assurance

Site Planning

Construction Site Management

# Sandeep Gade

Site engineer

Pune, Maharashtra, India

## Experience

JP Infrastructure

Civil Engineer

March 2022 - Present (11 months)

Hadpsar

JP infra structure

Site Civil Engineer

March 2021 - Present (1 year 11 months)

Pune, Maharashtra, India

deals with rcc

GALAXIE INTERIOR SOLUTION

Junior Engineer

October 2021 - November 2022 (1 year 2 months)

PISOLI

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## Education

Zeal Education Societys College of Education, Sinhgad Road, Pune  
51

diploma in civil engineering, Building/Construction Site Management/  
Manager · (2015 - 2020)

## Contact

[www.linkedin.com/in/shubham-ganjare-3a3a3719b](https://www.linkedin.com/in/shubham-ganjare-3a3a3719b) (LinkedIn)

## Top Skills

AutoCAD

# Shubham Ganjare

Student at Zeal College of Engineering & Research, Pune  
Pune, Maharashtra, India

## Experience

Fulcrum Digital Inc

Junior Associate

December 2021 - Present (1 year 2 months)

Pune, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

## Contact

[www.linkedin.com/in/rahul-gavada-57b682146](https://www.linkedin.com/in/rahul-gavada-57b682146) (LinkedIn)

## Top Skills

SQL

SAP Business Warehouse (SAP BW)

Engineering

## Certifications

Infosys Certified SAP BW Professional Consultant

SAP Certified Application Associate - Procurement with SAP ERP 6.0 EhP7

# Rahul Gavada

System Engineer at Infosys | SAP  
Pune, Maharashtra, India

## Summary

Looking for a challenging career which demands the best of my professional ability in terms of technical and analytical skills, and helps me broaden and enhance my current skill and knowledge. I want to be a part of your team that excels in work towards the growth of organization as well as my own development through team efforts. It gives me immense pleasure to introduce myself to the latest technology which is helpful for automation industry

---

## Experience

Infosys

System Engineer

February 2022 - Present (1 year)

India

Utkarsh Industries

Mechanical Engineer

July 2020 - February 2022 (1 year 8 months)

Pune, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

Zeal Education Societys Dnyanganga Institute of Career

Empowerment and Research, Narhe, Pune 411041

Diploma, Mechanical Engineering · (2015 - 2017)



## Contact

[www.linkedin.com/in/aditya-gole](https://www.linkedin.com/in/aditya-gole)  
(LinkedIn)

## Top Skills

HTML

Java

Software Development Life Cycle  
(SDLC)

## Languages

English (Professional Working)

Hindi (Native or Bilingual)

Marathi (Native or Bilingual)

## Certifications

CATIA V5

AUTO CAD

# Aditya Gole

Test Automation Engineer at BAJAJ MARKETS  
Pune, Maharashtra, India

## Summary

### OBJECTIVE:

Intend to build a career with leading corporate of hi-tech environment with committed and dedicated people, which will help me to explore myself fully and realize my potential.

### Technical skills :

Programming Languages: Java, Groovy, SQL.

Tools: SOAPUI, Postman, Apache JMeter, JIRA, Confluence, Jenkins, Git, Maven.

Web Technologies: JavaScript, HTML, JSON, XML, REST, SOAP.

Frameworks & Libraries: Selenium, Rest assured, Swagger.

Data Storage: MySQL, MongoDB.

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## Experience

### Bajaj MARKETS

Deputy Manager

July 2022 - Present (7 months)

Pune, Maharashtra, India

### Bajaj Finserv

Software Test Engineer at Finserv MARKETS

October 2021 - Present (1 year 4 months)

Pune, Maharashtra, India

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## Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (June 2017 - November 2020)

Zeal Polytechnic, MSBTE

Diploma , Mechanical Engineering · (June 2014 - June 2017)

## Contact

[www.linkedin.com/in/nilesh-honkarpe-2449781ab](https://www.linkedin.com/in/nilesh-honkarpe-2449781ab) (LinkedIn)

## Top Skills

Training  
Engineering  
Design

# Nilesh Honkarpe

Attended Zeal College of Engineering & Research, Pune  
Gurugram, Haryana, India

## Summary

I completed internship in Octagon precision pvt.ltd at pune.Its provides meteorological solutions to the industrie.I completed auto cad, solidworks & catia certificated 1yr course.

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## Experience

octagon precision India pvt.ltd  
Engineering Trainee  
July 2021 - Present (1 year 7 months)  
Pune, Maharashtra, India

Octagon Precision India Pvt. Ltd.  
Service Engineer  
January 2021 - Present (2 years 1 month)  
Gurugram, Haryana, India

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## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

New English school ramanbaug

## Contact

[www.linkedin.com/in/swanand-hublikar-9b0ba21bb](https://www.linkedin.com/in/swanand-hublikar-9b0ba21bb) (LinkedIn)

## Top Skills

Engineering

Project Management

Training

# SWANAND HUBLIKAR

Attended Savitribai Phule Pune University  
Pune, Maharashtra, India

## Summary

My goal is to utilize my technical skills and implement my innovative ideas, skills and creativity for accomplishing the task handed to me. Actively seeking full time opportunities as an engineer in Mechanical Industry.

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## Experience

UNI-TECH Automation  
Graduate Engineering Trainee  
June 2021 - November 2021 (6 months)  
Pune, Maharashtra, India

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## Education

Savitribai Phule Pune University  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

Zeal Polytechnic  
Diploma , Mechanical Engineering · (2014 - 2017)

PVG's Maharashtra Vidyalaya  
SSC · (2013 - 2014)

## Contact

[www.linkedin.com/in/prashant-indalkar-3b3952104](https://www.linkedin.com/in/prashant-indalkar-3b3952104) (LinkedIn)

## Top Skills

SAP ERP

Design

Microsoft Excel

## Certifications

PTC Creo Parametric

SAP Certified Application Associate  
- Procurement with SAP ERP 6.0  
EhP7.

# Prashant Indalkar

SAP MM Consultant | Mechanical Engineer.  
Pune, Maharashtra, India

## Summary

SAP certified associate with 2+ years of experience in SAP MM.  
Having good knowledge in various Field of Materials Management.

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## Experience

DOT1 Solutions Pvt. Ltd.  
SAP MM Consultant  
April 2022 - Present (10 months)  
Pune, Maharashtra, India

Inspiria Infotech  
SAP MM Consultant  
July 2020 - April 2022 (1 year 10 months)  
Pune, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune  
Bachelor's degree, Mechanical Engineering · (2020)

## Contact

[www.linkedin.com/in/krishna-sable-584b931a0](https://www.linkedin.com/in/krishna-sable-584b931a0) (LinkedIn)

## Top Skills

PeopleSoft

PL/SQL

Oracle Database

## Certifications

Supply Chain Management

SAP Certified Application Associate -  
Procurement with SAP ECC 6.0

Supply Chain Management

# Krishna Sable

Systems Engineer

Pune, Maharashtra, India

## Summary

SAP COURSE CERTIFIED IN MM MODULE

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## Experience

Infosys Limited

System Engineer

July 2022 - Present (7 months)

Pune, Maharashtra, India

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## Education

ADSULS TECHNICAL CAMPUS FACULTY OF MBA,  
AHMEDNAGAR

Master of Business Administration - MBA, Logistics, Materials, and Supply  
Chain Management · (June 2021 - May 2023)

Zeal Education Societys Dnyanganga College of Engineering &  
Research, Narhe, Tal. Haveli, Dist. Pune 41

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

G.H. Rasoni College of Engineering

Diploma of Education, Mechanical Engineering · (2014 - 2017)

Bhausahab Firodiya High School Ahmednagar

High School Diploma, General Studies · (2009 - 2014)

## Contact

[www.linkedin.com/in/pratik-sawardekar-8883791a5](https://www.linkedin.com/in/pratik-sawardekar-8883791a5) (LinkedIn)

## Top Skills

Quality Control

Sales Management

Computer-Aided Design (CAD)

# pratik sawardekar

Quality Engineer at DUNUNG INDUSTRIES PRIVATE LIMITED  
Pune, Maharashtra, India

## Experience

DUNUNG INDUSTRIES PRIVATE LIMITED

Quality Engineer

June 2021 - Present (1 year 8 months)

Kolhapur, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE mech, Mechanical Engineering · (2017 - 2020)

Sanjay Ghodawat Institute

Sanjay Ghodawat Polytechnic, Mechanical Engineering · (2014 - 2017)

## Contact

[www.linkedin.com/in/suraj-surve-ab96991a1](https://www.linkedin.com/in/suraj-surve-ab96991a1) (LinkedIn)

## Top Skills

Management Information Systems (MIS)

Problem Analysis

Interpersonal Skills

## Certifications

Lean Six Sigma Green Belt

Basics of operational procurement in supply chain management

TCS ION Career Edge-Young Professional

Professional Diploma in Mechanical CAD

# Suraj Surve

SIOM'23 ||Bridgestone India||Lean Six Sigma Green Belt || Autocad || PTC Creo || Solidworks || Pursuing MBA (Operation and supply chain management)

Pune, Maharashtra, India

## Experience

Bridgestone India

Internship Trainee

September 2022 - November 2022 (3 months)

Baner, Pune

As a part of a project, In organization there is no proper shipment tracking system in secondary logistics for upcountry locations, so organization newly develop and implant tracking system to improve visibility of shipment during transportation which is beneficial to end user.

Objectives:

- 1.To study importance of supply chain visibility in transportation.
- 2.To reduce excessive motion between organization.
- 3.Quick response.
- 4.Optimize delivery performance.
- 5.To analyse the speed and reliability in the distribution of products.

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## Education

Sinhgad Institute Of Management

Master of Business Administration - MBA, Operation and supply chain management · (December 2021 - May 2023)

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (August 2016 - April 2020)

SGM college Karad

HSC, Science · (March 2014 - March 2016)

KES Vinayak Hari paranjpe school Mahad Raigad

SSC · (April 2014)



## Contact

[www.linkedin.com/in/vikramaditya-yedave-1974ba1b9](https://www.linkedin.com/in/vikramaditya-yedave-1974ba1b9) (LinkedIn)  
[www.behance.net/vikramayedave1](https://www.behance.net/vikramayedave1)  
(Portfolio)

## Top Skills

Project Management

Design

Education

# vikramaditya yedave

UI UX Designer

Mumbai, Maharashtra, India

## Experience

Lemon Yellow LLP

UI UX designer

December 2021 - Present (1 year 2 months)

Mumbai, Maharashtra, India

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Design Trainee

February 2021 - December 2021 (11 months)

Mumbai, Maharashtra, India

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## Education

Imagin xp

UI UX design masterclass , Design and Visual Communications, General

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

Savitribai Phule Pune University

be mech, Mechanical Engineering · (2017 - 2020)

## Contact

[www.linkedin.com/in/atish-katore](http://www.linkedin.com/in/atish-katore)  
(LinkedIn)

## Top Skills

Geometric Dimensioning &  
Tolerancing

Creo

Design Standards

## Languages

English (Full Professional)

German (Elementary)

## Certifications

CATIA V5 Mechanical Designer  
Specialist

# Atish Katore

Mechanical Engineer

Liverpool, England, United Kingdom

## Summary

My objective is to obtain an opportunity in the field of engineering to use my academic learning and personal skills for development. Seeking a challenging position where I can enhance my knowledge, and experience and contribute towards the company's growth with my innovative ideas as well as hard work.

Expertise:

Product Design

Project Management

CAD (CATIA, Creo, Solidworks, Autodesk 360)

CAE (Altair- Hypermesh, Ansys )

Client Relationship

GD & T standards

KAIZEN

FEA

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## Experience

McDonald's

Crew Member

March 2022 - Present (11 months)

Liverpool, England, United Kingdom

Pratima Enterprises

Design Engineer

August 2019 - July 2021 (2 years)

Pune, Maharashtra, India

- Design and Development of soft and hard jaws used in CNC machines and CNC grinding machines.
- Tolerance Stack-up calculations for assemblies using geometric dimensioning and tolerancing standards.
- Design and manufacture of special-purpose jaws for intricate and complicated products.
- Supervising the manufacturing of the special purpose jaws designed in the company.

- Wrote project reports for the completed projects and also developed a standardized report format for the completed project's records

## DesignTech CAD Academy

### Student Intern

June 2018 - January 2019 (8 months)

Pune, Maharashtra, India

Worked on various 3D modeling projects on CATIA V5.

Skill Learned: 3d modeling, 2d drafting, Technical presentations, BiW, Surfacing, GD & T.

Performed static and dynamic analysis on various parts and BIW's using Hypermesh software.

Skills: Computational Fluid Dynamics, Finite Element Analysis. Numerical Analysis.

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## Education

### University of Liverpool

Master of Science - MSc, Mechanical Engineering Design with Management · (September 2021 - September 2022)

### Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

### Zeal Polytechnic

Diploma in Mechanical Engineering · (2013 - 2016)

## Contact

[www.linkedin.com/in/russel-pillai-3061b8b1](https://www.linkedin.com/in/russel-pillai-3061b8b1) (LinkedIn)  
[intellipaat.com/](https://intellipaat.com/) (Company)

## Top Skills

Operational Support  
Organization Skills  
Analytical Skills

## Certifications

NPTEL MARKETING ANALYTICS  
NPTEL

# Russel Pillai

Business Development Manager at Flynaut providing solutions for Web/Mobile Application| Branding | Product Design | Software Development | Database Development | Content Management | Web Design | Social Media Marketing

Charlotte, North Carolina, United States

## Summary

My objectives and goals towards my organization are to contribute to the development of the organization and to build a strong foundation for an accomplished career by exploring opportunities to apply my knowledge, skills, and attitude with high commitment levels and to discover, learn, excel and adopt new ideas for the successful and profitable value addition to operations of the firm thus increasing the profitability of the firm.

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## Experience

### Flynaut

Business Development Manager  
December 2022 - Present (2 months)

Flynaut is a fast-evolving digital agency committed to produce work that symbolizes quality and creativity. Headquartered at Charlotte, we have a worldwide client base that benefits from our full-service digital packages. We specialize in web development, SEO, Internet marketing, mobile app development and branding.

Our team is motivated by a single purpose – Helping our customers to grow their business by offering the best in the online marketing space. We constantly come up with dynamic methods and tools that take your business to new heights of economic and social success. Our design strategies have been appreciated on multiple platforms.

### Intellipaat

Business Development Manager  
August 2022 - December 2022 (5 months)  
Bengaluru, Karnataka, India

HotFut Sports (India)  
Operations Assistant

May 2018 - May 2022 (4 years 1 month)

Pune, Maharashtra, India

Handled Various Events for Clients Like Amdocs, Master Card ad various other company's

## BYJU'S

Business Development Intern

September 2021 - February 2022 (6 months)

Pune, Maharashtra, India

Worked in generating quality leads for the sales team.

This was for the Byjus learning app.

Pitched course and successfully registered 500+ customers for the sales team.

Worked with the BTL ( Below the line) marketing team.

## Just For Kicks - India

Volunteer

June 2014 - March 2018 (3 years 10 months)

Pune, Maharashtra, India

Worked in imparting Critical life skills to underprivileged Strata of the society though an integrated Indoor and outdoor curriculum in low income schools to engage meaningfully in sports and developing their personalities.

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## Education

Institute Of Management Education Research and Training

Master's degree, Business, Management, Marketing, and Related Support Services · (2020 - 2022)

Savitribai Phule Pune University

· (2012 - 2017)

Zeal Education Societys College of Engineering & Research, Narhe, Tal. Haveli, Dist. Pune 41

Bachelor's degree, Mechanical Engineering · (2012 - 2017)



## APPOINTMENT LETTER

01/08/2022

**Mahesh Mali**

50086056

Dear **Mahesh**,

Welcome to the Capita family!

This contract sets out the main terms and conditions, on which Ventura (India) Private Limited will employ you. This contract comes into effect from **01/08/2022**. The offer will stand revoked if you are unable to join us on the said date.

### JOB TITLE

You will be employed in the position of **Executive - Content Writing** in **India - Band 7 - Operations**. You will be based at **Pune**. However there may be business requirement which requires flexibility of location and you may be asked to work partly or wholly from another location including working remotely from home on a permanent or temporary basis.

The Company reserves the right to change your duties and responsibilities during your employment.

### REMUNERATION

Your total remuneration (Cost To Company) on an annual basis will be **₹340,000.00**. All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961. Other statutory deductions may be applicable as per the law of the land from time to time.

Please find details of your package attached in the Salary Annexure. This amount is inclusive of your basic salary, statutory allowances to which you will be eligible and subject to statutory deductions as per the law of the land.

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increase will be awarded on the basis of individual performance and the achievement of objectives, business profitability and market rates.

### DISCRETIONARY BONUS SCHEME

In addition to this, subject to the Rules of the Scheme, you will also be eligible for an Annual Bonus / Exgratia, based on individual and Company performance) payable at the Company's discretion. This Scheme may be varied by the Company at its discretion.

To receive this bonus you must be employed by the Company at the time that bonus is payable.

### BACKGROUND CHECKS / REFERENCES

Background check will be conducted verifying your Highest Education, Last 2 Employments and a Criminal Check for present and past addresses. These will cover suitability for the job, reliability and honesty. Should such background checks prove unsatisfactory, your employment in the Company will be withdrawn. At the time of joining and throughout the course of your employment with the Company, you are required to have a minimum Credit Score of 600 or above and no previous/existing criminal records against you. Subsequent to your joining, in case your Credit Score falls below 600 or there is any change in your criminal records, you are expected to proactively report any such changes and consequences arising thereof, to the Company immediately. The Company reserves the right to request for re-verification of your Credit Score and/or Criminal Check at any time during your employment as part of regulatory/audit requirements and as a commitment to its Clients.

Meeting minimum required standards are a must to ensure continuance of the employment contract.

**Ventura (India) Private Limited**

Registered Office: Upper Ground Level, Level 1, Level 2 & Level 3, Tower B1, Magarpatta City SEZ, Magarpatta City, Hadapsar, Pune-411013, Maharashtra, India.

Tel.: +91-20-67660400 Registered in India CIN: U72200PN2004PTC019380

Website: www.capita.com

Data Classification: Confidential



## **HOURS OF WORK**

You will be asked to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies, as per the Company policy and applicable laws from time to time. In order to be flexible to meet customer's needs you may be required to work additional hours from time to time. Overtime terms shall be as per the Company policy and applicable laws from time to time. You will be provided minimum one weekly off.

## **PROBATIONARY PERIOD**

Your employment will be subject to a **Three** months probationary period from the date of joining the Company. During your probation period, the Company will regularly assess and review your performance. At the end of this period your services will be confirmed. However, if your work performance is not of the required standard the company may extend your probationary period or terminate your employment without assigning any reasons. During probation period, either party may terminate the contract by giving notice in writing as applicable based on Company Policies. Please refer to the Policies Section on the Intranet for the Company's Probation Period and Notice Period Policies applicable to you.

The employee will be deemed to have abandoned his/her employment if he/she discontinues service for more than 10 days without prior approval from his reporting Supervisor/Manager.

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

## **DEDUCTIONS**

The Company shall be entitled to deduct from salary, or from any payment due to you upon termination of employment or during your employment, any monies due from you to the Company. Such sums include, without limitation, repayment of any loans or advances, repayment of any overpaid holiday pay, salary or benefits and the cost of any damage to or failure to return the Company's property. The Company will operate this clause in a fair and reasonable manner.

## **NORMAL RETIREMENT AGE**

Normal retirement age is the 60th birthday for all employees.

## **ILLNESS**

If you are prevented by ill-health, accident or other urgent necessity from reporting for work or performing your duties, you shall bring this to the notice of your line manager as soon as possible and provide the Company with all relevant information as it may reasonably require.

You may be required by the Company to attend an examination by a qualified registered medical practitioner appointed or agreed to by the Company 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 Company's policies shall be, at the discretion of the Company, without salary.

## **LEAVE ENTITLEMENT**

The leave entitlement shall be as per the Company policy and applicable laws from time to time

If you leave the Company, you are entitled to be paid for any outstanding leave entitlement. If leave already taken exceeds entitlement, the Company will deduct a pro rata amount from any monies owing to you at the time.

## **MATERNITY LEAVE (Only relevant to a Woman employee)**

You will be eligible for amended benefits under Maternity Benefit Act, 1961 as under:



**Maternity Leave:** You shall be entitled to 26 weeks of leave under Maternity Benefit of which not more than 8 weeks can precede the date of your expected delivery. However, in case you have two or more surviving children then the benefit will be for 12 weeks of which not more than 6 weeks shall precede the date of expected delivery.

**Adoption & Commissioning Mothers:** A woman employee who legally adopts a child below the age of three months or a commissioning mother shall be entitled to maternity benefit for a period of twelve weeks from the date the child is handed over to the adopting mother or the commissioning mother, as may be the case.

### **NOTICE PERIOD FOR TERMINATION**

You are required to provide the Company with written notice to terminate this agreement as governed by the Company policies. Should the Company terminate your employment, unless it is by reason of misconduct, the Company will give you the same written notice as applicable as per the Company Policy. Please refer to the Policies Section on the Intranet for the Company's Notice period Policy applicable to you.

The Company reserves the right to require you not to attend work or undertake any duties in relation to your employment during the notice period. The Company has discretion to pay you in lieu of notice. The maximum liability of the Company shall not exceed three months' salary and statutory benefits in case the termination is found to be wrongful.

The employee will be deemed to have abandoned his/her employment if he/she discontinues service for more than 10 days without prior approval from his reporting Supervisor/Manager.

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

### **NOTICE PERIOD (For training / migrations in the UK / India)**

The Company may propose a training programme / Migration in the UK / India exclusively for upgradation of your process knowledge OR knowledge transfer programme at the cost of Company. In case you accept the proposal of the training programme, immediately, following conditions for the notice period shall be applicable to you.

a) If your training period is less than 10 weeks or 10 weeks, you cannot leave the organisation within 6 months (for calculation 180 days) from the last date of return from the training/migrations in the UK. In the event of resignation within a period of six months (for calculation 180 days) from the last date of return of training /migration in the UK, you will be required to:

1> complete the full 6 months (for calculation 180 days) from the last date of return (mandatory) and serve the normal notice period (mandatory) as per the policy.

2> In the event you fail to comply with the above, you will need to:

- reimburse the entire cost incurred by the Company in training you
- you will be required to pay in lieu of shortfall in notice (will be calculated as 6 months (for calculation 180 days) minus notice period served, basis gross salary)

You shall serve the notice in writing to your immediate line manager.

b) If your training period is more than 10 weeks, you cannot leave the organisation within 12 months (for calculation 360 days) from the last date of return from the training/migrations in the UK. In the event of resignation within a period of twelve months (for calculation 360 days) from the last date of return of training/migration in the UK, you will be required to:

1> complete the full 12 months (for calculation 360 days) from the last date of return (mandatory) and serve the normal notice period (mandatory) as per the policy.



2> In the event you fail to comply with the above, you will need to:

- reimburse the entire cost incurred by the Company in training you
- you will be required to pay in lieu of shortfall in notice (will be calculated as 12 months (for calculation 360 days) minus notice period served, basis gross salary)

You shall serve the notice in writing to your immediate line manager.

c) **Training in India** : In the event of your training cost equal to or exceeding INR 1,50,000 per annum, you cannot leave the organisation within 6 months (for calculation 180 days) from the last date of completion of the training. In the event of resignation within a period of six months (for calculation 180 days) from the last date of completion of training, you will be required to:

1> complete the full 6 months (mandatory - for calculation 180 days) from the last date of completion of training and serve the normal notice period (mandatory) as per the policy.

2> In the event you fail to comply with the above, you will need to:

- reimburse the entire cost incurred by the Company in training you
- you will be required to pay in lieu of shortfall in notice (will be calculated as 6 months (for calculation 180 days) minus notice period served, basis gross salary)

You shall serve the notice in writing to your immediate line manager.

Should the Company terminate your employment, unless it is by reason of misconduct, the Company will give you notice as per Company policy.

The Company reserves the right to require you not to attend work or undertake any duties in relation to your employment during the notice period. The Company has discretion to pay you in lieu of notice.

### **TRAINING AND COMPETENCE SCHEME**

If required as per role, you will be required to attain competence as per the T&C scheme within 24 months.

This includes passing all appropriate examinations (Certificate in Financial Planning), and the other relevant requirements to attain competence, as per your role as an overseer. This will commence from the Overseer date (which will be communicated by your Line Manager) as per the Training and Competency Scheme, if applicable.

This condition being mandatory and statutory in nature, it is compulsory for you to attain competence within the stipulated time frame given to you from time to time either verbally, in writing, or through electronic media. Please note that non-observance of aforesaid condition shall result in automatic termination of your service without any notice or notice period thereof.

### **TRANSFERABILITY**

Your services shall be liable for transfer from one department / project / profit centre / Location / branch / state / city/country to another solely at the discretion of the management and your refusal to accept the same shall attract disciplinary action.

### **STATUTORY & MODEL STANDING ORDERS**

You will be subject to the Statutory & model standing orders. If you have any grievance relating to your employment, you should refer the matter to your line manager in the first instance.

### **INVENTIONS, COPYRIGHT AND DESIGN RIGHTS**

You shall promptly disclose and deliver to the Company full details, including drawings and models, of any inventions, discoveries or improvements which are originated, conceived, written or made by you at any time during your employment and which relate or could relate, directly or indirectly, to the Company's business.



You shall promptly disclose to the Company any copyright works or designs originated, conceived, written or made by you during your employment which relate, or could relate, to the Company's business.

You assign to the Company by way of future assignments with full title guarantee all copyright, design rights and other proprietary rights for their full terms throughout the world in respect of all works and material originated, conceived, written or made by you during the course of your employment which relate, or could relate, directly or indirectly to the Company's business.

You irrevocably and unconditionally waive in favour of the Company any and all moral rights conferred on you now or in future in force in any part of the world for any work the rights in which are vested in the Company.

You will not use any third-party data or materials that are not validly licensed by the Company unless authorised by your manager. You will not violate the Intellectual Property Rights of any third party in the course of your employment. If the Company is held liable for any violation by you, you will indemnify the Company against any losses, liabilities, litigation and expenses.

### **EXCLUSIVITY OF SERVICE**

During your employment, unless otherwise agreed by your line manager, you shall not undertake any other business, profession, or employment, or be or become directly or indirectly concerned or interested in any other business, profession or employment.

### **CONFIDENTIAL INFORMATION**

During your employment with us, or at any time after its termination, you will not be permitted to use or disclose to another, be it another employee or a third party, (unless you must do so in order to carry out your normal working duties whilst employed by us) any confidential information belonging to the Company, or any Associated Company, or in respect of which the Company, or any Associated Company, owes a duty of confidentiality.

Confidential information includes but is not limited to:

- any information given by a person to the Company who is a client or potential client of the Company
- confidential lists and particulars of the clients and potential clients of the Company or any Associated Company;
- any information relating to the products, or proposed products, of the Company or any Associated Company;
- any marketing, financial, business or sales information or terms of contracts or agreements, or plans relating to the Company or any Associated Company
- any information which the Company has identified as confidential

### **OBLIGATIONS AFTER EMPLOYMENT**

On termination of your employment you agree that you will not, either directly or indirectly, for a period of 12- months following your last day of employment on your own behalf or on behalf of another person:

(i) seek, canvas, solicit or accept from any person who was a client or potential client of the Company, or any Associated Company, any financial services or insurance business of the type offered by the Company, or any Associated Company.

(ii) seek to persuade any client or potential client of the Company, or of any Associated Company, not to conduct or renew any financial services or insurance business with the Company, or any Associated Company, or to terminate such business.

You agree that the compensation payable under this agreement is sufficient consideration for this clause, and that the time and character limitations are reasonable and will not impair your ability to earn a livelihood.

### **INTELLECTUAL PROPERTY**

The intellectual property in any material (e.g. ownership of copyrights, confidential information, trade marks or patentable inventions) made or acquired by you or to which you have had access or have had knowledge of in the course of your employment shall be the property of the Company and is covered by the confidentiality provisions set out above.

**Ventura (India) Private Limited**

Registered Office: Upper Ground Level, Level 1, Level 2 & Level 3, Tower B1, Magarpatta City SEZ, Magarpatta City, Hadapsar, Pune-411013, Maharashtra, India.

Tel.: +91-20-67660400 Registered in India CIN: U72200PN2004PTC019380

Website: [www.capita.com](http://www.capita.com)

Data Classification: Confidential

### **COMPANY PROPERTY**

You shall promptly whenever requested by the Company and in any event upon the termination of your employment (for whatsoever cause) deliver up to the Company or its authorised representatives all property, including without limitation: computer, mobile phone, office equipment which may be in your possession or under your control and which relate in any way to the property, business or affairs of the Company, any associated Company or any client or agent of the Company.

### **INFORMATION SECURITY**

On commencing employment with the Company, you will be required to sign an Agreement of Non-Disclosure, Confidentiality, Conflict of Interest and Secrecy.

This agreement is the entire and sole agreement between the parties and replaces all other agreements or arrangements, whether they were written or verbal, and by signing this agreement you confirm that you accept the terms of this agreement and have not relied on any agreements which are not contained in this document.

### **NON- ENTICEMENT**

You are not permitted for a period of 12 months after your last day of employment, to employ, or solicit or entice away from the Company or any Associated Company any employee or worker who is engaged by the Company or any Associated Company in a senior managerial, sales or sales support capacity including customer services employees and was a person with whom you dealt in the course of your duties.

### **PROCESSING OF YOUR INFORMATION**

By signing this agreement, you are giving your consent to allow the Company to process your personal information, including sensitive information such as health information and information about criminal convictions, for employee administration and management purposes, which may include the carrying out of appropriate security checks. You also consent to our transferring your information to countries, which do not provide the same level of data protection as India.

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

### **JURISDICTION**

This agreement shall be governed by, and construed in accordance with, the laws of the Republic of India.

Yours Sincerely,

**For Ventura (India) Private Limited**



**Jayaeta D'Souza**  
**Authorised Signatory**



**DECLARATION**

All the information declared by you being found true and accurate. In the event of any suppression of facts or falsification of information, dishonesty, disobedience, misappropriation, absence from work without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, your services are liable to be terminated without notice.

You are requested to sign the duplicate copy of this letter as a token of your acceptance.

Signed..... Date: .....

Name: **Mahesh Mali**

I acknowledge receipt of the original copy of this contract and accept the terms and conditions set out herein

**DECLARATION**

In order to comply with the regulatory environment in which Capita operates, we are required to ask employees about specific aspects of their background.

Please answer the following questions honestly and completely by ticking in the space next to either "Yes" or "No" and providing further details where required. If you need more space than is given for additional information, please use an extra sheet.

- Have you ever been dismissed by a previous employer or have you ever resigned under a disciplinary procedure?

Yes-----

No -----

If yes, please provide full details:

- Have you ever been convicted of any criminal offence?

Yes-----

No -----

If yes, please provide full details:

- Please confirm how many days you have been absent from work because of illness over the last 2 years. If any period of absence was for longer than a period of working days, please confirm the reasons for the absence.

----days

Details:

- Do you have any permanent medical disability?

Yes-----

No-----

If yes, please provide full details:



- Are you currently in arrears on any repayments for any type of financial services? This may include mortgages, personal loans, credit arrangements etc.

Yes-----

No-----

If yes, please provide full details:

I understand that any offer of employment will be subject to the information on this form being correct.

I understand that any false, incomplete or misleading information that I may give will make me liable, if employed, to dismissal.

Signature: -----

Name : **Mahesh Mali**

Date : -----

Annexure I

**Name:- Mahesh Mali**

**Designation:- Executive - Content Writing, Band:- India - Band 7 - Operations**

### **COMPONENTS OF PAY - PER ANNUM**

#### **(A) FIXED COMPONENTS**

Basic Pay -- ₹136,000.00

House Rent Allowance -- ₹68,000.00

Statutory Bonus -- ₹36,000.00

Personal Pay -- ₹78,400.00

**Total Fixed Pay (TFP) -- ₹318,400.00**

#### **(B) RETIRALS**

Provident Fund (Employer's Contribution) -- ₹21,600.00

**COST TO COMPANY (CTC) (A+B) -- ₹340,000.00**

#### **(C) DISCRETIONARY PERFORMANCE BONUS**

Discretionary Variable Performance Bonus (0% to 15%) -- ₹51,000.00

**TOTAL COST TO COMPANY (TCC) (A+B+C) -- ₹391,000.00**

#### **Note:**

\* Monthly salary is subject to deduction of Professional Tax and Income tax.

**Ventura (India) Private Limited**

Registered Office: Upper Ground Level, Level 1, Level 2 & Level 3, Tower B1, Magarpatta City SEZ, Magarpatta City, Hadapsar, Pune-411013, Maharashtra, India.

Tel.: +91-20-67660400 Registered in India CIN: U72200PN2004PTC019380

Website: www.capita.com

Data Classification: Confidential

- Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
- HRA will be exempted from tax subject to producing the relevant bills as per income tax rules.
- You can claim reimbursements which is a part of your 'Personal Pay' for availing Income Tax exemption, as per applicable laws and company policy. Please refer to the policy note on Flexi-benefits for the plans applicable to you.
- Discretionary Variable Performance Bonus mentioned above is indicative, which is discretionary and performance based, and is paid out to all such employees who are on the active rolls of the Company (not resigned), as on the date of pay out and is calculated based on the Performance appraisal rating of the employee and Company performance & its discretion. The organisation reserves the right to amend/alter the compensation structure.
- You will be covered for Insurance (Mediclaime or ESI basis salary eligibility, Personal Accident, Term Life) as per Company policy.
- You will be paid Gratuity as per the Gratuity ACT.

Yours Sincerely,

**For Ventura (India) Private Limited**



**Jayeeta D'Souza**  
**Authorised Signatory**

## Contact

[www.linkedin.com/in/anuj-sawkar-7a2413257](https://www.linkedin.com/in/anuj-sawkar-7a2413257) (LinkedIn)

## Top Skills

Automotive Sales

# Anuj Sawkar

Relationship Manager at Mercedes-Benz Silver Star Pune | Certified by Mercedes Benz India (C Sales)  
Pune, Maharashtra, India

## Experience

Mercedes-Benz Silver Star Pune

2 years 6 months

Relationship Manager

November 2022 - Present (3 months)

Pune, Maharashtra, India

Sales Executive

August 2020 - Present (2 years 6 months)

Pune, Maharashtra, India

Certified by Mercedes Benz India (C Sales)

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## Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (June 2016 - June 2020)

## Contact

[www.linkedin.com/in/ravikumar-wadigeri-852382194](https://www.linkedin.com/in/ravikumar-wadigeri-852382194) (LinkedIn)

## Top Skills

Selenium  
Manual Testing  
Automation Testing

# Ravikumar Wadigeri

System Engineer at Infosys Limited  
Pune, Maharashtra, India

## Summary

Because I am fresher I have no experience. I like to work in an Information Technology (IT) industry that needs a mechanical engineer.

---

## Experience

### Infosys

1 year 1 month

#### System Engineer

July 2022 - Present (8 months)

Pune, Maharashtra, India

#### System Engineer Trainee

February 2022 - July 2022 (6 months)

Pune, Maharashtra, India

---

## Education

Zeal College of Engineering & Research, Pune

Mechanical Engineering · (2016 - 2020)



## Contact

[www.linkedin.com/in/abhishek-rokade-0198a115b](https://www.linkedin.com/in/abhishek-rokade-0198a115b) (LinkedIn)

## Top Skills

Time Management

Supervisory Skills

Maintenance Management

# abhishek rokade

Student at Zeal Education Societys Dnyanganga College of Engineering & Research, Narhe, Tal. Haveli, Dist. Pune 41  
Pune, Maharashtra, India

## Experience

Vishvaraj environment Pvt Ltd  
Maintenance Supervisor  
August 2020 - Present (2 years 7 months)  
India

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## Education

Zeal Education Societys Dnyanganga College of Engineering & Research, Narhe, Tal. Haveli, Dist. Pune 41  
Bachelor of Engineering, Mechanical Engineering · (2016 - 2019)

## Contact

[www.linkedin.com/in/kishori-takale](https://www.linkedin.com/in/kishori-takale)  
(LinkedIn)

## Top Skills

Purchasing  
Microsoft Excel  
Procurement

# Kishori Takale

Student at Zeal College of Engineering & Research, Pune  
Pune, Maharashtra, India

## Experience

Mayuresh engineers and fabricators  
Purchase Engineer  
January 2021 - April 2022 (1 year 4 months)  
Pirangut

---

## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

SHREE VITTAL EDUCATION AND RESEARCH INSTITUTE  
COLLEGE OF ENGINEERING PANDHARPUR  
Diploma of Education, Mechanical Engineering · (June 2013 - June 2016)

## Contact

[www.linkedin.com/in/atharva-agashe-058964157](https://www.linkedin.com/in/atharva-agashe-058964157) (LinkedIn)

## Top Skills

Microsoft Office

Life Skills

Microsoft Excel

## Languages

English (Professional Working)

Marathi (Native or Bilingual)

Hindi (Full Professional)

# Atharva Agashe

Bachelor of Engineering, Mechanical Engineering.  
Pune, Maharashtra, India

## Summary

An enthusiast learning related to mechanical engineering and real-life skills. Aiming towards achieving profound industrial application's knowledge in the field of mechanical engineering and etc.

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## Experience

Pratham Technologies

Graduate Engineering Trainee

August 2020 - March 2021 (8 months)

Pune, Maharashtra, India

Production Engineer

(Assembly) 4 months

R.C.A

(Quality Assurance-BASIC LEVEL) 3 months

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## Education

Zeal Education Societys College of Education, Sinhgad Road, Pune  
51

Bachelor of Engineering, Mechanical Engineering · (2016 - 2020)

Ashok vidyalaya

H.S.C, Science

New English School ,Ramanbaug.

SSC · (June 2008 - June 2014)

## Contact

[www.linkedin.com/in/hardik-bhandare](https://www.linkedin.com/in/hardik-bhandare) (LinkedIn)

## Top Skills

Leadership

Communication

Management

## Languages

Hindi (Native or Bilingual)

Marathi (Native or Bilingual)

English (Professional Working)

# Hardik Bhandare

Equity Research Analyst | MBA Finance student at Bharati Vidyapeeth

Pune, Maharashtra, India

## Experience

Digital Nirvana, Inc.

Equity Research Analyst

August 2022 - Present (7 months)

Pune, Maharashtra, India

GS Analytics

Equity Research Analyst

February 2022 - July 2022 (6 months)

Udaipur, Rajasthan, India

Amazon

Customer Service Associate

November 2020 - November 2021 (1 year 1 month)

Pune, Maharashtra, India

BDB India Private Limited

Intern

January 2019 - January 2019 (1 month)

Pune Area, India

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## Education

Savitribai Phule Pune University


Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

Bharati Vidyapeeth


Master of Business Administration - MBA, Finance · (2021 - 2023)

# ER. DHANSHREE SHEDGE

B.E. Mechanical, Design Engineer

 Pune, Maharashtra

 +91 93249 33333

 threedsolutions3@gmail.com

 3d\_pune



**ThreeD Solutions**

# APEX ENGINEERS

S.No. 30/13, Milket No 5/548, Near Dran Engg. Pvt. Ltd.

Dhayari, Pune - 411041.

Mob. : 98509 54087 / 88304 94222

NAME : Pratik Bhuwal

DESG : Quality Head

PHONE : 9657921088

D.O.B. : 06-09-1996





10-February-2022

Manmath Nagnath Swami  
TA. Deoni Dist. Wadmurambi Latur, 413519

Dear Manmath,

**Welcome to Vodafone!**

We are pleased to offer you the position of **Senior Executive, Engineer with Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **Business@Mantri, Nagar Road, Lohegaon, Pune - 411014**. During your employment with the Company, depending upon business requirements, you may be transferred/deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing. You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.

For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, Business@Mantri**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.

2. You are expected to join as early as possible and not later than **16-February-2022** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation for a period of six months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.\*

Registered Address: Vodafone India Services Private Limited, Indabulls Finance Centre, 1201, 12<sup>th</sup> Floor, Tower- 1, Senapati Bapat Road, Elphinstone (West), Mumbai 400013, Maharashtra India (CIN: U64201MH1999PTC254960)

□ General



6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
  - The relieving / resignation acceptance letter from your present employer
  - 3 passport size photographs & a copy of your PAN card
7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2**. Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**

Private & Confidential

Date : 14/01/2023

MOHAMMAD HUMRAN SHAIKH

FL 403 K - PALACE, SN 15/1/2/1/1 OLD 14/1/2/1/1

KONDHWA BUDRUK, MAHARASHTRA -411048

## APPOINTMENT LETTER

Dear MOHAMMAD HUMRAN SHAIKH,

Subsequent to the meetings between Convergys India Services Private Limited (hereinafter, 'Convergys'/ '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 Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Technical Support. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile 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 Job profile 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/deputation 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 17/01/2023 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) before 16/01/2023 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 swetha.raju@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

NCNX/REC/ART/AGHR/AFTE/1.4

Convergys India Services Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place  
New Delhi- 110001, India  
91 11 68137751

CIN: U74899DL2001PTC109274

info@concentrix.com · www.concentrix.com



1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

## **2. Terms and Conditions:**

### **2.1 Valid Passport:**

#### **(A) Comp Grade 12 & 11: Clause 2.1.1**

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

#### **(B) Comp Grade 10: Clause 2.1.2**

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option,

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.4

may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **60 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

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

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.4

2.16 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.17 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

### **3. Confidentiality**

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you.

3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

4. The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

5. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.

Signature of Candidate

NCNX/REC/ART/AGHR/AFTE/1.4

7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.
8. Your continuance in employment is subject to your maintaining clean criminal and financial records.
9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
11. "Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.
12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

It is highly recommended that before you begin your journey with Convergys, please visit the website [www.concentrix.com](http://www.concentrix.com). The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Concentrix, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified

Digitally signed by DS CONVERGYS INDIA SERVICES PRIVATE LIMITED 2  
Date: 2023.01.14 19:52:29 +05:30  
Reason: Concentrix Hiring  
Location: Pune



**Authorized Signatory (Please Sign above)**

**I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 17/01/2023.**

**Candidate Name** : MOHAMMAD HUMRAN SHAIKH

**Candidate's Signature** : \_\_\_\_\_

**Date** : \_\_\_\_\_

## Contact

[www.linkedin.com/in/mayur-khandale-6213b0171](https://www.linkedin.com/in/mayur-khandale-6213b0171) (LinkedIn)

## Top Skills

Team Leadership

Time Management

CAD/CAM Software

# Mayur Khandale

Student at Zeal Education Societys College of Education, Sinhgad Road, Pune 51

Pune, Maharashtra, India

## Summary

Work experience as Quality Control Specialist in pressure part fabrication industry.

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## Experience

Thermax Babcock & Wilcox Energy Solutions Private Limited

Quality Control Inspector

March 2022 - Present (11 months)

Shirwal

Qh Talbros Pvt Ltd shirwal

Trainee

January 2021 - Present (2 years 1 month)

---

## Education

Zeal College of Engineering & Research, Pune

Mechanical engineering, Engineering Design · (2017 - 2020)

## Contact

[www.linkedin.com/in/prajwal-khedkar-7995691bb](https://www.linkedin.com/in/prajwal-khedkar-7995691bb) (LinkedIn)

## Top Skills

SOLIDWORKS

CATIA

ANSYS Workbench

# PRAJWAL KHEDKAR

Attended Savitribai Phule Pune University  
Pune, Maharashtra, India

## Experience

EagleBurgmann  
Mechanical Design Engineer  
March 2022 - Present (11 months)  
Pune, Maharashtra, India

---

## Education

Savitribai Phule Pune University  
Bachelor of Engineering - BE, Mechanical Engineering · (July  
2017 - November 2020)


Savitribai Phule Pune University  
Mechanical engineering, CAD/CADD Drafting and/or Design Technology/  
Technician · (2017 - 2020)

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Logistics Trade Park, Bhosari Alandi Rd,  
Dighi, Pune - 411015, Maharashtra.  
Contact No. 020 68197600.





## Contact

[www.linkedin.com/in/sejal-kundalkar-7720421b6](https://www.linkedin.com/in/sejal-kundalkar-7720421b6) (LinkedIn)

## Top Skills

PTC Creo

CATIA

Siemens NX

# Sejal Kundalkar

BE Mechanical - 2020  
Pune, Maharashtra, India

## Experience

IKSC Knowledge Bridge Pvt. Ltd.  
Intern  
July 2019 - Present (3 years 7 months)  
Pune, Maharashtra, India

---

## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

MIT Polytechnic  
Diploma, Mechanical · (2014 - 2017)

Sevasadan English Medium School - India  
SSC

HR-Ref No:

**Name:Nayan Kutwal**

**Sub: Offer for the Learning Consultant**

**Dear Nayan,**

We are pleased to offer you a position **Learning Consultant** of with **TALENTEGE EDUCATION VENTURES PVT.LTD** at our Pune Office. Your **Band** shall be **5A** and shall be working for our **Online Sales** department. You are expected to join us on or before **24-Nov-2022**. This offer letter is subject to the terms and conditions and not limited to below mentioned terms but also includes the Annexure(s) attached hereto and/or any form of communication that is communicated or to be communicated to you:

A. Your Cost to Company **3,60,000/- (Three Lakh Sixty Thousand Only)** with details enclosed in Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion. Over and above the Fixed Compensation, you shall be eligible for a performance-based incentive up to INR **4,00,000/- (Four Lakh Rupees Only)** per annum, on achieving specific targets, which will be paid as per the sales incentive plan.

B. Annexure II lists out the broad Code of Conduct governing your employment with us. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.

C. Please accept this offer within **Two** working days from the date of this letter, else this offer shall be automatically revoked and no claim and/or disputes shall be entertained.

D. Your employment in the Organization is subject to satisfactory verification of your certificates, and personal credentials. These are outlined in Annexure III. The Organization reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the details shared with the Organization or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer letter, you shall be issued an appointment letter after joining the Organization.

E. You would be entitled to leaves subject to prior approval of your reporting manager. Your leave entitlement, accumulation and/or carry forward, shall be driven as per the Organization policies on the subject.

Please read the details of the letter and the attached annexures (I, II and III) and accept the offer letter online. We look forward to work with you.

Yours faithfully,

**For Talentedge Education Services Pvt. Ltd.**

**Authorized Signatory**

**Talentedge Education Services Pvt. Ltd.**

**CIN: U74900MH2015PTC262490**

Registered Office: Bhavewhar Arcade, 7th Floor, B-Wing, Opposite Shreyas Cinema,  
LBS Marg, Ghatkopar West, Mumbai

Landline No.: 022-42193000. Email: info@talentedge.in Visit us at www.talentedgenext.com

Corporate Office: Corporate Office: Plot Number-4, Survey Number-5, Near Axis Bank, Bhavdhan Pashan  
Road, Bhavdhan Khurd, Pune-411021

Landline: 9102067782491

## Annexure I

<b>Talentedge Education Services Pvt. Ltd.</b>		
<b>Name</b>	Nayan Kutwal	
<b>DESIGNATION</b>	Learning Consultant	
<b>Grade</b>	5A	
<b>ROLE</b>	Online Sales	
<b>DATE OF JOINING</b>	24-Nov-2022	
<b>Department</b>	Online Sales	
<b>Location</b>	Pune	
<b>COMPENSATION DETAILS</b>		
<b>FIXED CTC ( A1 )</b>		
<b>PARTICULARS</b>	CTC (INR)	
<b>COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUALLY</b>
Basic	24,560	2,94,720
House Rent Allowance	2,456	29,472
Education Allowance	0	0
Food Allowance	0	0
City Compensation Allowance	0	0
Statutory Bonus	0	0
<b>TOTAL GROSS FIXED PAY (A)</b>	<b>27,016</b>	<b>324,192</b>
<b>FLEXI BENEFITS (B)</b>		
Driver Reimbursement	0	0
Fuel Reimbursement	0	0
Professional Literature	0	0
Leave Travel Reimbursement	0	0
<b>FIXED COST TO COMPANY A B</b>	<b>27,016</b>	<b>3,24,192</b>
<b>RETIRAL BENEFITS (C)</b>		
Provident Fund- Employer Contribution	1800	21,600
ESIC	0	0
Gratuity	1181	14,172
<b>Gross CTC (A B C)</b>	<b>30,000</b>	<b>3,60,000</b>
<b>VARIABLE PAY/ BONUS (D)</b>		
*Performance Linked Bonus (Variable)	33,334	4,00,008
One Time Joining Bonus	0	0
One Time Retention Bonus	0	0
<b>OTHER BENEFITS(E)</b>		
Group Mediciam 0	0	0
Group Personal Accident Insurance 0	0	0
Group Term Life Insurance 0	0	0
<b>TOTAL E</b>	<b>0</b>	<b>0</b>
<b>TOTAL COST TO COMPANY (TCTC) A B C D E</b>	<b>63,334</b>	<b>7,00,008</b>
Appraisal	You shall be eligible for performance appraisal and increment cycle as per Organization policy. The appraisal period will be from date of joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.	
*Performance Bonus/ Variable/ Retention Bonus	You will be eligible for performance/variable/retention bonus provided that you are on the rolls of the Organization and not on the notice period at the time of disbursement of the amount. This bonus is paid on the basis your performance and the Organization policy, applicable at the time.	
Group Health Insurance Policy	Covered under GMC policy of sum assured of up to 2 Lakhs as per Company Policy, effective from the date of endorsement in policy.	
Group Personal Accident Insurance 0	Covered under GPA policy of sum assured of 3 times the fixed salary plus variable, shall effective from the date of endorsement.	
Group Term Life Insurance 0	You will be eligible for GTLI i.e. 3 times the fixed salary plus variable.	
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.	
Note	The Organization reviews its compensation structure and policies from time to time. The compensation structure and benefits are subject to change and shall be communicated to you at the time of joining or later, as the change becomes applicable.	
For Talentedge Education Ventures Pvt. Ltd.		
Authorized Signatory	Accepted and Signed	

## Annexure II

### Code of Conduct

Whilst employed with the Organization, you would be expected to follow the below mentioned:

#### 1. **No Conflicting Obligations:**

1. You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement. You represent and warrant that you are free to enter into this Agreement and accept the employment of the Company under the terms of this Agreement. If you have any obligations or commitments, you shall disclose fully all of your business interests to the Company, whether or not they are similar to or in conflict with the business or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and your any other of your immediate relatives. Also, you agree not to create or enter into such business interests during the course of your employment and, in the event, such interests occur for reasons.

#### 2. **Integrity & Honesty**

1. You warrant to the Organization, that all obligations and commitments shall be carried out with utmost honesty and integrity. While interacting with existing and prospective clients, correct and accurate information shall be provided at all times. No misrepresentation shall be made to any person in relation to Organization's business. Misrepresentation of facts and submission of false information, data, facts etc. shall lead to summary termination of employment.

#### 3. **Mutual Trust and Respect**

1. You agree to conduct themselves in a respectful manner while interacting and representing with regard to the Organization's business at all the times. At no time would you use any such language, gestures, indications etc. which shall be offending to others and/ or in violation of decorum of the Organization. Any difference of opinion shall be expressed in a respectful manner.

#### 4. **Diversity**

1. The Organization stands committed to diversity at work place. No discriminatory conduct on the basis of cast, creed, gender, ethnicity, religion, region etc. shall be tolerated. All cultures and traditions shall be mutually respected.

#### 5. **Non Solicitation & Non-Compete**

1. During the period commencing on the date of this Agreement and for a period of six months from the date of termination you shall not directly or indirectly solicit, induce or attempt to solicit or induce (on your own behalf or on behalf of any other person or entity) either as an employee or consultant of the Company or any of the Company's affiliates or as a business of any customer and/or vendor of the Company or any of the Company's affiliate with whom you became acquainted with during the term of this Agreement.

#### 6. **Adherence to the Law**

1. You are expected to follow all the applicable provisions of law while acting on behalf of the Organization with regard to its business. You shall be duty bound to report any instance of violation of any provisions of law to management in confidence. Management shall maintain the confidentiality of all such reporting. You shall be required to mandatorily inform any such occurrence and/or situation which may lead to creation of potential hazard to safety and security of employees and assets of the Organization.

#### 7. **Confidentiality**

1. You are expected to follow to ensure that all information related to the Organization is kept confidential. At any stage of your career with the Organization, you would not divulge, share any information, trade insights, customer information, technical know-how or any other information that is under the purview of the Organization.

#### 8. **Data Security**

1. Any data/information related to the work conducted in the Organization that you have access to or have been provided access of, by the virtue of your job role, shall not be transferred or emailed to any location or personal email id, without prior written approval from the relevant stakeholders /data owners.

#### **Accepted and Signed:**

**Annexure III**

Listed below are the Mandatory Documents to be uploaded on or before the Date of Joining

1. Letters:

- a. Relieving / Experience Letter from your existing / last employer
- b. Resignation letter duly accepted

1. Salary Slip: Last 3 months

2. Certificates : Highest Qualification

3. Identity Proof : Pan Card; Aadhar Card or Passport copy

4. Address Proof : Aadhar Card or Passport copy

5. If you are already a member of the Provident Fund scheme with your previous employer, then, share your UAN number

## Contact

[www.linkedin.com/in/sandarsh-mahajan](https://www.linkedin.com/in/sandarsh-mahajan) (LinkedIn)

## Top Skills

C (Programming Language)

Java

Express.js

## Certifications

Problem Solving(Basic)

SQL(Basic)

# Sandarsh Mahajan

Deputy Manager - Platform Technology at Bajaj MARKETS || Java Developer

Pune, Maharashtra, India

## Experience

Bajaj MARKETS

Deputy Manager

May 2022 - Present (9 months)

Pune, Maharashtra, India

---

## Education

SunBeam Institute of Information Technology, Pune-Karad

PG-DAC (Post Graduation Diploma in Advance Computing), Web

Developer · (September 2021 - April 2022)

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

# MAHAJAN AUTOMATION



**Pravin Raju Mane**  
(Robotic Service Engineer)

**Blood Group : O+**

**Works :** Gate No.441, S.No.474/1, Lawasa Road,  
Mukaiwadi, Pirangut, Taluka, Mulshi Dist,  
Pune - 412115, Maharashtra, India.  
Email : [info@mahajanautomation.com](mailto:info@mahajanautomation.com)





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**Sourabh Marje**  
Marketing Executive

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Dist. Kolhapur - 416 122.

**Ph. No.:** (0230) 2460 941 / 2460 444.

**M :** 91 - 74100 39191

**E :** [mmtkopsales2@acemicromatic.com](mailto:mmtkopsales2@acemicromatic.com)  
[mmtkop@acemicromatic.com](mailto:mmtkop@acemicromatic.com)

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**TATA CONSULTANCY SERVICES**



**KAUSTUBH  
MASURKAR**

Card No 114575  
Associate No 2368775

**Tata Consultancy Services Ltd.**  
TCS House, Raveline Street, Fort  
Mumbai 400001, India

## Contact

[www.linkedin.com/in/aman-mathew-0b559aa3](https://www.linkedin.com/in/aman-mathew-0b559aa3) (LinkedIn)

## Top Skills

Problem Solving  
Quality Assurance  
Communication

# Aman Mathew

--

Hof, Bavaria, Germany

## Experience

Freedom Logistics (Amazon DSP)

Associate

June 2022 - November 2022 (6 months)

Gattendorf, Bavaria, Germany

Zeal College of Engineering & Research, Pune

Assistant TPO

June 2021 - October 2021 (5 months)

Skywings technologies Pvt Ltd

Junior Project Manager

December 2020 - May 2021 (6 months)

Pune, Maharashtra, India

Determined Jr. Project Manager with overseeing and completing the projects using Computer aided design, managing quality assurance and successfully completion of project before deadline.

---

## Education

Hochschule Hof, University of Applied Sciences

M.B.A and ENG., Operational Excellence · (March 2022 - March 2024)

Zeal College of Engineering & Research, Pune

BE-Bachelor of Engineering (Mechanical Engineering) · (2020)

MGSM'S SMT.SHARADCHANDRIKA SURESH PATIL COLLEGE  
OF PHARMACY, CHOPDA

Diploma- Mechanical Engineering · (2016)

Clara English Medium School chopda

School · (March 2013)

Infosys®



Yugandhar Mayekar

1214742



Ref: TCSL/DT20217650956/1755835/Delhi

Date: 03 February 2022

MR. ANIKET SHANKAR MHASKE

1560, Guruprasad Society Shivalay Niwas Lane No. 30-31b Dhayari Pune 411041. Lane No.31-31 B,  
Near Aryan World School Dhayari, Pune,  
Maharashtra-411041.  
Tel# 918788023634

**Sub: Joining Letter**

Dear Mr. Aniket Shankar Mhaske,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **24th February 2022**, your joining location is **Nagpur**, work location is **Nagpur** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## **TCS Xperience Program**

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

**Janardhan S**  
**Global Head - Talent Development**



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter



**Piyush Shriram MITRAGOTRI**

Employee Code : TLIPL - 021  
Date of Joining : 26-12-2022  
Blood Group : A +ve  
Emergency Contact No. : 9699359078



# PRAHARSHITA BUILDING SERVICES PVT LTD

PBS/Mech/2022/APL 003

Date: 07.11.2022


## Appointment Letter


Dear Bhushan S. More,


We are pleased to appoint you as GET Mechanical with effect from November 7, 2022

Your employment in our organization shall be governed by the following terms and conditions.

1. You shall be initially on probation for a period of 180 days. After the probation period is completed, you will be absorbed as the confirmed employee based on your performance and review. However, the organization reserves the right to extend the probation if required.
2. You will continue in probation unless you receive a confirmation in writing from the respective department.
3. During your probation, your services can be terminated without stipulating any reason with one-month notice or gross salary in lieu of notice on either side.
4. Upon confirmation of your service in the company, If you choose to resign you will be required to give 60 days' notice or you will be liable to pay an amount equivalent to your 60 days Gross salary to company in lieu of notice, If the company decides to terminate your services after confirmation, the company can do so by giving you 30 days' notice period or relieve you by paying to you an amount equivalent to your one month's Gross Salary in lieu of notice and without assigning any reason therefore.
5. In case of resignation or termination, please submit NOC and office material at your soonest for swift processing of full and final settlement. After three months, company will not be keeping records and employee file will be closed.
6. The regular business hours of the company are from 9.30 to 6.30 PM Monday to Friday, including 60 minutes for lunch and tea breaks. You will be required to work extra hours as and when required and informed by your senior.
7. You will be entitled to leaves as per the Company HR Policies.
8. You shall perform all the duties as the position you hold with diligence and such other tasks that may be assigned to you depending on the nature of work.
9. You are liable for transfer or delegation to any of our office locations at the discretion of the Management.

 +91-77980 56011

 DS IKON Building  
2<sup>nd</sup> Floor, Laxman Nagar  
Baner, Pune, Maharashtra  
411045

 sales@pbsmep.com  
[www.pbsmep.com](http://www.pbsmep.com)

10. You shall be paid a total remuneration (CTC) of INR 2,21,380 /-
11. Apart from the above, you are also eligible for Paid Offs, Performance Incentives, Medical Insurance, etc., as per the company set practices.
12. You shall attain superannuation at the age of 60 years
13. Termination of your services by the management without notice would arise in the event of:
  - a. You are being found medically unfit during a pre-medical test
  - b. Any contravention of the rules mentioned in standing orders
  - c. Any other proven misconduct as per standing orders
14. You shall not disclose any confidential and proprietary information to anyone who is not authorized to obtain the same.
15. Your remuneration package is strictly confidential between you and the company and should not be discussed with anyone divulged to anyone in any manner whatsoever.
16. The organization reserves its right to amend the grade, designation and salary structure offered to you from time to time.
17. You shall comply with the rules and regulations of the organization as stipulated in the standing orders, employee handbook or in any other manners that are currently in force or amended in future from time to time.
18. The appointment is offered on the understanding that the information given by you is correct/true and complete. If found incorrect, this appointment may be withdrawn before you join service with us or your services may be terminated at any time after you have taken up employment with us.
19. If you are absent for a period of 5 consecutive working days without the sanction of leave or overstay, you shall lose your lien on your employment. You shall be assumed to have abandoned employment voluntarily.
20. You shall take excellent care of and be responsible for the work equipment, official documents, tools and other items/materials entrusted to you.
21. You shall not engage in or carry on any business either singly or in partnership with others a business from our existing clients for a period of 2 years after leaving the company.
22. In case of any dispute arising out of this, the court of PUNE alone shall have the jurisdiction in the matter.

The terms and conditions may be amended from time to time at the discretion of the Management.

In token of your acceptance on the above terms and code of conduct, you are requested to return signed copy of this letter that indicates you have read, understood and accepted the terms & conditions of this appointment offer.

PRAHARSHITA BUILDING SERVICES PRIVATE LIMITED welcomes you and offers delightful employment to work and hope that the association will be mutually beneficial and meaningful.

With best wishes,

**PRAHARSHITA BUILDING SERVICES PRIVATE LIMITED**  
  
**DIRECTOR**  
(Ramamohana Lagidi)

[PRAHARSHITA BUILDING SERVICES Pvt Ltd.,

**Mr. Ramamohana Lagidi (Rama)**  
Director]

Accepted & Signed: \_\_\_\_\_

## SALARY ANNEXURE-1

Employee Name: Bhushan S. More

Fixed CTC	192000		
Total Deductions	29280		
Gross CTC	221380		
Particulars	Basis	Monthly Salary	Annual Salary
Earnings			
BASIC	40% of Gross CTC	6400	76800
HRA	40% of Basic Salary	2560	30720
CONVEYANCE	Fixed	1600	19200
MEDICAL	Fixed	1250	15000
SPECIAL ALLOWANCE	Balancing Figure	4190	50280
Total earnings		16000	192000
Deductions			
Professional Tax (PT)		200	2500
PF - EMPLOYER SIDE		832	9984
PF - EMPLOYEE SIDE		768	9216
ESIC - EMPLOYER SIDE		520	6240
ESIC - EMPLOYEE SIDE		120	1440
Total Deductions		2440	29280
Payable salary before Income Tax		18440	221380

- You will receive salary and all other benefits part of your remuneration package subject to and after deduction of tax at source in accordance with applicable law.
- All numbers are based on INR denomination. Numbers are subject to change as per company policies.

With best wishes,

PRAHARSHITA BUILDING SERVICES PRIVATE LIMITED  
  
DIRECTOR  
(Ramamohana Lagidi)

[PRAHARSHITA BUILDING SERVICES Pvt Ltd.,

**Mr. Ramamohana Lagidi (Rama)**

Director]

Accepted & Signed: \_\_\_\_\_

## Contact

[www.linkedin.com/in/omkar-more-327719227](https://www.linkedin.com/in/omkar-more-327719227) (LinkedIn)

## Top Skills

Test Automation

Agile Methodologies

Database Testing

# Omkar More

Automation Test Engineer  
Pune, Maharashtra, India

## Experience

NICE Interactive Solutions Pvt. Ltd.  
Quality Assurance Automation Engineer  
November 2019 - Present (3 years 4 months)  
Pune/Pimpri-Chinchwad Area

---

## Education

SPPU University  
Bachelor of Engineering - BE, Mechanical Engineering · (June 2015 - May 2019)

Date: 28-Dec-2021

## LETTER OF INTENT TO OFFER

Dear Lakshman G Narale,

Consequent to your interview with Collabera, we are pleased to inform that you have been selected as Associate Engineer and will be joining us on 29-Dec-2021. Your contribution is imperative to assure our sustained success and growth.

Your gross annual remuneration (CTC) will be **Rs 3,60,000 /- Three Lakh Sixty Thousand Rupees**. Please refer to the details of the salary break up in Annexure A.

You are initially appointed to work in **Hyderabad** office of **Collabera Services Pvt Ltd (CSPL)**

Your employment with our organization will be governed by various policies, rules and guidelines of the organization.

Please note that this selection is contingent upon successful completion of requisite background investigations & pre-employment medical test.

You are requested to complete your joining formalities by submission of all documents as mentioned in Annexure B within 3 working days from the date of receipt of offer otherwise your offer stands cancelled at the discretion of Management.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Again, welcome! We hope that your career here will be a gratifying one.



Best regards,

Nikhil Doshi  
Authorized Signatory

---

**COLLABERA TECHNOLOGIES PVT. LTD.**

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,  
Gotri Sevasi Road, Gotri, Vadodara - 390021, India  
+91-265-2302313 [www.collabera.com](http://www.collabera.com)

## Annexure A

TOTAL REMUNERATION WORKSHEET		
Name: Lakshman G Narale Designation: Associate Engineer Location: Hyderabad		
CONSOLIDATED SALARY, ALLOWANCES, REIMBURSEMENTS AND BENEFITS		
(all figures in Rs.)		
Description	Monthly	Annual
Basic (Basic+DA)	21,500	2,58,000
House Rent Allowance	4,886	58,632
<b>GROSS SALARY (A)</b>	<b>26,386</b>	<b>3,16,632</b>
Company's Contribution to PF	2,580	30,960
Gratuity	1,034	12,408
<b>TOTAL DEFERRED BENEFITS (B)</b>	<b>3,614</b>	<b>43,368</b>
<b>TOTAL CTC (A + B) = C</b>	<b>30,000</b>	<b>3,60,000</b>
<p><b>Note:</b>                      *Net Take Home Salary is further subject to reduce by an amount equivalent to Professional Tax and TDS (Income Tax on Salary).                      *An equal amount will be contributed to the Fund by the employee, which will be deducted from Monthly Gross salary of the employee.                      *Gratuity will be payable as per provisions of Payment of Gratuity Act, 1972</p>		



Nikhil Doshi  
Authorized Signatory

I Hereby Accept the Offer and Confirm to Join On or Before : 29-Dec-2021  
Lakshman G Narale

*Lakshman G Narale*

**COLLABERA TECHNOLOGIES PVT. LTD.**

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,  
Gotri Sevasi Road, Gotri, Vadodara - 390021, India  
+91-265-2302313 [www.collabera.com](http://www.collabera.com)

## Annexure B

### Sub: Joining Formalities

As part of our joining formalities, you are requested to submit the following documents preferably before your date of joining:

1. Duly filled in enclosed Employment Application.
2. Duly filled in and signed copy of enclosed Confidentiality & Non - Disclosure.
3. Signed copy of your letter of offer.
4. Duly filled in PF Declaration Form.
5. Duly filled in Gratuity nomination Form.
6. Copy of Birth Certificate /Copy of proof of date of birth.
7. Copies of all qualification certificates and mark sheets (semester wise/Consolidated) from S.S.C onwards.
8. Highest Qualification Provisional Certificate and Degree Certificate front side and back side.
9. Copies of experience letters/ Service Certificates from current and previous Employers.
10. For Photo Identity, kindly furnish any one of the following documents:-
  - i. Copy of your passport (ECNR stamp is a must).
  - ii. Copy of valid Indian Driving License.
  - iii. Copy of voter ID Card.
  - iv. Copy of Ration Card
  - v. Copy of Adhar Card.
11. PAN Card
12. Copy of 2 Last month's pay slip.
13. Copy of Relieving letter from your last employer.
14. Medical Certificate as per the attached format.
15. Copy of your resume.
16. Copy of offer Letter from your last employer.
17. Passport size photographs Scan.
18. Signed Collabera Confidentiality Agreement (Hard Copy).



## Contact

[www.linkedin.com/in/mahesh-newase-305022157](https://www.linkedin.com/in/mahesh-newase-305022157) (LinkedIn)

## Top Skills

Kubernetes

Amazon S3

Cloud Computing

## Certifications

Getting Started With S3 Simple Storage Service

Kubernetes

Cloud Computing

AWS Certified DevOps Engineer Professional 2022 - Hands on!

Skillip

# Mahesh Newase

DevOps Engineer at Opengov Inc.  
Pune, Maharashtra, India

## Education

### Intellipaat

AWS Solutions Architect Associate , IT · (January 2022 - August 2022)

### Intellipaat

PG, Cloud Architect · (January 2022 - June 2022)

Zeal Education Societys Dnyanganga College of Engineering & Research, Narhe, Tal. Haveli, Dist. Pune 41

Bachelor of Engineering, Mechanical Engineering · (January 2017 - December 2020)

### Skillup

Course , IT · (March 2022)

## Contact

[www.linkedin.com/in/prathamesh-ingole-062218189](https://www.linkedin.com/in/prathamesh-ingole-062218189) (LinkedIn)

## Top Skills

SAP ERP  
SAP PP  
SAP HANA

## Languages

Marathi  
Hindi  
English

## Certifications

SAP Certified Application Associate -  
SAP S/4HANA Production Planning  
and Manufacturing (2020)

# Prathamesh Ingole

Associate Business Analyst at Trinamix Inc  
Pune, Maharashtra, India

## Summary

I am hardworking and passionate about my work, quick learner, can adapt easily to new situations and can make valuable contribution towards the development of an organization by applying my skills and knowledge with dedication & sincerity.

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## Experience

Trinamix Inc  
Associate Business Analyst  
December 2022 - Present (3 months)

Tata Consultancy Services  
SAP Intern  
April 2022 - August 2022 (5 months)  
Pune, Maharashtra, India

Bosch Chassis India Limited  
Trainee  
July 2020 - April 2021 (10 months)  
Chakan, Maharashtra, India

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## Education

MIT ADT University  
Post graduation diploma, ERP SAP · (July 2021 - July 2022)

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

Sou. Venutai Chavan Polytechnic, Pune  
Associate's degree, Diploma in Mechanical Engineering · (2013 - 2016)

Abhinav Vidyalaya Highschool  
SSC · (2013)



## Contact

[www.linkedin.com/in/kunal-kambale-カンバレ-クナル-0946a396](http://www.linkedin.com/in/kunal-kambale-カンバレ-クナル-0946a396) (LinkedIn)

## Top Skills

Object-Oriented Programming (OOP)

SQL

HTML5

## Languages

Marathi (Native or Bilingual)

English (Professional Working)

Japanese (Professional Working)

Hindi (Full Professional)

## Certifications

Project Execution: Running the Project

"Consultant Program" Virtual Experience Program Participant

Future of Modern Marketing

NAT-TEST 4Q

Baja SAE India

# Kunal Kambale (カンバレ クナル)

Software Engineer at Capgemini

Pune, Maharashtra, India

## Summary

Kunal Kambale is a Bachelor in Mechanical Engineering, and has successfully completed SAP MM Functional Consultant Training, certified with 4Q/N4 level in Japanese Language, also possesses N3 level Japanese Language written as well as speaking skills.

Professional Summary :

1. Recently completed SAP MM Functional Consultant Training.
2. Google Project Management Career Certificate - a rigorous, hands-on program that covers traditional and Agile project management approaches throughout the life cycle of a project.

Kunal is a Self-Motivated, Problem Solver, Effective Communicator, Team Player, Leader, Manager, Quick Learner, Result Oriented, and an Organized Person overall. He has had experience working as an Event Manager, an Entrepreneur and as a Team Coordinator at various International & National events like TEDx and BAJA SAE India.

Certifications -

1. SAP MM Functional Consultant Training Certification.
2. Google Project Management Professional Certification.
3. Japanese Language N4 level.

Other Skills -

1. SAP Materials Management.
2. Project Management.
3. Enable Decision Making.
4. Communicating.
5. Flexibility.
6. Strong Organizational Skills.
7. Manage Tasks Effectively.
8. Work well with others.

9. MS - Excel, MS - Word & MS - PowerPoint.

Talking about TEDx event, he was head of the selection committee, looked after sponsorships for the event, overall team co-ordination and management, cross team communication, prioritisation, took responsibility and managed to help team sail through in the times of crisis which led to the success of the Event. He was appreciated and recognised as an outstanding leader, a Problem Solver, an Effective Communicator and a Great Team Player in the whole process.

Back in his Engineering Days he also tried establishing his own Ecommerce Start-Up!

He was able to make it to the first ever BAJA team at his Engineering College and has had hands on experience in Building an ATV(All terrain vehicle). Wherein he had the opportunity to work in the Braking Department.

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## Experience

Capgemini  
Software Engineer  
May 2022 - Present (10 months)  
Pune, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune  
Mechanical Engineering

New English High School & Junior College  
HSC, Science & Electronics · (2011 - 2012)

S.I.C.E.S School  
S.S.C · (1999 - 2010)

## Contact

[www.linkedin.com/in/sanket-gangan-045609201](https://www.linkedin.com/in/sanket-gangan-045609201) (LinkedIn)

## Top Skills

Engineering  
Mechanical Engineering  
AutoCAD

## Languages

English (Full Professional)  
Hindi (Professional Working)  
Marathi (Native or Bilingual)

# Sanket Gangan

fresher mechanical engineer  
Pune, Maharashtra, India

## Summary

Completed ITI in (Turner) field ,after that Diploma and BE in (Mechanical) field  
currently working in pigment company as Jr Executive, Having professional experience in maintenance.

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## Experience

Sudarshan Chemical Industries Ltd.  
Maintenance Engineer  
February 2022 - Present (1 year 1 month)  
Mahad, Maharashtra, India

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## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

## Contact

[www.linkedin.com/in/manoj-pangale-12a826180](https://www.linkedin.com/in/manoj-pangale-12a826180) (LinkedIn)  
[manojpangle05.github.io/portfolio/](https://manojpangle05.github.io/portfolio/)  
(Personal)

## Top Skills

Cascading Style Sheets (CSS)

php

React.js

## Languages

English (Professional Working)

## Certifications

Game Development With Modern Platform

HTML, CSS and Javascript for web developers

Programming for everybody

# Manoj Pangale

Fullstack website developer | Freelancer  
Mumbai, Maharashtra, India

## Summary

Hi there! Thanks for visiting my profile

I'm a professional website designer and developer. To know more about me and my work please visit my portfolio website: <https://manojpangle05.github.io/portfolio/>

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## Experience

Visom6 Technology Pvt. Ltd.

Website Developer

February 2022 - Present (1 year 1 month)

Mumbai, Maharashtra, India

ChemBizR

Freelance Web Developer and Designer

July 2022 - August 2022 (2 months)

India

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## Education

Zeal Education Societys Dnyanganga College of Engineering & Research, Narhe, Tal. Haveli, Dist. Pune 41

Bachelor of Engineering - BE · (2016 - 2020)

## Contact

[www.linkedin.com/in/arshad-pansare-0699b6184](https://www.linkedin.com/in/arshad-pansare-0699b6184) (LinkedIn)

## Top Skills

Microsoft Excel

Research

Time Management

## Languages

English, Hindi, Marathi. (Professional Working)

# Arshad Pansare

Analyst Inventory Management  
Pune, Maharashtra, India

## Summary

Mechanical Engineer

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## Experience

Sakon  
Analyst  
September 2022 - Present (6 months)  
India

Amdocs  
Fiber Engineer  
January 2022 - August 2022 (8 months)  
Pune, Maharashtra, India

Proton Metalcrafts Pvt Ltd  
Quality Engineer  
January 2020 - November 2021 (1 year 11 months)  
kondhwa

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## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, mechanical engineering · (2017 - 2020)

Zeal Education Societys Dnyanganga College of Engineering & Research, Narhe, Tal. Haveli, Dist. Pune 41  
Bachelor's degree, Mechanical Engineering · (2017 - 2020)





AKASH GANESH PATIL

EMP ID NO : TNL21868956

BLOOD GROUP : B +

EMERGENCY NO : 9850530513

## ACC सिमेंटचे फायदे

सर्व सिमेंट पेक्षा भेगा कमी.  
का गोणीमध्ये ज्यादा काम.  
गण्याचे प्रमाण कमी.  
सर्वात ताकद व टिकाऊपणा जास्त.  
पूर्ण भारतात उपलब्ध.  
७५ वर्ष सिमेंटचा अनुभव.  
भारतात सर्वात पहिली अग्रगण्य कंपनी.  
अधिक माहितीसाठी  
[WWW.acclimited.com](http://WWW.acclimited.com).  
वित्तक करणे.

## ACC - Cement

अधिकृत विक्रेते

राहुल ट्रेडर्स/द्विपक ट्रेडर्स

मिरज, पंढरपूर, सांगोला हायवे रो.

पाटील चौक, पाडेगावनाका.

ता. सांगोला जि. सोलापूर.

प्रोप्रा. राजकुमार भागवत पार्टी

फोन - 9850644095

- ~~9975258819~~

8605436405

आपलं घर बांधा अशा सिमेंटने ज्याने भारत निर्माण केला आ

**YASH PATIL**

Manager



**MARUTI SUZUKI**

**SHREE AUTO**

(MARUTI AUTHORISED SERVICE CENTER)



+91 9021521770



+91 7775996242



yashzpatil@gmail.com



shree\_automidc@rediffmail.com

Opp to Shree Petroleum

Nangalwadi Phata

Mahad - Raigad 402301

## Contact

[www.linkedin.com/in/ayush-pushpakar-58924a211](https://www.linkedin.com/in/ayush-pushpakar-58924a211) (LinkedIn)

## Top Skills

Core Java,adv Java,spring boot,angular, HTML, CSS

Core Java

SQL

# Ayush Pushpakar

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Pune, Maharashtra, India

## Experience

HefShine Softwares (Official)

Full-stack Developer

June 2022 - Present (9 months)

Dhankawadi

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## Contact

[www.linkedin.com/in/ganesh-ranjane-172875135](http://www.linkedin.com/in/ganesh-ranjane-172875135) (LinkedIn)

## Top Skills

Sales

Engineering

Microsoft Office

# Ganesh Ranjane

Sales Executive at Monarch Auto Sales and Services  
Pune, Maharashtra, India

## Summary

I am team player who loves leading the team to success. I can manage my time efficiently as I am working part-time while pursuing a BE course. I love spending weekends on trekking and bike riding, natural beauty refreshes my mind.

---

## Experience

Monarch Auto Sales and Services  
Sales Executive  
April 2018 - Present (4 years 11 months)  
Pune Area, India

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## Education

Zeal College of Engineering & Research, Pune  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

Zeal Education Societys Dnyanganga Institute of Career  
Empowerment and Research, Narhe, Pune 411041  
· (2014 - 2017)

## Contact

[www.linkedin.com/in/hrishikesh-raut-1664901a4](https://www.linkedin.com/in/hrishikesh-raut-1664901a4) (LinkedIn)

## Top Skills

Machining Center

Vertical Machining Center Operation

# Hrishikesh Raut

Production & Quality Engineer at Sai Enterprises  
Pune, Maharashtra, India

## Experience

Sai Enterprises Works

Production Quality Engineer

November 2020 - Present (2 years 4 months)

Pune, Maharashtra, India

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## Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (2016 - 2020)

## Contact

[www.linkedin.com/in/abhishek-sanas-3699a1241](https://www.linkedin.com/in/abhishek-sanas-3699a1241) (LinkedIn)

## Top Skills

Engineering

Design

# Abhishek sanas

Attended Zeal College of Engineering & Research, Pune  
Pune, Maharashtra, India

## Experience

DIVGI TRANSMISSION SYSTEMS & TECHNOLOGIES PRIVATE LIMITED

Production Engineer

February 2021 - June 2021 (5 months)

Shivre

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## Education

Zeal College of Engineering & Research, Pune

Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

## Contact

[www.linkedin.com/in/niraj-sarda-875b801a2](https://www.linkedin.com/in/niraj-sarda-875b801a2) (LinkedIn)

## Top Skills

Supply Chain Management  
Business Development  
Sales & Marketing

# Niraj Sarda

Data Analyst at eClerx  
Maharashtra, India

## Experience

eClerx  
Data Analyst  
May 2021 - November 2021 (7 months)  
Pune, Maharashtra, India

Vatturkar Industrial VATSmeter  
Sales Executive Intern  
August 2020 - October 2020 (3 months)  
Pune, Maharashtra, India

Sales & Business development of Ro Water Plants

Vats Filtration Technologies Pvt. Ltd.  
Engineer Intern  
May 2017 - July 2017 (3 months)  
Pune, Maharashtra, India

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## Education

Savitribai Phule Pune University  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

AISSMS Institute of Management  
Diploma, Mechanical Engineering · (July 2014 - June 2017)



## Contact

[www.linkedin.com/in/pranali-sawant-280470205](https://www.linkedin.com/in/pranali-sawant-280470205) (LinkedIn)

## Top Skills

SAP Production Planning

Microsoft Excel

# Pranali Sawant

Assistant Development Engineer at Cooper lighting Solution  
Pune, Maharashtra, India

## Experience

Cooper Lighting Solutions  
Assistant Development Engineer  
December 2022 - Present (3 months)  
Pune, Maharashtra, India

Kirloskar Ebara Pumps Limited  
Trainee engineer  
December 2021 - December 2022 (1 year 1 month)  
Kirloskarwadi

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## Education

Savitribai Phule Pune University  
Bachelor of Engineering - BE, Mechanical Engineering · (2017 - 2020)

Maharashtra state board of technical education  
Diploma, Mechanical Engineering · (2014 - 2017)

## Contact

[www.linkedin.com/in/anuj-sawkar-7a2413257](https://www.linkedin.com/in/anuj-sawkar-7a2413257) (LinkedIn)

## Top Skills

Automotive Sales

# Anuj Sawkar

Relationship Manager at Mercedes-Benz Silver Star Pune | Certified by Mercedes Benz India (C Sales)  
Pune, Maharashtra, India

## Experience

Mercedes-Benz Silver Star Pune

2 years 7 months

Relationship Manager

November 2022 - Present (4 months)

Pune, Maharashtra, India

Sales Executive

August 2020 - Present (2 years 7 months)

Pune, Maharashtra, India

Certified by Mercedes Benz India (C Sales)

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## Education

Savitribai Phule Pune University

Bachelor of Engineering - BE, Mechanical Engineering · (June 2016 - June 2020)

## Contact

[www.linkedin.com/in/yogesh-chawariya-5254a4138](https://www.linkedin.com/in/yogesh-chawariya-5254a4138) (LinkedIn)

## Top Skills

Microsoft Office

Technical Support

Remote User Support

# Yogesh Chawariya

Technical Process Executive

Pune, Maharashtra, India

## Summary

Working as a Technical Process Executive Engineer. Proficient in a range of modern technologies. A team player with good communication skills. I am willing to explore a wide variety of opportunities that can help me gain perspective. Looking forward to give a perfect curve to the opportunities provided by the organization by giving successful deliverance task performance through my knowledge and skills also being an efficient contributor in the success and advancement of the organization.

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## Experience

### Infosys

Technical Process Executive

October 2021 - Present (1 year 4 months)

Pune, Maharashtra, India

Working as a Technical Process Executive Engineer. Proficient in a range of modern technologies. A team player with good communication skills. I am willing to explore a wide variety of opportunities that can help me gain perspective.

Looking forward to give a perfect curve to the opportunities provided by the organization by giving successful

deliverance task performance through my knowledge and skills also being an efficient contributor in the success and advancement of the organization.

Experience in L1 DaimlerAG Service Desk/, process providing remote support for Windows laptops/ Desktops/ LAN

Issues/ VPN Configuration/Printer Configuration/ Installation/ Outlook/ MS Teams/ VDI issues etc

Experience of working with a busy Information & Communication

Technology(ICT) Service Desk environment, having

experience of system support, diagnostic and resolution

Handling process incidents received through inbound calls or cases submitted by the customer

Handling calls through AVAYA agent call cases with the aim of first call resolution

Technical Knowledge to support technical help related queries and troubleshooting

Work experience in Service Now and CISM ticketing system/tool to view for issues handling for major clients such as

Daimler India Commercial Vehicle pvt Ltd.(DICV), Mercedes-Benz Research and Development India (MBRDI), Daimler

Truck Innovation Center India (DTICI), Daimler Financial Services India (DFSI) and Mercedes-Benz GroupAG (MBAG)

Hands on in creating & modifying Distribution lists in DWGM, creating & modifying Mailboxes, Pool ID's in WAMS

Hands on in Admin.net for modifying and resetting the windows password for the user's system and Pool ID

Work experience in creating new User ID, Account and Mailbox of new employees

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## Education

Zeal College of Engineering and Research • Pune, Maharashtra  
B.E Mechanical · (June 2020)

K.V. D.I.A.T. Girinagar • Pune, Maharashtra  
H.S.C. (C.B.S.E.), Mathematics and Computer Science · (June 2015)

K.V. D.I.A.T. Girinagar • Pune, Maharashtra  
S.S.C. (C.B.S.E.), Mathematics and Computer Science · (June 2013)

## Contact

[www.linkedin.com/in/omkar-deshmukh-147648180](https://www.linkedin.com/in/omkar-deshmukh-147648180) (LinkedIn)

# OMKAR DESHMUKH

Student at Zeal Education Societys College of Education, Sinhgad Road, Pune 51

Pune, Maharashtra, India

## Experience

GKN Fokker Elmo India

Import Export Specialist

October 2020 - Present (2 years 5 months)

Pune, Maharashtra, India

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## Education

Zeal Education Societys College of Education, Sinhgad Road, Pune 51

Bachelor's degree, Mechanical Engineering · (2017 - 2020)



Development Centre  
(India) Private Limited

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LETTER OF INTENT

Date: 31/10/2020

Name: Ashutosh Shinde

Dear Ashutosh

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 206000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

*Ashutosh Shinde*



Development Centre  
(India) Private Limited

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD



**Ramya Galla**  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:

Signature

31/01/2020

Date

<b>Name</b> Ashutosh Shinde		
<b>Date</b> 21/01/2020		
<b>Designation on Joining</b> Chat - Full time		
<i>Please refer the annexure for an explanation of the salary components</i>		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	14,672	176,068
House Rent Allowance	734	8,803
Employer contribution to PF	1,761	21,128
Fixed Allowance	-	-
<b>Base Pay</b>	<b>17,167</b>	<b>206,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>22,267</b>	<b>267,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies.		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

\*The above is subject to changes as per local laws and company policy

\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable





Development Centre  
(India) Private Limited

LETTER OF INTENT

Date: 31/01/2020

Name: Himanshu Tamgadge

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 206000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.



Development Centre  
(India) Private Limited

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For **AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD**



**Ramya Galla**  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:

Signature

31/01/2020

Date

Name	Himanshu Tamgadge	
Date	31/01/2020	
Designation on Joining	Chat - Full time	
Please refer the annexure for an explanation of the salary components		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	14,672	176,068
House Rent Allowance	734	8,803
Employer contribution to PF	1,761	21,128
Fixed Allowance	-	-
<b>Base Pay</b>	<b>17,167</b>	<b>206,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>22,267</b>	<b>267,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

\*The above is subject to changes as per local laws and company policy

\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable



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LETTER OF INTENT

Date: 31/1/2020

Name: Nikhil N. Shelke

Dear Nikhil,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 206000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.



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You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD



**Ramya Galla**  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:

Signature

31/1/20

Date

Name : Nikhil N. Shelke		
Date 31/1/20		
Designation on Joining Chat / fulltime		
Please refer the annexure for an explanation of the salary components		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	14,672	176,068
House Rent Allowance	734	8,803
Employer contribution to PF	1,761	21,128
Fixed Allowance	-	-
<b>Base Pay</b>	<b>17,167</b>	<b>206,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>22,267</b>	<b>267,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

\*The above is subject to changes as per local laws and company policy

\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable



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LETTER OF INTENT

Date: 31 JAN 2020

Name: SHUBHAM MORE

Dear ~~31 JAN 2020~~, SHUBHAM MORE

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 2,06,000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

*Shubham*



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You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD



Ramya Galla  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:

Signature

31 JAN 2020.

Date



Name SHUBHAM MORE		
Date 31 JAN 2020		
Designation on Joining CHAT- FULL TIME.		
<i>Please refer the annexure for an explanation of the salary components</i>		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	14,672	176,068
House Rent Allowance	734	8,803
Employer contribution to PF	1,761	21,128
Fixed Allowance	-	-
<b>Base Pay</b>	<b>17,167</b>	<b>206,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>22,267</b>	<b>267,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

\*The above is subject to changes as per local laws and company policy

\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable



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LETTER OF INTENT

Date: 31/1/2020

Name: Hardik Bhandare

Dear Hardik

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 206 000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

*H Bhandare*



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You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD



Ramya Galla  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:

Signature

31/1/2020

Date

Name	Hardik Bhardare	
Date	31/11/2020	
Designation on Joining	Chat - Fulltime	
Please refer the annexure for an explanation of the salary components		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	14,672	176,068
House Rent Allowance	734	8,803
Employer contribution to PF	1,761	21,128
Fixed Allowance	-	-
<b>Base Pay</b>	<b>17,167</b>	<b>206,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>22,267</b>	<b>267,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

\*The above is subject to changes as per local laws and company policy

\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable

LETTER OF INTENT

Date: 31/01/2020

Name: Atish Katoore

Dear Atish,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the **company**) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of **Rs. 2,81,000 per annum** The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.





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In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For **AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD**



**Ramya Galla**  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:

Signature

Date

31/01/2020

Name	Atish Kabore	
Date	31/01/2020	
Designation on Joining	CSA- International Phones	
Please refer the annexure for an explanation of the salary components		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	15,000	180,000
House Rent Allowance	6,617	79,400
Employer contribution to PF	1,800	21,600
Fixed Allowance	-	-
<b>Base Pay</b>	<b>23,417</b>	<b>281,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>28,517</b>	<b>342,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

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\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable

**ANNEXURE 1**



Development Centre  
(India) Private Limited

LETTER OF INTENT

Date: 31/01/20

Name: SURAJ. PIDURKAR

Dear

SURAJ PIDURKAR

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 206000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.





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In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD



**Ramya Galla**  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:

Signature

31/01/20

Date

Name	SURAJ PIDURKAR	
Date	31/01/20	
Designation on Joining	CHAT FULLTIME	
<i>Please refer the annexure for an explanation of the salary components</i>		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	14,672	176,068
House Rent Allowance	734	8,803
Employer contribution to PF	1,761	21,128
Fixed Allowance	-	-
<b>Base Pay</b>	<b>17,167</b>	<b>206,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>22,267</b>	<b>267,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

\*The above is subject to changes as per local laws and company policy

\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable



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(India) Private Limited

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**LETTER OF INTENT**

Date: 31-01-2020

Name: Shardul Jadhav

Dear Shardul

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** on a **Fixed Term Employment** for term less than 12 months at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the **company**) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 206000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

*Shardul Jadhav*

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In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820

Yours sincerely,

For **AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD**



**Ramya Galla**  
Recruitment Manager, CS HR

**ACCEPTANCE OF LOI**

I accept the terms set forth in this letter with the company:



Signature

31-01-2020

Date

Name <i>Shardul Jadhav</i>		
Date <i>31-01-2020</i>		
Designation on Joining <i>Chat/Contract</i>		
<i>Please refer the annexure for an explanation of the salary components</i>		
Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	14,672	176,068
House Rent Allowance	734	8,803
Employer contribution to PF	1,761	21,128
Fixed Allowance	-	-
<b>Base Pay</b>	<b>17,167</b>	<b>206,000</b>
Food Coupons	1,100	13,200
Transport Allowance	4,000	48,000
<b>Total Cost to Company</b>	<b>22,267</b>	<b>267,200</b>
<b>Note :</b>		
Detailed Overview will be given during Day 1 Orientation Basic or any other Pay components are subject to change basis change in applicable laws or relevant / applicable company policies		

**End of Assignment Bonus:**

**This bonus is not applicable for Full Time Regular (FTE) employees**

A monthly bonus of Rs.1,250/- would be paid for the total duration of the seasonal tenure with Amazon. Total amount will be paid at the end of contract. This amount will be forfeited if the employment is terminated for any reason before the end of contract tenure.

**Overtime Allowance:**

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

**Night Shift Allowance:**

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

\*The above is subject to changes as per local laws and company policy

\*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable

Date: Friday, March 06, 2020

Reference: 060320/HR/015

157

To,  
Ashutosh Sanjay Hagawane  
S/O Mr. Sanjay Jagadevrao Hagawane  
Hagawane Wasti, Amrutwadi,  
Taluka Wai, Amrutwadi, Satara,  
Maharashtra, Pin Code 415 513  
India  
Mobile: +91 7218142369  
Email: [ashutoshhagawane@gmail.com](mailto:ashutoshhagawane@gmail.com)



Subject: Offer Letter - Graduate Engineer Trainee

Dear Mr. Ashutosh,

This has reference to your application and subsequent interviews you had with us on 24<sup>th</sup> February 2020. We are pleased to offer you the post of Graduate Engineer Trainee in our organization, on the following terms and conditions:

1. You monthly stipend details will be as follows:  
Monthly Cost to Company (CTC)...  
Total annual stipend ...  
(INR One Lac Eighty Thousand Only)

Rs. 15,000.00  
Rs. 1,80,000.00

Deductions of Income Tax, Professional Tax, PF & ESI etc are applicable to CTC as per the rules.

2. You will be under training / probation for a period of one year from the date of your joining. On satisfactory completion of the training / probation period, your services will be confirmed in writing, if your performance found satisfactory. Your training / probation period may be shortened or extended by the company depending on performance. The company's decision regarding probation period shall be final and binding.

3. As discussed with you during the interview process, the training / probation period is to assess your performance, grasping capabilities and learnings on product, application, industry and technical capabilities. If you are found to be unsatisfactory during this performance review, your services are liable to be terminated immediately without prejudice and without any prior notice. The decision of our management on the performance review shall be final and binding. In the event of any misconduct or any breach of the terms and conditions hereof by you, the Organization will be at liberty to terminate your services forthwith without giving any notice.

4. You will work for the Organization with full concentration, with positive attitude and always contribute for growth of the organization. You shall serve the Organization loyally and honestly and will perform the duties assigned to you diligently.

5. You will not engage yourself in any work similar in nature to that of the Organization and/or in which you may for the time being you are engaged by the Organization and /or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise during your employment with us.

6. You shall observe utmost secrecy in connection with the matters of the Organization and shall not disclose any information whatsoever to any person. You will not utilize, disclose or divulge to any person or

Page 1 of 3

Date: Friday, March 06, 2020

Reference: 060320/HR/015

persons any trade secrets or know-how and various developments of Software and Hardware Programs, Names of the Customers, etc. of the Organization.

7. Your services will be liable to be transferred from the post in which you are hereby engaged, to any other post in the department or any other establishments of the Organization or Subsidiary / Associate Companies anywhere in India at the sole discretion of the Management on account of exigencies of work.

8. Once you have successfully completed your training period and after recommendation by the Management, you may be confirmed in the organization.

9. You shall be eligible for Privilege/Sick/Casual Leave facilities as per the rules of the Organization. This leave will be applicable only after confirmation with the organization. You will not be entitled to any paid leave during the training / probation period.

10. You shall neither disclose your salary and other details to any of the Employee nor will you ask any Employee of this Organization of his / her salary.

11. You shall be bound by the rules and regulations of the Organization, in force from time to time, including any amendments or variations thereof, applicable to the place of posting. This includes but is not limited to company travel policies, ethics policies, HR Policies and any / all policies of the company as applicable from time to time.

12. We look forward you to join our Organization in good health and spirit.

13. The organization shall be investing in your training and development which will include training. Selection for training will be dependent on performance and merit. You will be required to sign a bond for a period of 36 months. By signing the letter of appointment, you agree to sign the bond as required by the company. The details will be available after joining.

14. Confidentiality, Non-Competition and Non Solicitation Agreement: By signing this offer letter candidate agrees that he / she agrees to sign a formal Non-Disclosure Agreement, Non-Competition Agreement and Non Solicitation Agreement with the Company. Signing these documents and agreeing to the terms and conditions is a mandatory requirement for all candidates before they can be employed with the company. Refusal to sign the agreements in part of full will result in termination of employment with immediate effect.

15. Intellectual Property: Every employee is required to sign a Non-Disclosure Agreement with the company. You may be involved directly or indirectly with New Product Development in our organization. Any intellectual property, developed during such projects belongs to the company. Employees will have no rights on any intellectual property.

16. By accepting and signing this letter you agree with all the terms and conditions identified above and agree to furnish any / all documentation required by the company as a part of the joining process and formalities.

In case the above terms and conditions are acceptable to you, please return the duplicate copy of this letter after affixing your signature in token of your having accepted the above terms and conditions not later than March 09, 2020.



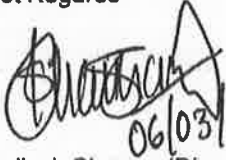
Page 2 of 3

Date: Friday, March 06, 2020

Reference: 060320/HR/015

You will be required to submit Attested and Original Copies (for verification only...on returnable basis) of all certificates, mark sheets. We will require Photo ID, Proof of Residence, PAN Card Copy, Aadhar Card Copy and Passport Copy for our records.

Best Regards



06/03/2020

Shailesh Sharma (Director)  
[Shailesh.Sharma@credenceautomation.com](mailto:Shailesh.Sharma@credenceautomation.com)

I have read all the clauses of the above appointment orders, job description and accept the same.

(Signature of Candidate Ashutosh Hagawane)  
My date of joining the Organization shall be 9<sup>th</sup> March 2019







Viraj Barge <placement.dcoer@zealeducation.com>

**Immediate opening for Operating Engineers**

1895 to 190

Abhijit BHARATI <Abhijit.Bharati@diehl.com>  
To: Placement\_DCOER <placement.dcoer@zealeducation.com>

Fri, Sep 18, 2020 at 3:34 PM

Following candidates joined today

Aman Chavhan

Rushikesh More

Best regards,

Abhijit Bharati

Asst. Manager

HR & Admin

**From:** Placement\_DCOER <placement.dcoer@zealeducation.com>  
**Sent:** 18 September 2020 12:19  
**To:** Abhijit BHARATI <Abhijit.Bharati@diehl.com>  
**Subject:** Re: Immediate opening for Operating Engineers

Hello Sir,

I have herewith attached a list of students registered for your drive. Please find an attachment.

Thanking You,

\_\_\_\_\_  
Thanks & Regards

Prof. Viraj Barge | Training & Placement Officer  
Zeal Education Society  
Zeal College of Engineering and Research, Narhe, Pune  
+91-9763108342 / 020- 67206143  
www.zealeducation.com

142 to 149



Date: 05<sup>th</sup> March, 2020

To,

The Training & Placement Officer,  
Zeal Collage of Engineering,  
Pune, Maharashtra

**Subject:** Shortlisted Candidates in Campus Recruitment Drive for appointment  
at IFFCO-TOKIO General Insurance Company Ltd.

Dear Sir,

The following students have been shortlisted for appointment in IFFCO-TOKIO General Insurance Company Ltd. as part of our Campus Recruitment Drive. The candidates will be taken in employment subject to successfully qualifying their courses and the same being confirmed by the institute.

S.no	Name	Roll Number	S.no	Name	Roll Number
✓ 1	Mr. Pratik Sawardekar	B625044	✓ 8	Mr. Omkar Bhalchandra Joshi	B612009
✓ 2	Mr. Pravin Raju Mane	B612041	✓ 6	Mr. Suyog Sarjerao Karade	B624057
✓ 3	Mr. Ganesh Ankush Ranjane	B613024	✓ 7	Mr. Ayush Pushpakar	B613019
✓ 4	Mr. Abhishek Khandekar	B624061	✓ 8	Mr. Omkar Ashok Satpute	B625043

The above candidates are not to be allowed to participate in any other recruitment drive/ interview.

For IFFCO-TOKIO General Insurance Co. Ltd.

*Mamta*  
(Mamta Ahluwalia)  
Deputy General Manager - HR



**IFFCO-TOKIO GENERAL INSURANCE COMPANY LIMITED**

Regd. Office : " IFFCO Sadan ", C-1, District Centre, Saket, New Delhi - 110017  
Corporate Office: IFFCO Tower II, Plot No. 3, Sector 29, Gurugram-122001 (Haryana),  
Phone: 0124-2850200, Fax: 0124-2577923, 2577924,  
Email: info@ifcotokio.co.in Website: www.ifcotokio.co.in  
Corporate Identity No. (CIN) : U74899DL2000PLC107621, IRDA Regn. No. 106



TOKIOMARINE



Viraj Barge <viraj.barge@zealeducation.com>

**Infosys Final Selects -mail from SPPU**

1 message

1 to 7

Sachin Shinde <sachin.shinde@zealeducation.com>

Tue, Jan 14, 2020 at 3:32 PM

To: Viraj Barge <placement.dcoer@zealeducation.com>, Ashok Jadhav <ashok.jadhav@zealeducation.com>, Viraj Barge <viraj.barge@zealeducation.com>

Cc: HODs of ZCOER <hod\_zcoer@zealeducation.com>, "Dr.Arun Gaikwad" <principal.zcoer@zealeducation.com>

Dear Sir / Madam

Greetings of the day!

Please find attached the final list of students who will be offered the role of System Engineer at Infosys for the first phase of Pune University Pooled Campus Drive. Please note that the offer is subjected to the candidate meeting our eligibility criteria. In case of any discrepancy, offer shall be revoked.

Warm Regards

SPPU Placement & Corporate Relations Cell



With Regards from,

**Name: Mr.Shinde S.R.  
Examination Section  
ZCOER  
Ext.No. 130**

**Mail id: sachin.shinde@zealeducation.com  
www.zealeducation.com**

Reduce, Reuse and Recycle. Go GREEN and please consider our environment before printing this email.

\*\*\*\*\* Disclaimer \*\*\*\*\*

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precaution to minimize this risk, but is not liable for any Damage you may sustain as a result of any virus in this e-mail. You should carry out your own virus checks before opening the e-mail or attachment. Zeal Education Society reserves the right to monitor and review the content of all messages sent to or from this e-mail address. Messages sent to or from this e-mail address may be stored on the Zeal Education Society e-mail system.

\*\*\*\*\*-ZEAL EDUCATION SOCIETY-\*\*\*\*\*

-End of Disclaimer-

**Infosys Final Selects Phase I.xlsx**  
37K

**Infosys Certification: List of your students shortlisted for InfyTQ upgrade test - Phase 2**

2 messages

Manish Singh &lt;manish.singh41@infosys.com&gt;

To: "placement.dcoer@zealeducation.com" &lt;placement.dcoer@zealeducation.com&gt;

Cc: Anivesh Joshi &lt;anivesh.joshi@infosys.com&gt;, Jaspreet Walla01 &lt;Jaspreet\_Walla01@infosys.com&gt;

1 to 7



Dear Professor,

Thank you for your support in driving nominations for Infosys Certification. The response that we have received from students all over the country is phenomenal.

As you are already aware, students who clear the certification examination with more than 65% score not only become an **Infosys Certified Software Programmer**, but also required to undergo a technical assessment process. Students who clear this assessment, will be interviewed for Power Programmer / Systems Engineer Specialist role at Infosys.

Please find below the list of Infosys certified students from your Institute (between 1<sup>st</sup> August to 14<sup>th</sup> August) who have been shortlisted for the InfyTQ upgrade test.

First Name	Last Name	Email Id	Qualification Name	Specialization Name	Year Of Passing	Cgpa Marks	
✓ Rushikesh	Chavan	rushikeshchavan9887@gmail.com	Bachelor Of Engineering	Information Technology	2020	7.5	Zeal College
✓ Atharv	Patil	ayereego@gmail.com	Bachelor Of Engineering	Computer Engineering	2020	6.9	Zeal College
✓ Abhishek	Konde	kondeabhishek.17@gmail.com	Bachelor Of Engineering	Computer Science Engineering	2020	8	Zeal College
✓ Jishnu	Rangani	jrangani7@gmail.com	Bachelor Of Engineering	Computer Science Engineering	2020	9.4	Zeal College
✓ Nikhil	Nimbalkar	nsv.nimbalkar@gmail.com	Bachelor Of Engineering	Computer Science Engineering	2020	8.2	Zeal College
✓ Abhishek	Kumbhar	kumbharabhishek31@gmail.com	Bachelor Of Engineering	Mechanical Engineering	2020	7.2	Zeal College
✓ Shubham	Deshmukh	shubhamdeshmukh3386@gmail.com	Bachelor Of Engineering	Computer Science Engineering	2020	7	Zeal College

The technical assessment test for the Power Programmer / Systems Engineer Specialist roles will be conducted online on Wednesday, August 21, 2019. Each shortlisted student will receive an email from HackerRank with assessment details.

**Please note:** The shortlisted students will also get a mail from HackerRank with assessment details. If your students do not receive the email from HackerRank by August 19, please contact your regional recruiter immediately with InfyTQ registration details of the student.

Kindly encourage your students to make the most of this opportunity.

We look forward to your continued support.

Best regards,

Team InfyTQ



Pvt. Ltd. Corporate CIN No.: U74999PN2018PTC176283 | PAN: AAJCP8388G | TAN: PNEP23870A | GST: 27AAJCP8388G1ZR  
[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/ 107

13/12/2019

To

Mr.Riteshkumar M.Ingalepatil

46

**Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)**

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

This has reference to the campus driveheld on 13<sup>th</sup> Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.

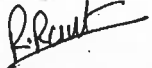
This conditional offer letter issued subject to below terms & conditions,

1. You will get 40 Hrs IPR (Intellectual Property Rights) Training at your Campus / City, which will be completed within one year time span.
2. During first 3 months of primary internship, you will undergo IPR Training, Techno Legal, on client site & Business Development Training. You will be entitled for incentives, allowances etc. based on your performance.
3. Once you successfully complete 3 months of primary internship, you will be eligible for next level of Training and you will be entitled for INR 5,000 p.m. Stipend in addition to above mentioned incentives etc
4. After successfully completion of 6 months of an internship you will be entitled for INR 10,000 p.m. Stipend plus above mentioned all incentives etc
5. Post completion of 12 months of successful internship, all Graduates (Degree Completion mandatory) will be entitled for INR 2.4 LPA to 3.6 LPA CTC Package based on performance and can join as Patent Engineer/ Business Professional at PSP-IP & Associates Pvt Ltd in any City throughout India as per their convenience and availability.

This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.


Happy Patenting !



  
**Ms. Rajashree Raut**  
Director

OFFER ACCEPTANCE

Name: Riteshkumar Mahadevrao Ingale Patil  
BE (MECHANICAL) Zeal COE&R, Pune

  
Signature: Branch & Place:  
Date: 13/12/2019



**PSP-IP**  
PATENT SUPPORT PEOPLE

**PSP-IP & ASSOCIATES (P) LTD.**

Intellectual Property Attorney's IP Services & Consultancy

Pvt. Ltd. Corporate CIN No.: U74999PN2018PTC176283 | PAN: AAJCP8388G | TAN: PNEP23870A | GST: 27AAJCP8388G1ZR  
[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/ 115

13/12/2019

To

Mr. Uddhav S.Jawarkar

54

**Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)**

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

This has reference to the campus drive held on 13<sup>th</sup> Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.

This conditional offer letter issued subject to below terms & conditions,

1. You will get 40 Hrs IPR (Intellectual Property Rights) Training at your Campus / City, which will be completed within one year time span.
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This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.

Happy Patenting !



*R. Raut*  
**Ms. Rajashree Raut**  
Director

OFFER ACCEPTANCE

Name: Uddhav. S. Jawarkar  
BE ( Mechanical ) Zeal COE&R, Pune

*Jawarkar*  
Signature Branch & Place:  
Date: 13/12/2019

Corporate Office: 1A, Gr. Floor, Bank of Baroda Commercial Complex, Sector 28, Nigadi Pradhikaran, PUNE, MH-INDIA  
Email: contact@psp-ipassociates.com | Tel: +91 020-27650408 | M: +917588453933/+91 7588033933





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PATENT SUPPORT PEOPLE

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[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/ 117

13/12/2019

To

Mr.Tejashri Choraghe

56

**Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)**

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

This has reference to the campus drive held on 13<sup>th</sup> Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.

This conditional offer letter issued subject to below terms & conditions,

1. You will get 40 Hrs IPR (Intellectual Property Rights) Training at your Campus / City, which will be completed within one year time span.
2. During first 3 months of primary internship, you will undergo IPR Training, Techno Legal, on client site & Business Development Training. You will be entitled for incentives, allowances etc. based on your performance.
3. Once you successfully complete 3 months of primary internship, you will be eligible for next level of Training and you will be entitled for INR 5,000 p.m. Stipend in addition to above mentioned incentives etc
4. After successfully completion of 6 months of an internship you will be entitled for INR 10,000 p.m. Stipend plus above mentioned all incentives etc
5. Post completion of 12 months of successful internship, all Graduates (Degree Completion mandatory) will be entitled for INR 2.4 LPA to 3.6 LPA CTC Package based on performance and can join as Patent Engineer/ Business Professional at PSP-IP & Associates Pvt Ltd in any City throughout India as per their convenience and availability.

This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.

Happy Patenting !



*R. Raut*

**Ms. Rajashree Raut**  
Director

OFFER ACCEPTANCE

Name: **Tejashri S. Choraghe**  
BE ( **Mechanical** ) Zeal COE&R, Pune

*Choraghe*

Signature: Branch & Place:  
Date: **13/12/2019**

Corporate Office: 1A, Gr. Floor, Bank of Baroda Commercial Complex, Sector 28, Nigadi Pradhikaran, PUNE, MH-INDIA  
Email: [contact@psp-ipassociates.com](mailto:contact@psp-ipassociates.com) | Tel: +91 020-27650408 | M: +917588453933/+91 7588033933



Pvt. Ltd. Corporate CIN No.: U74999PN2018PTC176283 | PAN: AAJCP8388G | TAN: PNEP23870A | GST: 27AAJCP8388G1ZR  
[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/ 118

13/12/2019

To  
**Mr.Sachin Patil**

57

**Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)**

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

This has reference to the campus driveheld on 13<sup>th</sup> Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.


This conditional offer letter issued subject to below terms & conditions,

1. You will get 40 Hrs IPR (Intellectual Property Rights) Training at your Campus / City, which will be completed within one year time span.
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3. Once you successfully complete 3 months of primary internship, you will be eligible for next level of Training and you will be entitled for INR 5,000 p.m. Stipend in addition to above mentioned incentives etc
4. After successfully completion of 6 months of an internship you will be entitled for INR 10,000 p.m. Stipend plus above mentioned all incentives etc
5. Post completion of 12 months of successful internship, all Graduates (Degree Completion mandatory) will be entitled for INR 2.4 LPA to 3.6 LPA CTC Package based on performance and can join as Patent Engineer/ Business Professional at PSP-IP & Associates Pvt Ltd in any City throughout India as per their convenience and availability.

This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.


Happy Patenting !



  
**Ms. Rajashree Raut**  
Director

OFFER ACCEPTANCE

Name: Sachin Uttamrao Patil  
BE (Mechanical) Zeal COE&R, Pune

  
Signature: Branch & Place  
Date: 13/12/2019





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PATENT SUPPORT PEOPLE

**PSP-IP & ASSOCIATES (P) LTD.**  
Intellectual Property Attorney's IP Services & Consultancy

Pvt. Ltd. Corporate CIN No.: U74999PN2018PTC176283 | PAN: AAJCP8388G | TAN: PNEP23870A | GST: 27AAJCP8388G1ZR  
[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/119

13/12/2019

To

**Mr. Prashant P.Bhosle**

58

**Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)**

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

This has reference to the campus drive held on 13<sup>th</sup> Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.

This conditional offer letter issued subject to below terms & conditions,

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4. After successfully completion of 6 months of an internship you will be entitled for INR 10,000 p.m. Stipend plus above mentioned all incentives etc
5. Post completion of 12 months of successful internship, all Graduates (Degree Completion mandatory) will be entitled for INR 2.4 LPA to 3.6 LPA CTC Package based on performance and can join as Patent Engineer/ Business Professional at PSP-IP & Associates Pvt Ltd in any City throughout India as per their convenience and availability.

This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.

Happy Patenting !



*R. Raut*

**Ms. Rajashree Raut**  
Director

OFFER ACCEPTANCE

Name: **Prashant Pandurang Bhosle**  
BE (Mechanical) | Zeal COE&R, Pune

*Prashant Bhosle*  
Signature: Branch & Place  
Date: 13-12-19

Corporate Office: 1A, Gr. Floor, Bank of Baroda Commercial Complex, Sector 28, Nigadi Pradhikaran, PUNE, MH-INDIA  
Email: contact@psp-ipassociates.com | Tel: +91 020-27650408 | M: +917588453933/+91 7588033933



**PSP-IP**  
PATENT SUPPORT PEOPLE

Pvt. Ltd. Corporate CIN No.: U74999PN2018PTC176283 | PAN: AAJCP8388G | TAN: PNEP23870A | GST: 27AAJCP8388G1ZR  
[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/ 120

13/12/2019

To  
**Mr.Saurabh Kumbhar**

59

**Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)**

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

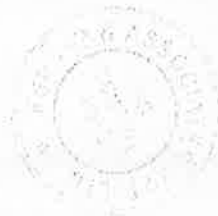
This has reference to the campus drive held on 13<sup>th</sup> Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.


This conditional offer letter issued subject to below terms & conditions,

1. You will get 40 Hrs IPR (Intellectual Property Rights) Training at your Campus / City, which will be completed within one year time span.
2. During first 3 months of primary internship, you will undergo IPR Training, Techno Legal, on client site & Business Development Training. You will be entitled for incentives, allowances etc. based on your performance.
3. Once you successfully complete 3 months of primary internship, you will be eligible for next level of Training and you will be entitled for INR 5,000 p.m. Stipend in addition to above mentioned incentives etc
4. After successfully completion of 6 months of an internship you will be entitled for INR 10,000 p.m. Stipend plus above mentioned all incentives etc
5. Post completion of 12 months of successful internship, all Graduates (Degree Completion mandatory) will be entitled for INR 2.4 LPA to 3.6 LPA CTC Package based on performance and can join as Patent Engineer/ Business Professional at PSP-IP & Associates Pvt Ltd in any City throughout India as per their convenience and availability.

This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.


Happy Patenting !



  
**Ms. Rajashree Raut**  
Director

OFFER ACCEPTANCE

Name Saurabh D. Kumbhar  
BE (Mechanical) Zeal COE&R, Pune

  
Signature: Branch & Place: Pune  
Date: 13/12/2019



**PSP-IP**  
PATENT SUPPORT PEOPLE

**PSP-IP & ASSOCIATES (P) LTD.**  
Intellectual Property Attorney's IP Services & Consultancy

Pvt. Ltd. Corporate CIN No.: U74999PN2018PTC176283 | PAN: AAJCP8388G | TAN: PNEP23870A | GST: 27AAJCP8388G1ZR  
[Pursuant to sub-sect.(2) of Sect. 7 of Companies Act, 2013 (18 of 2013) & Rule 18 of Companies (Incorporation) Rules, 2014]

Ref. No.PSP-IP/2019/OfferLetter/12\

13/12/2019

**To**  
**Mr.Anand Pal**

60

**Subject: Offer Letter as an IPR Associate(Patent Engineer/ Business Professional)**

Dear candidate

Greetings from PSP-IP & Associates Pvt Ltd of International IP Attorneys !

This has reference to the campus driveheld on 13<sup>th</sup> Dec 2019 at Zeal College campus. We pleased to issue you this offer letter as an IPR Associate in Patent Engineer/ Business Professional portfolio.

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This offer letter will be valid subject to successfully completion of 12 months of internship and submission of degree passing certificate to the undersigned.

Happy Patenting !



*R.Raut*

**Ms.RajashreeRaut**  
**Director**

OFFER ACCEPTANCE

Name: *Anand A. Pal*  
*TE (mechanical)* Zeal COE&R, Pune

*Anand A. Pal*

Signature: Branch & Place:  
Date: 13/12/19

Corporate Office: 1A, Gr. Floor, Bank of Baroda Commercial Complex, Sector 28, Nigadi Pradhikaran, PUNE, MH-INDIA  
Email: contact@psp-ipassociates.com | Tel: +91 020-27650408 | M: +917588453933/+91 7588033933



**PSP-IP**  
PATENT SUPPORT PEOPLE



Viraj Barge &lt;placement.dcoer@zealeducation.com&gt;

## List of students in QH Talbros for GAT/GET profile

2 messages

Prashant Zanzane &lt;timeoffice7@qhtalbros.com&gt;

Mon, Jun 29, 2020 at 3:17 PM

Reply-To: timeoffice7@qhtalbros.com

To: placement.dcoer@zealeducation.com

Cc: vikas\_pan5214@rediffmail.com

160 to 172

Dear Sir,

Following students of Zeal COE&R Pune from mechanical branches are selected for the profile of GAT/GET through today's interview process held at company premises.

Their Salary structure will be 11000/- per month

Selected students have to join immediately

Sr.No	Candidate Name
1	Sagar Misal
2	Rushikesh Kondhekar
3	Ketan Dimble
4	Abdul Mulla
5	Pranesh Jadhav
6	Omkar More
7	Amit Jadhav
8	Prathamesh Kesarkar
9	Shubham Panchal
10	Siddesh Ghadge
11	Kunal Kumar
12	Akshay Gaikwad
13	Omkar Khamkar

*Thanks & Regards,*

*Prashant Zanzane*

*Human Resources Dept.*

Mo: 8806601974

**talbros** | QH-TALBROS PVT. LTD. (PUNE)

The information contained in this electronic communication is intended solely for the individual(s) or entity to which it is addressed. It may contain proprietary, confidential and/or legally privileged information. Any review, retransmission, dissemination, printing, copying or other use of, or taking any action in reliance on the contents of this information by person(s) or entities other than the intended recipient is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us by responding to this email or telephone and immediately and permanently delete all copies of this message and any attachments from your system(s). Computer viruses can be transmitted via email. \* Q H TALBROS LIMITED attempts to sweep e-mails and attachments for viruses, it does not guarantee that either are virus free. The recipient should check this email and any attachments for the presence of viruses. Q H TALBROS LIMITED does not accept any liability for any damage sustained as a result of viruses. Formerly Known as Talwar Steering and Suspension Limited.

Placement\_DCOER <placement.dcoer@zealeducation.com>  
To: Hrishikesh Warunkar <hrishikesh.warunkar@zealeducation.com>

Tue, Jun 30, 2020 at 9:58 AM

Dear Sir,  
[Quoted text hidden]



**ZEAL EDUCATION SOCIETY**  
C E L E B R A T I N G  
20 YEARS OF EDUCATIONAL EXCELLENCE

Founder. Hon. Mr. S. M. Katkar



**Thanks & Regards**

**Prof. Viraj Barge | Training & Placement Officer**  
Zeal Education Society  
Zeal College of Engineering and Research, Narhe, Pune  
+91-9763108342 / 020- 67206143  
www.zealeducation.com  
[zcoer.in](http://zcoer.in)

**Member & Treasurer**  
Maharashtra Association of Training & Placement Officers



**Awards:**

- 1. Career Guru Award by aspiringminds**
- 2. Zeal Integrity Award 2020**
- 3. Performer of the Year by NHRWA & FTPO**

Date: April 28, 2020.

## Job Offer Letter

Dear Ketan Jarande,

We are delighted to offer you the position of Technical Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing

**CTC salary** : 2.4 LPA  
**Probation Period** : 6 Months  
**Training Period** : 1 Year  
**Designation** : Technical Trainee  
**Location** : Pune/ Nashik/Aurangabad/ Kolhapur

\*You will be officially joining us as Technical Trainee after completion of your exams on **June 20, 2020**.

\*The deadline for accepting the offer is **1<sup>st</sup> May 2020** after which the offer will be withdrawn.

\*Your performance and compensation will be reviewed annually.

A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization. This offer is valid subject to your medical fitness, and background verification checks.

Kindly intimate your acceptance via email

[recruitment@raamgroup.in](mailto:recruitment@raamgroup.in)

Contact: Ms. Neha: 7288880561 / Mr. Ashmeet: 7288885481

We welcome you and wish you all the best for a long and fruitful career with us.

Yours faithfully,

Raam Group

Terms & Conditions\*

1. Incentives are applicable after completion of 1<sup>st</sup> year ( depends on position)
2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period

I accept the offer made above

(Signature of the candidate)

(Date)

**Salary Structure:**

<b>Annual CTC</b>	<b>240,000</b>	<b>Monthly CTC</b>	<b>20,000</b>
Basic	8807	Provident Fund	1961
HRA	3523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4050		
<b>Total Gross</b>	<b>17613</b>		
<b>Net Salary</b>	<b>15643</b>		
Employer PF	1831		
Employer ESI	556		
<b>Monthly CTC</b>	<b>20,000</b>	<b>Total Deductions</b>	<b>2240</b>

Date: April 28, 2020.

## Job Offer Letter

Dear Abhishek D Aswar,

We are delighted to offer you the position of Technical Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing

<b>CTC salary</b>	: 2.4 LPA
<b>Probation Period</b>	: 6 Months
<b>Training Period</b>	: 1 Year
<b>Designation</b>	: Technical Trainee
<b>Location</b>	: Pune/ Nashik/Aurangabad/ Kolhapur

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(Signature of the candidate)

(Date)



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<b>Monthly CTC</b>	<b>20,000</b>	<b>Total Deductions</b>	<b>2240</b>

Date: April 10, 2020.

## Job Offer Letter

Dear Anuj Sawkar,

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing

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<b>Probation Period</b>	: 6 Months
<b>Training Period</b>	: 1 Year
<b>Designation</b>	: Business Trainee
<b>Location</b>	: Pune/ Nashik/Aurangabad/ Kolhapur

\*You will be officially joining us as Business Trainee after completion of your exams on **June 20, 2020**.

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Contact: Ms. Neha: 7288880561 / Mr. Ashmeet: 7288885481

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I accept the offer made above

(Signature of the candidate)

(Date)

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Date: April 10, 2020.

## Job Offer Letter

Dear Tejas Bhole,

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

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(Signature of the candidate)

(Date)

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<b>Monthly CTC</b>	<b>20,000</b>	<b>Total Deductions</b>	<b>2240</b>

Date: April 10, 2020.

## Job Offer Letter

Dear Mohit Rajaram Kadlag,

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<b>Location</b>	: Pune/ Nashik/Aurangabad/ Kolhapur

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Contact: Ms. Neha: 7288880561 / Mr. Ashmeet: 7288885481

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(Signature of the candidate)

(Date)

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<b>Monthly CTC</b>	<b>20,000</b>	<b>Total Deductions</b>	<b>2240</b>

**Date:** April 10, 2020.

## **Job Offer Letter**

Dear Prajakta Patil,

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Contact: **Ms. Neha: 7288880561 / Mr. Ashmeet: 7288885481**

We welcome you and wish you all the best for a long and fruitful career with us.

Yours faithfully,

Raam Group

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(Date)



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Date: April 10, 2020.

## Job Offer Letter

Dear ShubhamMore,

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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[recruitment@raamgroup.in](mailto:recruitment@raamgroup.in)

Contact: Ms. Neha: 7288880561 / Mr. Ashmeet: 7288885481

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Raam Group

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(Signature of the candidate)

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<b>Monthly CTC</b>	<b>20,000</b>	<b>Total Deductions</b>	<b>2240</b>

**Date:** April 10, 2020.

## Job Offer Letter

Dear Omkar Satpute,

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Contact: **Ms. Neha: 7288880561 / Mr. Ashmeet: 7288885481**

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<b>Monthly CTC</b>	<b>20,000</b>	<b>Total Deductions</b>	<b>2240</b>

**Date:** April 10, 2020.

## Job Offer Letter

Dear Shardul Jadhav,

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2019-2020 at Zeal College of engineering and research, Pune.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing

<b>CTC salary</b>	: 2.4 LPA
<b>Probation Period</b>	: 6 Months
<b>Training Period</b>	: 1 Year
<b>Designation</b>	: Business Trainee
<b>Location</b>	: Pune/ Nashik/Aurangabad/ Kolhapur

\*You will be officially joining us as Business Trainee after completion of your exams on **June 20, 2020**.

\*The deadline for accepting the offer is **13<sup>th</sup> April 2020** after which the offer will be withdrawn.

\*Your performance and compensation will be reviewed annually.

A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization. This offer is valid subject to your medical fitness, and background verification checks.

Kindly intimate your acceptance via email

[recruitment@raamgroup.in](mailto:recruitment@raamgroup.in)

Contact: Ms. Neha: 7288880561 / Mr. Ashmeet: 7288885481

We welcome you and wish you all the best for a long and fruitful career with us.

Yours faithfully,

Raam Group

Terms & Conditions\*

1. Incentives are applicable after completion of 1<sup>st</sup> year ( depends on position)
2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period

I accept the offer made above

(Signature of the candidate)

(Date)

**Salary Structure:**

<b>Annual CTC</b>	<b>240,000</b>	<b>Monthly CTC</b>	<b>20,000</b>
Basic	8807	Provident Fund	1961
HRA	3523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4050		
<b>Total Gross</b>	<b>17613</b>		
<b>Net Salary</b>	<b>15643</b>		
Employer PF	1831		
Employer ESI	556		
<b>Monthly CTC</b>	<b>20,000</b>	<b>Total Deductions</b>	<b>2240</b>

**RAAM Group shortlisted - Business Trainee -Internship**

3 messages

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hr recruit &lt;hr.recruit@raamgroup.in&gt;

Fri, Sep 4, 2020 at 3:29 PM

To: Viraj Barge &lt;placement.dcoer@zealeducation.com&gt;

Hello Sir/ Ma'am,  
Raam Group is excited to bring these students onboard as Business Trainees - Intern.  
We are delighted to offer them the position of at Raam Group

We are confident they will find this new opportunity both challenging and rewarding.

Kindly request you to inform the students mentioned below.

Sr	Full Name	Email ID	Mobile No	College Name	UG Specialization	Status	Profile
1	Mayur Dilip Taware	tawaremayur000@gmail.com	9.17508E+11	ZEAL	Mechanical	Selected	Business Trainee- Intern

**Congratulations to the selected candidates!!**

Regards,  
HR Team  
Raam Group  
9075030313

Placement\_DCOER <placement.dcoer@zealeducation.com>  
To: hr recruit <hr.recruit@raamgroup.in>

Fri, Sep 4, 2020 at 4:03 PM

Hello Ma'am,  
Thanks a lot for sharing the result. Please share the offer letter of Mr. mayur for our documentation purposes.

Have a nice day..!!!



**ZEAL EDUCATION SOCIETY**  
CELEBRATING  
20 YEARS OF EDUCATIONAL EXCELLENCE  
Founder, Hon. Mr. S. M. Katkar



**Thanks & Regards**

Prof. Viraj Barge | Training & Placement Officer  
Zeal Education Society  
Zeal College of Engineering and Research, Narhe, Pune  
+91-9763108342 / 020-67206143  
www.zealeducation.com  
zcoer.in

Member & Treasurer  
Maharashtra Association of Training & Placement Officers



**Awards:**

1. Career Guru Award by aspiringminds
2. Zeal Integrity Award 2020
3. Performer of the Year by NHRWA & FTPO
4. Letter of Appreciation from Global Talent Track (GTT) for contribution in Training & Placement Cell.

[Quoted text hidden]

Placement\_DCOER <placement.dcoer@zealeducation.com>  
To: Hrishikesh Warunkar <hrishikesh.warunkar@zealeducation.com>

Fri, Sep 4, 2020 at 4:19 PM

[Quoted text hidden]



**Our Offer !!!**

6 messages

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**hr.corporate** <hr.corporate@takshiauto.com>

Sat, Aug 29, 2020 at 3:52 PM

To: ghodeswarakash100@gmail.com

Cc: Placement\_DCOER &lt;placement.dcoer@zealeducation.com&gt;, smita.patel@takshiauto.com, "satish.bhosale" &lt;satish.bhosale@takshiauto.com&gt;, "admin.plant3" &lt;admin.plant3@takshiauto.com&gt;

Dear Mr. Amar Ananda Ghodeswar,

Congratulations! This has reference to the virtual campus interview and subsequent discussions had with you. We are pleased to offer you a position of "Graduate Engineer Trainee" in our company on a CTC of Rs 2,00,000 /- only PA (Rupees Two Lakh only per annum) in our Plant - located at Pune (Chakan).

This offer is valid till 31<sup>st</sup> August 2020 beyond which it will stand lapsed. On your acceptance of this offer via mail we can sign hard copy of the offer letter on a mutually decided date.

As you are aware of COVID-19 pandemic situation, it is compulsory to be self-quarantine, so you have to reach Pune on or before 1<sup>st</sup> September 2020. So that you can join company by 7<sup>th</sup> September 2020.

Please acknowledge receipt of our offer and convey your acceptance along with your confirmed date of joining.

In case any doubts, free to call me on below number.

Regards

Mamta Patil

HR-Executive

**Takshi Auto Components Pvt. Ltd.**

Corporate Office No. 504 &amp; 505, 5th Floor, Pride Kumar Senate I,

Senapati Bapat Road, Shivajinagar,

Pune - 411016. Tel: 020 25655506 / 07 / 08.

**TAKSHI : PASSION FOR EXCELLENCE.**



Yatin Bhamare &lt;yatin.bhamare@zealeducation.com&gt;

## Fwd: Regarding selected candidates list

1 message

**Viraj Barge** <placement.dcoer@zealeducation.com>  
To: Yatin Bhamare <yatin.bhamare@zealeducation.com>

Fri, Feb 3, 2023 at 10:01 PM

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

From: **Hrishikesh Warunkar** <hrishikesh.warunkar@zealeducation.com>  
Date: Wed, Feb 26, 2020 at 9:31 PM  
Subject: Fwd: Regarding selected candidates list  
To: Viraj Barge <placement.dcoer@zealeducation.com>

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

From: **Sanjeev Pal** <sanjeev.pal.int@toppr.in>  
Date: Wed, Feb 26, 2020, 5:30 PM  
Subject: Re: Regarding selected candidates list  
To: Hrishikesh Warunkar <hrishikesh.warunkar@zealeducation.com>

Dear Sir,

Congratulations!!

These are the students who have been selected.

Yash N Jagtap
Nilesh R Shetkar
Shubham Singh
Shashwat Kumar
Akash Mane
SanketRamdasUd
TaralkarAkshayNa
Yadav Aniket Anil
Jhadhav Sanket Suryakant
Ravi Verma
Nayaab Hassan
Shivam Paliwal
Akshay S. Raikar
Niraj R. Sarah
Tushar Naik
Siddhesh L. Dodake
Praful J. Sirat
Prashant P. Bhosale
Ishan Pawar
Vaibhav G. Chavan
Abhishek Patil
Bilal Shaikh
Anand Jadhav

Aniket Kumthekar
Pradyumna Renke
Mokashi Laik Jayfulla
Hrushikesh Raut
Harsh Choudhary
Vishal Jaganath Kamble
Pansare Arshad A
Aditya Satish Bagal
Rajkumar Balkrishna Patil
Omkar Vishwas Patil
Sidharth N Oza
Yash N Patil
Sumeet Gore
Omkar R Nikam
Rohan Agarkar
Omkar Dhamdhare
Pushkraj S Saner
Parag M Chikte
Shubham R Dunbare
Aniket M Chogale
Riteshkumar M Ingalepatil
Swapnil Loharkar
Sahibsingh Makhija
Shubham kadam

Thanks & Regards,

Sanjeev Pal

Human Resource

A-204, Supreme Business Park, Hiranandani, Powai, Mumbai – 400076,

M: +91 8983465882

[sanjeev.pal.int@toppr.in](mailto:sanjeev.pal.int@toppr.in) | [www.toppr.com](http://www.toppr.com)

On Wed, Feb 26, 2020 at 1:32 PM Hrishikesh Warunkar <[hrishikesh.warunkar@zealeducation.com](mailto:hrishikesh.warunkar@zealeducation.com)> wrote:

Dear Sir,

kindly provide us official list of selected candidates at ZEAL institute drive and AIMS drive.

Thankyou!

**Reduce, Reuse and Recycle. Go GREEN and please consider our environment before printing this email.**

\*\*\*\*\* Disclaimer \*\*\*\*\*

This e-mail contains PRIVILEGED AND CONFIDENTIAL INFORMATION intended solely for the use of the addressee(s). If you are not the intended Recipient, please notify the sender by e-mail and delete the original message. Further, you are not to copy, disclose, or distribution of this E-mail or its contents to any other person and any such actions are unlawful. This e-mail may contain viruses. Zeal Education Society has taken every reasonable

precaution to minimize this risk, but is not liable for any Damage you may sustain as a result of any virus in this e-mail. You should carry out your own virus checks before opening the e-mail or attachment. Zeal Education Society reserves the right to monitor and review the content of all messages sent to or from this e-mail address. Messages sent to or from this e-mail address may be stored on the Zeal Education Society e-mail system.

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precaution to minimize this risk, but is not liable for any Damage you may sustain as a result of any virus in this e-mail. You should carry out your own virus checks before opening the e-mail or attachment. Zeal Education Society reserves the right to monitor and review the content of all messages sent to or from this e-mail address. Messages sent to or from this e-mail address may be stored on the Zeal Education Society e-mail system.

\*\*\*\*\*-ZEAL EDUCATION SOCIETY-\*\*\*\*\*

-End of Disclaimer-

--

**Ms. Roshni Bidri**

**Assistant Training & Placement Officer**

**Zeal Central Placement Cell**

**Mobile : 9373209233**

**Ashutosh A Joshi**

Training and Placement Coordinator

Zeal Central Placement Cell

**Mobile : +91 92847 92714 / 90490 02876**

**Achievements:**

- 1. GOLD RATING in AICTE - CII Survey of Industry-Linked Technical Institutes 2020**
- 2. Accredited by NAAC with "A" Grade**



**ZEAL EDUCATION SOCIETY**  
C E L E B R A T I N G  
20 YEARS OF EDUCATIONAL EXCELLENCE

Founder. Hon. Mr. S. M. Katkar



**Thanks & Regards**

**Prof. Viraj Barge | Training & Placement Officer**  
**Zeal Education Society's**  
**Zeal College of Engineering and Research, Narhe, Pune**

**Dean - Training & Placement**  
**Zeal Education Society, Narhe Campus**  
**+91-9763108342 / 020- 67206143**

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

[zcoer.in](http://zcoer.in)

**Member & Treasurer**  
**Maharashtra Association of Training & Placement Officers**



**Awards:**

- 1. Career Guru Award by aspiringminds**
- 2. Zeal Integrity Award 2020**
- 3. Performer of the Year by NHRWA & FTPO**
- 4. Letter of Appreciation from Global Talent Track (*GTT*) for contribution in Training & Placement Cell.**
- 5. FUEL Leadership Award (2021) towards the development of the youth of the nation**
- 6. Certificate of Appreciation from AMCAT & SHL for contribution towards improving the employability**

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\*\*\*\*\* Disclaimer \*\*\*\*\*

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precaution to minimize this risk, but is not liable for any Damage you may sustain as a result of any virus in this e-mail. You should carry out your own virus checks before opening the e-mail or attachment. Zeal Education Society reserves the right to monitor and review the content of all messages sent to or from this e-mail address. Messages sent to or from this e-mail address may be stored on the Zeal Education Society e-mail system.

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-End of Disclaimer-



To,  
Mr. Dipen Vilas Kadam  
Sr No 33, Sai Park, B2-4, Fl 3, Ambegaon BK, Pune.

06/07/2020

Subject: Trainee

Dear Dipen,

With reference to your application and subsequent interview, we are pleased to appoint you in our organization as "Trainee" w.e.f 06/07/2020, on following terms and conditions:

1. Your appointment as Trainee will be for the period of Six Months from date of your joining. Your training period may be extended to any further period OR periods, at the sole discretion of the Management.
2. During the said training period you will be paid a stipend of Rs. 15,000/- (Rupees Fifteen Thousand Rs. Only) per month. No other allowances will be applicable to you.
3. Your services are liable to be transferred to any of the Associate/Subsidiary /Allied companies/Sister concerns/to the other factories/Offices of this company or at sites or to the clients anywhere in India and abroad, at the complete discretion of the Management. In such an event, conditions will be governed as applicable to the relevant establishment.
4. You should not absent yourself from work without previous notice and sanction thereof. Habitual absenteeism or absenteeism without previous permission for any extended period can make your services liable to be terminated without notice.
5. Your said period of training, either initial or extended, shall automatically come to end on expiry of the said initial or extended period, as the case may be, and it will be in sole discretion and right of the Management to appoint you in the employment of our organization, after said termination or expiry of your training period.
6. Your appointment as aforesaid does not and will not create any right of employment in you for any kind of employment with the organization.
7. You shall abide by instructions and directions of your superiors in the matter of your training, discipline, etc. based upon the rules and regulations of the organization, existing and then prevailing.

Contd. 2.

Page 05 of 05  
Page 05 of 05  
Page 05 of 05  
Page 05 of 05  
Page 05 of 05

8. Any breach or violation of any instructions, directions and rules and regulations of the organization, shall be treated as ground for putting an end to your said appointment as Trainee without any notice or allowance in lieu of such notice.
9. Your appointment as aforesaid shall be liable to be terminated at any time during the training period, at the instance of the management, without any notice and without assigning any reasons thereof. The management reserves the right to finalize your date of relieving until after, but not later than one month from the date of submission of the resignation.
9. You will not divulge or disclose any information regarding work force, clientele manufacturing techniques, processes, design or Business secrets of our company, source codes, passwords and details regarding software/ hardware of our IT systems, database email address etc., to any outside agency or person except with prior permission of the company. You shall keep and cause to maintain total secrecy in these respects.
10. Your said appointment as Trainee shall be governed by provisions of MODEL STANDING ORDERS applicable to our organization or certified STANDING ORDERS of our organization, if any.

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your confirmation of the same and return the same to us.

Thanking You,

Yours faithfully,  
For Allied Resource Management Services India Pvt. Ltd.

  
Authorised Signatory

I have read the terms and conditions stated above, I have understood the same and I accept them in totality

Dipen V. Kadam  
Date 16/11/2020  
Signature with Date, Name and Address

Sr. No. 33 Sai Park B2 No. 4 Fl. No. 3  
Ambegaon BK Pune.



ALLIED RESOURCE MANAGEMENT SERVICES INDIA PVT. LTD.  
As ISO 9001:2008 certified co

To,  
Mr. Mohit Rajaram Kadlag  
Arunoday Soc., Dhankawadi, Pune.

06/07/2020

Subject: Trainee

Dear Mohit,

With reference to your application and subsequent interview, we are pleased to appoint you in our organization as "Trainee" w.e.f 06/07/2020, on following terms and conditions:

1. Your appointment as Trainee will be for the period of Six Months from date of your joining. Your training period may be extended to any further period OR periods, at the sole discretion of the Management.
2. During the said training period you will be paid a stipend of Rs. 15,000/- (Rupees Fifteen Thousand Rs. Only) per month. No other allowances will be applicable to you.
3. Your services are liable to be transferred to any of the Associate/Subsidiary /Allied companies/Sister concerns/to the other factories/Offices of this company or at sites or to the clients anywhere in India and abroad, at the complete discretion of the Management. In such an event, conditions will be governed as applicable to the relevant establishment.
4. You should not absent yourself from work without previous notice and sanction thereof. Habitual absenteeism or absenteeism without previous permission for any extended period can make your services labile to be terminated without notice.
5. Your said period of training, either initial or extended, shall automatically come to end on expiry of the said initial or extended period, as the case may be, and it will be in sole discretion and right of the Management to appoint you in the employment of our organization, after said termination or expiry of your training period.
6. Your appointment as aforesaid does not and will not create any right of employment in you for any kind of employment with the organization.
7. You shall abide by instructions and directions of your superiors in the matter of your training, discipline, etc. based upon the rules and regulations of the organization, existing and then prevailing.

Regd. Office: 42/12, Sir Vithalji Road, Laxmi, Pune-411004  
Phone - 1142712265, 1142712267  
E-mail - hr@armsindia.com  
Website - www.armsindia.com

Contd..2.



8. Any breach or violation of any instructions, directions and rules and regulations of the organization, shall be treated as ground for putting an end to your said appointment as Trainee without any notice or allowance in lieu of such notice.
9. Your appointment as aforesaid shall be liable to be terminated at any time during the training period, at the instance of the management, without any notice and without assigning any reasons thereof. The management reserves the right to finalize your date of reliving until after, but not later than one month from the date of submission of the resignation.
9. You will not divulge or disclose any information regarding work force, clientele manufacturing techniques, processes, design or Business secrets of our company, source codes, passwords and details regarding software/ hardware of our IT systems, database email address etc., to any outside agency or person except with prior permission of the company. You shall keep and cause to maintain total secrecy in these respects.
10. Your said appointment as Trainee shall be governed by provisions of MODEL STANDING ORDERS applicable to our organization or certified STANDING ORDERS of our organization, if any.

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your confirmation of the same and return the same to us.

Thanking You,

Yours faithfully,  
For Allied Resource Management Services India Pvt. Ltd.



Authorised Signatory

I have read the terms and conditions stated above, I have understood the same and I accept them in totality

Signature with Date, Name and Address

Mohil Pajaram Kadlag  
01, Arunodaya Society, Dhanuakh, Pune  
Date - 28/7/2020



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SERVICES INDIA PVT. LTD.  
An ISO 9001:2008 certified co.

To  
Mr. Shubham Subhsah Darge  
Shree Sai Siddharth Appt, Flat No 08, Dhayari, Pune.

06/07/2020

Subject: Trainee

Dear Shubham,

With reference to your application and subsequent interview, we are pleased to appoint you to our organization as "Trainee" w.e.f 06/07/2020, on following terms and conditions:

1. Your appointment as Trainee will be for the period of Six Months from date of your joining. Your training period may be extended to any further period OR periods, at the sole discretion of the Management.
2. During the said training period you will be paid a stipend of Rs. 15,000/- (Rupees Fifteen Thousand Rs. Only) per month. No other allowances will be applicable to you.
3. Your services are liable to be transferred to any of the Associate/Subsidiary /Allied companies/Sister concerns/to the other factories/Offices of this company or at sites or to the clients anywhere in India and abroad, at the complete discretion of the Management. In such an event, conditions will be governed as applicable to the relevant establishment.
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6. Your appointment as aforesaid does not and will not create any right of employment in you for any kind of employment with the organization.
7. You shall abide by instructions and directions of your superiors in the matter of your training, discipline, etc. based upon the rules and regulations of the organization, existing and then prevailing.

For Chairman, HR Manager And Trainee  
Name: \_\_\_\_\_  
Date: \_\_\_\_\_  
Place: \_\_\_\_\_  
Phone: \_\_\_\_\_


Contd..2.

8. Any breach or violation of any instructions, directions and rules and regulations of the organization, shall be treated as ground for putting an end to your said appointment as Trainee without any notice or allowance in lieu of such notice.
9. Your appointment as aforesaid shall be liable to be terminated at any time during the training period, at the instance of the management, without any notice and without assigning any reasons thereof. The management reserves the right to finalize your date of relieving until after, but not later than one month from the date of submission of the resignation.
9. You will not divulge or disclose any information regarding work force, clientele, manufacturing techniques, processes, design or Business secrets of our company, source codes, passwords and details regarding software/hardware of our IT systems, database, email address etc., to any outside agency or person except with prior permission of the company. You shall keep and cause to maintain total secrecy in these respects.
10. Your said appointment as Trainee shall be governed by provisions of MODEL STANDING ORDERS applicable to our organization or certified STANDING ORDERS of our organization, if any.

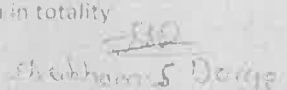
If the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your confirmation of the same and return the same to us.

Thanking You,

Yours faithfully,  
For Allied Resource Management Services India Pvt. Ltd.

  
Authorized Signatory

I have read the terms and conditions stated above, I have understood the same and I accept them in totality

  
Signature with Date, Name and Address



ALLIED RESOURCE MANAGEMENT  
SERVICES INDIA PVT. LTD.  
An ISO 9001:2008 certified co

To,  
Mr. Adwait Avinash Kulkarni  
C 102, Sun Planet, BH Sun Empire, Sun City Rd, Ahmednagar.

06/07/2020

Subject: Trainee

Dear Adwait,

With reference to your application and subsequent interview, we are pleased to appoint you in our organization as "Trainee" w.e.f 06/07/2020, on following terms and conditions:

1. Your appointment as Trainee will be for the period of Six Months from date of your joining. Your training period may be extended to any further period OR periods, at the sole discretion of the Management.
2. During the said training period you will be paid a stipend of Rs. **15,000/-** (Rupees Fifteen Thousand Rs. Only) per month. No other allowances will be applicable to you.
3. Your services are liable to be transferred to any of the Associate/Subsidiary /Allied companies/Sister concerns/to the other factories/Offices of this company or at sites or to the clients anywhere In India and abroad, at the complete discretion of the Management. In such an event, conditions will be governed as applicable to the relevant establishment.
4. You should not absent yourself from work without previous notice and sanction thereof. Habitual absenteeism or absenteeism without previous permission for any extended period can make your services liable to be terminated without notice.
5. Your said period of training, either initial or extended, shall automatically come to end on expiry of the said initial or extended period, as the case may be, and it will be in sole discretion and right of the Management to appoint you in the employment of our organization, after said termination or expiry of your training period.
6. Your appointment as aforesaid does not and will not create any right of employment in you for any kind of employment with the organization.
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Contd..2..

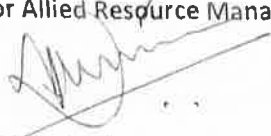
Regd Office: 213, Sakinaka, Tera, Chhatrapati Shivaji Maharaj  
 Pune-411 004, Maharashtra, India. Pin-411 004  
 Ph No: 020-2621 3111  
 Email: hr@armsindia.com  
 Website: www.armsindia.com

8. Any breach or violation of any instructions, directions and rules and regulations of the organization, shall be treated as ground for putting an end to your said appointment as Trainee without any notice or allowance in lieu of such notice.
9. Your appointment as aforesaid shall be liable to be terminated at any time during the training period, at the instance of the management, without any notice and without assigning any reasons thereof. The management reserves the right to finalize your date of relieving until after, but not later than one month from the date of submission of the resignation.
9. You will not divulge or disclose any information regarding work force, clientele manufacturing techniques, processes, design or Business secrets of our company, source codes, passwords and details regarding software/ hardware of our IT systems, database email address etc., to any outside agency or person except with prior permission of the company. You shall keep and cause to maintain total secrecy in these respects.
10. Your said appointment as Trainee shall be governed by provisions of MODEL STANDING ORDERS applicable to our organization or certified STANDING ORDERS of our organization, if any.

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your confirmation of the same and return the same to us.

Thanking You,

Yours faithfully,  
For Allied Resource Management Services India Pvt. Ltd.

  
Authorised Signatory

---

I have read the terms and conditions stated above, I have understood the same and I accept them in totality

Signature with Date, Name and Address



ALLIED RESOURCE MANAGEMENT  
SERVICES INDIA PVT. LTD.  
An ISO 9001:2008 certified co

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To,  
Mr. Shripad Nandkumar Amle  
B 79/25, Supper Indira Nagar, Bibavewadi, Pune.

06/07/2020

Subject: Trainee

Dear Shripad,

With reference to your application and subsequent interview, we are pleased to appoint you in our organization as "Trainee" w.e.f 06/07/2020, on following terms and conditions:

1. Your appointment as Trainee will be for the period of Six Months from date of your joining. Your training period may be extended to any further period OR periods, at the sole discretion of the Management.
2. During the said training period you will be paid a stipend of Rs. **15,000/-** (Rupees Fifteen Thousand Rs. Only) per month. No other allowances will be applicable to you.
3. Your services are liable to be transferred to any of the Associate/Subsidiary /Allied companies/Sister concerns/to the other factories/Offices of this company or at sites or to the clients anywhere in India and abroad, at the complete discretion of the Management. In such an event, conditions will be governed as applicable to the relevant establishment.
4. You should not absent yourself from work without previous notice and sanction thereof. Habitual absenteeism or absenteeism without previous permission for any extended period can make your services labile to be terminated without notice.
5. Your said period of training, either initial or extended, shall automatically come to end on expiry of the said initial or extended period, as the case may be, and it will be in sole discretion and right of the Management to appoint you in the employment of our organization, after said termination or expiry of your training period.
6. Your appointment as aforesaid does not and will not create any right of employment in you for any kind of employment with the organization.
7. You shall abide by instructions and directions of your superiors in the matter of your training, discipline, etc. based upon the rules and regulations of the organization, existing and then prevailing.

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Head Office: 3022, Sakinaka, Pune, India  
Pune: 411 004  
Ph No: 020-2627 2882  
E-mail: HR@armspvt.com  
Website: www.armspvt.com

8. Any breach or violation of any instructions, directions and rules and regulations of the organization, shall be treated as ground for putting an end to your said appointment as Trainee without any notice or allowance in lieu of such notice.
9. Your appointment as aforesaid shall be liable to be terminated at any time during the training period, at the instance of the management, without any notice and without assigning any reasons thereof. The management reserves the right to finalize your date of relieving until after, but not later than one month from the date of submission of the resignation.
9. You will not divulge or disclose any information regarding work force, clientele manufacturing techniques, processes, design or Business secrets of our company, source codes, passwords and details regarding software/ hardware of our IT systems, database email address etc., to any outside agency or person except with prior permission of the company. You shall keep and cause to maintain total secrecy in these respects.
10. Your said appointment as Trainee shall be governed by provisions of MODEL STANDING ORDERS applicable to our organization or certified STANDING ORDERS of our organization, if any.

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this appointment letter in token of your confirmation of the same and return the same to us.

Thanking You,

Yours faithfully,  
For Allied Resource Management Services India Pvt. Ltd.



Authorised Signatory

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I have read the terms and conditions stated above, I have understood the same and I accept them in totality

Signature with Date, Name and Address



To:  
Mr. Ayush Ashokkumar Pushpakar  
S NO. 3, H No. 529, Bhairav Nagar, Narhe, Pune.

06/07/2020

Subject: Trainee

Dear Ayush,

With reference to your application and subsequent interview, we are pleased to appoint you in our organization as "Trainee" w.e.f 06/07/2020, on following terms and conditions:

1. Your appointment as Trainee will be for the period of Six Months from date of your joining. Your training period may be extended to any further period OR periods, at the sole discretion of the Management.
2. During the said training period you will be paid a stipend of Rs. **15,000/-** (Rupees Fifteen Thousand Rs. Only) per month. No other allowances will be applicable to you.
3. Your services are liable to be transferred to any of the Associate/Subsidiary /Allied companies/Sister concerns/to the other factories/Offices of this company or at sites or to the clients anywhere in India and abroad, at the complete discretion of the Management. In such an event, conditions will be governed as applicable to the relevant establishment.
4. You should not absent yourself from work without previous notice and sanction thereof. Habitual absenteeism or absenteeism without previous permission for any extended period can make your services liable to be terminated without notice.
5. Your said period of training, either initial or extended, shall automatically come to end on expiry of the said initial or extended period, as the case may be, and it will be in sole discretion and right of the Management to appoint you in the employment of our organization, after said termination or expiry of your training period.
6. Your appointment as aforesaid does not and will not create any right of employment in you for any kind of employment with the organization.
7. You shall abide by instructions and directions of your superiors in the matter of your training, discipline, etc. based upon the rules and regulations of the organization, existing and then prevailing.

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ALLIED RESOURCE MANAGEMENT  
SERVICES INDIA PVT. LTD.  
S NO. 3, H NO. 529, BHAIKAV NAGAR, NARHE, PUNE.  
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