



5.2.1 PLACEMENT LETTERS



ACADEMIC YEAR 2018-19



consonant
ENGINEERING

9, Gandhi Industrial Estate, Near Waliv Phata,
Sativali Road, Village Waliv, Vasai (East) - 401208.
Tel.: 07276065588 Fax: +91(22) 26855108
E-mail: info@singhaniatableting.com

APPOINTMENT LETTER

11 April 2023

To, Ms Nikita Amrut Rathod
Mumbai

With reference to your application and subsequent interview with us, we are pleased to appoint you as Accounts Executive in our company on the following terms and conditions:
Date of joining: 27th April 2023

Salary: You will be entitled to remuneration, the details of which are as given below:

Components	Monthly (Rs.)	Annually (Rs.)
Basic	12000	144000
HRA	5000	60000
Travel Allowance	1000	12000
Provident Fund Contribution	1560	18720
Total	19560	234720
Yearly Bonus		12000
Leave at end of year		12000
Total		258720

All taxes will be deducted as applicable like Income tax, Professional tax, Provident fund, ESIC, etc

Please signify your acceptance by signing and returning the copy of this letter.

We welcome you to the company and look forward to fruitful collaboration.

Thanking you,

For Consonant Engineering

Proprietor

I agree to discharge duties and responsibilities in line with the above mentioned.

I/C PRINCIPAL
ST. ROCK'S DEGREE COLLEGE
OF COMM & SCIENCE
M.M.C. SCHOOL BLDG., EKSAR
BORIVALI (W), MUMBAI-92





Ref: HR/OCT/22/A.2/80888843/80552888/100-1030378

Date: 08 October, 2022

Mr. **Milash Gabbi**
Good: ~~cececece~~-Sooby
behind Shree ji cecece
Juvagade Jostipura,362002
Gujarat, India

Dear **Mr. Milash**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Key Account Executive Institutions in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Borivali, Gujarat**.

However, during employment with the Company, you may be posted at any other location in India or ~~abroad~~, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 17 October, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 4,10,000/- (Rupees Four Lacs) Ten Thousand Only per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 4,10,000/- (Rupees Four Lacs) Ten Thousand Only per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Benefits: Rs. 30,000/- (Rupees Thirty Thousand Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @ 4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act, 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.


The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Reliance Retail Limited

City: 021100402000PLC11000 Phone: +91 22 3810800

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


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Privileged & Confidential


Date: 01/31/2022
BHAVIN SOLANKI
C-18 400067
mumbai Maharashtra

OFFER LETTER

Dear **BHAVIN**,

We are pleased to offer you the position of **Associate Agency Development Manager** subject to the following terms and conditions:

1. This offer remains subject to the terms of the appointment letter to be executed by you on the day of joining and to the procedures, policies, benefits and other terms of Max Life, which will be provided to you at the time of your joining or communicated to you from time to time. All such procedures, policies and benefits will be subject to our periodic review and can be changed with or without notice.
2. You will be based at **Mumbai 9_Agency Woman** and will be reporting to **Sr. Partner - Office Head**.
3. A detailed break-up of your compensation is in the attached **Annexure I**. The compensation including incentives or rewards shall be subject to tax deducted at source as per the applicable tax laws.
4. This offer is subject to verification of your credentials and background, completion of all necessary documentation, reference check to our satisfaction.
5. Please note that your employment with Max Life will be "at will" and is not for a specified period. Hence, either you or Max Life may terminate the employment relationship at any time, with or without cause.
6. You acknowledge that no prior verbal or prior written agreements, prior promises or representations that are not specifically stated in this offer will be binding on us.
7. This document is privileged and confidential. You will maintain confidentiality and secrecy and will not disclose any of the contents of this offer to any third party.
8. If you are in agreement with the above terms, you are requested to revert to the undersigned not later than **5 days** by


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PRIVATE AND CONFIDENTIAL

18 May 2022

Ms. Snehal Santosh Patil
406/21, Vanashree CHS,
Charkop R S C 35, Behind Charkop Depot, Sector- 4,
Kandivali (West),
Mumbai - 400067, India

Dear Snehal

We are delighted to offer You a role with **WTW Global Delivery and Solutions India Private Limited**, a Willis Towers Watson group company and enclose the terms of our Offer of Employment, following our assessment of Your skills and capabilities. We look forward to You joining us at Willis Towers Watson.

Your Terms and Conditions of Employment are set out below. If You are currently in employment we would advise You that, it is Company policy that we expect You to observe all duties and obligations owed to Your previous and current employers and other third parties under contracts of employment and/or other agreements. In particular, the Company does not condone the removal, copying or retaining of confidential information of any former employer and any such conduct may result in disciplinary action or any potential litigation. The Company will also expect You to observe any valid restrictive covenants applicable to You under contracts of employment and/or other agreements with Your previous and current employers and other third parties, whilst they remain in effect. If You have any concerns or doubts as to Your obligations, You should seek legal advice.


TERMS AND CONDITIONS OF EMPLOYMENT

These Terms and Conditions and the provisions of the Human Resources Policies including the Global Policies of Willis Towers Watson which are available on the Company's intranet and expressed to be contractual in effect, shall form part of this offer of employment and together constitute Your agreement of employment ("**Agreement**"). There are no collective agreements affecting Your employment.

This Agreement is between **WTW GLOBAL DELIVERY AND SOLUTIONS INDIA PRIVATE LIMITED**, ("the Company", "Willis Towers Watson", "We", "Us", "Our") of Plant No. 6, Godrej & Boyce Manufacturing Company compound, Pirojshanagar, L.B.S Marg, Vikhroli (West), Mumbai 400079 India and Snehal Santosh Patil ("You"; "Your") S/o / D/o. Santosh Vithoba Patil, 406/21, Vanashree CHS, Charkop R S C 35, Behind Charkop Depot, Sector- 4, Kandivali (West), Mumbai - 400067, India.

TITLE AND DUTIES

Your position with Willis Towers Watson will be at Career Level 83 with the corporate job title of Trainee. You agree that You will perform such additional or alternative duties or roles for the Company or the Group, as the Company may, for operational reasons, reasonably require and for


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25/03/2023

Mr. Parth Bedichandani
502, Shivam Bldg., Abv. New India Bank,
Nr. Charkop Village Kandivali West,
Mumbai- 400067

Dear Mr. Bedichandani,

We are pleased to extend an offer of employment for the position of Audio Visual Engineer at Om Audio Visual India. After careful consideration, we believe that your skills and experience make you an excellent fit for our team.

Position: Audio Visual Engineer

Salary: Rs. 602,400/- Per Annum CTC plus festive benefits

Start Date: April 1, 2023

Training Period: 6 months

Training Salary: Rs. 20,000/- per month

Post-training Salary: Remaining amount to be credited to the account after the completion of probation

As an Audio Visual Engineer at Om Audio Visual India, you will be responsible for.


1. To meet the Client's, need in an event.
2. To make sure Client is satisfy with the run of an event.
3. To make sure everything during the showtime goes well.
4. To run the show including setup and pack up of the event in time.

We look forward to welcoming you to our team on April 1, 2023. During the probation period, we will closely monitor your performance and provide the necessary support and feedback to ensure your success in the role.

Please review this offer carefully, and if you have any questions or concerns, feel free to contact us.

We are excited about the prospect of you joining Om Audio Visual India and contributing to the success of our team. We are confident that your skills and expertise will be valuable assets to our organization.

Thank you for considering this offer. We look forward to the opportunity to work together.


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HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

June 28, 2023

Ref:HDBFS/23-24/HRIC573543/Appt/338459

Mr. Pankaj Virendra Gupta,
Mumbai

Dear Pankaj,

LETTER OF APPOINTMENT


Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SENIOR SALES OFFICER on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at MUMBAI - WESTERN. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

e) You will be responsible for the safe keeping and return in good condition and order, of any properties and /


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A
G



18th October 2022

To,
Alagarsamy Karuppasamy Yadav
Panchsheel Nagar, Laxman Mhatre Road,
Borivali West, Maharashtra - 400092

Offer Letter

Dear Alagarsamy,

We are pleased to offer you the position of **Trademark Monitoring Analyst** in **Syngience Business Solutions Pvt. Ltd. (a Corsearch Company)**, your remuneration will be as mentioned in the Annexure 'A'.

The terms of the appointment letter would be as agreed and outlined in the letter which will be issued to you on joining the company and completing the formalities.

List of required to be submitted prior to joining:

- Birth Certificate / School Leaving Certificate / Passport as proof of date of birth.
- Certificates of Highest Qualification: Graduation / Diploma
- 2 passport sized photographs
- Relieving letter from last company and last salary slip or bank statement (if applicable)
- Copy of PAN card
- Copy of Aadhar Card

This offer is valid for 48 hours from date of issue and should be returned duly signed within this period. This appointment shall be treated as cancelled/ terminated and shall become null and void with immediate effect, in the event of any legal action against you by your previous employer/s, provided the Company is unable to utilize your services due to such legal action.

Your employment is subject to an initial probationary period of six months. Which will be deemed automatically extended till such time you receive written confirmation of employment.

During the initial sixty days from the date of joining, either party can terminate the employment by giving seven days prior written notice or by paying to the other, salary in lieu thereof for shortfall in notice period.

On completion of sixty days, either party can terminate the employment by giving thirty days prior written notice or by paying to the other, salary in lieu thereof for shortfall in notice period.

By duly signing this offer, you indicate acceptance of the term and conditions of employment. You will at all times be bound by the Company's policies outlined in the Company Policy Manual/ handbook, which are subject to change from time to time, and would be contingent upon the operational and/or business requirements and exigencies.

We look forward to your joining the Syngience Team for a long and successful association.

For Syngience Business Solutions Pvt. Ltd.

Pallavi Kulkarni
Manager – HR

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S2 INFOTECH
INTERNATIONAL
LIMITED

Date: July 26, 2023

Name: Rushikesh Rajesh Abgul
Contact: 9769265913
Email ID: abgulrush@gmail.com

Offer Letter

Dear **Rushikesh**,

Greetings of the Day!!

We have pleasure in informing you that, you have been shortlisted as **Junior Accountant** for the Project of **Maharashtra Building and Other Construction Worker's Welfare Board (BOCW)** on contractual role of **S2 Infotech International Ltd** and you will be deployed at **BKCMumbai** District.

Your joining date will be confirmed after receipt of written confirmation from BOCW and certified attendance from the BOCW. You are advised to report **within 8 Days** from issue of this offer letter, if you fail to report within 8 Days of receipt of this Offer letter, it will automatically **stand cancelled** and **NO** claim will be paid or accepted by the S2 Infotech International Ltd after the given time period. In case, your candidature is rejected by the department any time after reporting to the department on any grounds then this offer letter will stand cancelled without any liabilities to S2 Infotech International Ltd.

Kindly make note that your offer is valid and joining will be confirmed subject to receipt of the duly signed and stamped joining letter from the BOCW to S2 Infotech International Ltd. We would be sharing detailed salary structure along-with appointment letter after receipt of your all documents and written confirmation from the Head, office of BOCW. Afterwards, further necessary joining formalities would be initiated within the due course of the time. The Appointment Letter along-with Salary Structure will be issued to you accordingly.

In the course of onboarding procedure, if your qualification and experience is not relevant and does not comply as per the GR of Labour Department, the offer will then be revoked without any notice to you. Kindly share all your documents as mentioned in the Annexure A below on the mail ID mentioned herein.


You are requested to confirm your acceptance of this offer letter by sharing the signed copy of this offer letter & forward the scanned copy to email id S2hr@s2infotech.com.

Sincerely yours,
For S2 Infotech International Limited,

Sr. Executive – HR
Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby confirm my acceptance of the same.


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Act
Go



September 8, 2022

To,

Errol Bais
B-104, Sheetal Sanovar,
Sheetal Nagar, MTNL
Road, Mira Road East,
Thane-401107

Sub: Letter of Offer

We are delighted to extend an offer of at-will employment to you for the position of **Customer Support Associate**, in our organization. This offer shall be governed by the terms and conditions contained herein. We request you to review the summary of the terms of your proposed employment with us. The letter of appointment containing additional terms and conditions governing your employment will be given only upon successful completion of training period, if any and upon completion of document and background verification to the satisfaction of the Company.

If you accept this offer, your joining date would be **September 8, 2022, Tuesday** (hereinafter referred to as '**September 8, 2022**'). On the Joining Date, you are required to report to the Human Resource Team of the Company failing which; this letter of offer shall automatically stand ~~withdrawn/cancelled~~.


Please find below the broad terms of your proposed employment, which are as under:

- Position:** Your title will be **Customer Support Associate**, and you will report to your designated supervisor. This is a full-time position. While you are employed with us you will not engage in any other employment, consulting or business activity (whether full-time or part-time), or any other activity of commercial nature. By accepting this offer, you confirm that you have no pre-existing contractual commitments or other legal obligations that would prohibit/restrict you from joining the Company or from performing your duties for the Company.
- Compensation:** Your gross CTC will be **Rs. 3,15,000/-** per annum, payable in accordance with the Company's standard payroll schedule. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time.
- Probation Period:** You shall be on probation for a period of 6 (six) months from the date of letter of appointment. During the first 3 (three) months of the probation period, you shall not be

FIRST CREDIT SERVICES

CIN:

Site Off.: 401, 45 Floor, Mira, Dist. Gurb., Dist. CUS, Street-435, Anaple Jodhpur-500017, Thane, Dist. 401107, Maharashtra.


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Whistle
www.whistle.mobi

OFFER LETTER

Date: 30/MAY/2022

Sub: Offer Letter

Dear Siddhant Rai,

We are pleased to offer you the post of Sr. Manager - Enterprise Sales[™] based at WValue Martech Pvt Ltd.

The compensation structure is enclosed for your reference as Annexure.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for 1 months.

This offer is subjected to background verification and medical fitness.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving one (1) month notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period.

We welcome you to join the Company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the Company.

If you have any question, please clarify from the undersigned.

With regards,
Pooja N
Assistant Manager - HR
Valueleaf Services (India) Pvt Ltd.
Bengaluru - 560 034
M: +91 8217886702
W: www.valueleaf.com


I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

I will join on 2 June 2022.

Name: Siddhant Rai

Page 1 of 2

In case of any queries or customization requirements, [book a free consultation](#) with our expert advisors.


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TECH
mahindra

Tech Mahindra Limited
A - 6, Sector - 64, Noida,
UP - 201 301

Tel: +91 12 0400 5000
+91 12 0400 5001
Fax: +91 12 0423 1826

techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India

CIN L642008B11986PLC041270

Ref: 983905/2278266 /Recmt.

Date: 18-Dec-23


Ms. Elsa Lawrence ~~Espandez~~
102 BUILDING no 3, 5 K stone, Near holy cross road,
MIRA ROAD EAST, Thane, Thane, India
, Mumbai (Maharashtra) - 401107
Phone No: 8369937750

Subject - Offer of Appointment

Dear Elsa,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate-Customer Support** on U1 band, operating out of our **Mumbai** office.
2. You will be on probation for a period of 3 months from the date of joining the Company during which you will be on training covering the complete process and projects or services, mandated by the customer of the Company. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the training mandated by the customer of the Company.
3. Your "Annual Total Cash Compensation" will be **Rs. 569980**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
4. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
5. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
6. You are required to join on **18-Dec-23** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
7. On the date of joining, you are requested to report to **Pratik Buch** at 12:30 PM to complete the joining formalities at **Spectrum Towers, Mindspace, Chincholi Bunder, Link Road, Malad (West), Mumbai-400064**. At the time of joining,


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emami limited

REF/SKG/HRD/2890

Jan 13, 2022

Mr. Bhushan Gujar
2/28 Gujar Bhawan,
Borivali, Mumbai-400091

Sub: Your placement with us

Dear Mr. Bhushan Gujar,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "Junior Sales Officer" in our HCD-E&G Department of our organization as per agreed compensation package, with location at Borivali.

The company reserves the right to transfer you to any location, department, establishment, factory or branch of the company. As per Company Policy, after accepting the Offer, if the candidate does not join, the Company has the right to make a claim on all the costs of recruitment process including travel, hotel etc.

We are confident that a person of your caliber and experience will give valuable inputs towards the growth of the company. Your joining date has been fixed on any date but not later than **01 Feb 2022**. The detailed appointment letter will be given to you within a week of your joining our Organization. Please note that you will be eligible for the performance appraisal cycle of 2022-23.

Kindly sign the duplicate copy of this letter of intent as a token of your acceptance and inform us the exact date of joining.

Thanking you,

Yours faithfully,
For, EMAMI LIMITED

S.K.GOENKA
MANAGING DIRECTOR

regd. office: 687 anandapur o.m. bypass kolkata 700107 india
phone: 91 33 6613 6254 tele fax: 91 33 6613 6600 e-mail: contact@emamigroup.com website: www.emamiltd.in
CIN: L20980WB1983PLC030030

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14-DEC-2022

Letter Of Appointment

To,
Mr. Asutosh Maurya
Room No 1 Paskal Chawl , Rajesh Compound
Ratan Nagar, Dahisar East
7666344498

Dear Mr. Asutosh,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/1989411/BOM/Business Process Outsourcing Services/BPA dated 09-Nov-2022 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Process Associate in Grade BPO1 with effect from 14-DEC-2022.

Your Associate number is 2550830.

I take this opportunity to extend you a warm welcome to the TCSL Family !

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

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ACADEMIC YEAR 2019-20



Date: 25th March, 2023

Ranjana Ganesh Thakur
Room no 2, Mansa Bldg. Ekasr Road,
Borivali West, Mandepshwar,
Mumbai - 400 103
Contact: 7303382462

Dear Ranjana Ganesh Thakur,

We are pleased to offer you the full-time position of Data Entry at Maitri Lab-Grown Diamonds Private Limited with a start date of 1st April, 2023, contingent upon a background check. Chintan Ganeshbhai Moradiya at 4/ AB Ground & will be your 1st Floor, Kandivali Co-Operative Industrial Estate, Hindustan Naka, Charkop, Kandivali West, Mumbai - 400 067, primary contact and manager on site. It is in our opinion that your abilities and experience will be the perfect fit for our company.

In this role, you will be required to take full ownership over the Data Entry cycle, understand needs through research and market data and own and shape the backlog, roadmap and vision of one cross-functional Data Entry team.

The starting annual salary for this position is Rs.1,91,520/- to be paid on a monthly basis by direct deposit starting on 1st April, 2023.

Your employment with Maitri Lab-Grown Diamonds Private Limited will be on and at-will basis, which means you and the company are free to terminate the employment relationship by giving One (1) Month Notice for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 29th March, 2023.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.


Sincerely,
Maitri Lab-Grown Diamonds Private Limited


Authorized Signatory



MAITRI LAB-GROWN DIAMONDS PRIVATE LIMITED

Regd. Office: Shop-9, Clover Grove CHSL, Garden Grove Complex,
Kanti Park Layout, Chikwadi, Borivali (West), Mumbai - 400 092.
CIN: U36996MH2022PTC389224
E-mail: maitrilabgrowndiamonds@gmail.com | Telephone No: 022 28982222


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Mr. DEVENDRA BABULNATH TIWARI
ADD: SAI NATH MATH CHAL ROOM NO 4 S N DUBE ROAD,
KOKANI PADA DAHISAR EAST MAHARASHTRA,
MUMBAI, 400068

Date 29.07.2023.

Token No. : 24284211


Dept. /PU : VPU

Dear Mr. DEVENDRA BABULNATH TIWARI

Sub: Engagement of Apprentice under the Apprentices Act 1961

We have pleasure in engaging you as an **Apprentice** in Optional trade of **Automotive Assembly Technician v2.0** in our Organization for a period from **29.07.2023** to **17.07.2025**.

1. You shall execute the Contract of Apprenticeship, which needs to be sent to the Director of Vocational Education & Training & State Apprenticeship Advisor, Government of Maharashtra, and Mumbai for registration and approval. A copy of the same will be handed over to you, in due course, if approved.
2. You shall be paid a Stipend of [REDACTED] per month during your apprenticeship period. (The same is subject to revision as per applicable labour legislation rules and time to time.)
3. You shall not be entitled to any other monetary benefits, other than your stipend as above, as applicable to the permanent workmen of the Company.
4. During the period of your Apprenticeship with us, you shall be regular and punctual in your attendance. You will be eligible in year for 12 days casual leave which to be pre-sanctioned and 15 days sick leave provided duly supported with authentic medical certificate, and timely intimation to your superior about your inability to attend duty due to sickness. It is expected that you shall be reporting to your duties regularly and shall not indulge in Unauthorized Absenteeism from duty. In case, if you remain Unauthorized Absent for consecutive 7 days or more, we will be presuming that you are no longer interested in continuing with Company as an Apprentice Trainee and here to will lead termination of Apprenticeship Training
5. In all matters of conduct and discipline, you shall be governed by the Apprenticeship rules and the contract of Apprenticeship executed by you as per Apprentices Act 1961 as well as rules, regulations and procedures of this establishment.
6. You should follow all the Safety, Health and Environment guidelines and rules as laid down by the Company from time to time. Working Safety is a condition of training and violation of the same shall result in appropriate disciplinary action and violation of the Cardinal


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Date: January 08, 2022

Emp Temp Code: 2211810148539

Pradeep Nallala

Plot No.16/b-7, Sahayog Chs.gorai - 1, Borivali - Weast Mumbai -
400092,
Maharashtra, India

Letter of Appointment

Dear Pradeep,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Sr. Customer Service Associate- Voice**. You are required to report for duties on **January 10, 2022** ("Joining Date") at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place/Company's Office/Site at **Mumbai**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days** ("**Notice Period**") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

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Zoho Sign Document ID: 4QV5WXTPE0VGE0V0W0E2D1G05JL5PZJNMMEMSG5J4



12-Apr-21

APPOINTMENT LETTER

Mr. Santosh Sharma
Employee No: 1114803
Mumbai - Paradigm

Dear Santosh Sharma,

We are pleased to employ you as **Customer Service Associate (Grade H2)** in our company, Firstsource Solutions Limited (**Company**), located at Mumbai, or in such other capacity as the Company shall from time to time determine. This letter sets out the terms of your employment and, along with the Company's Policies and procedures, as amended from time to time (**Company Policies**), constitutes your employment agreement with the Company (**Employment Agreement**). In the event of a conflict between any of the terms or conditions contained in this Employment Agreement and those in the Company Policies, the terms of this Employment Agreement shall prevail.

1. APPOINTMENT

- a. Your employment by the Company is effective from the date of this Employment Agreement **12-Apr-21**.
- b. You will be on probation for a period of six months from the Date of Joining (**Probation Period**). Subject to Company Policies, after completion of the Probation Period, your performance will be evaluated, and if found satisfactory, you may be confirmed in the services of the Company. However, during the Probation Period, if your performance is unsatisfactory, (i) the Probation Period maybe extended for a further period as may be decided by the Company; or (ii) the Company may terminate your services.
- c. You shall retire from the services of the Company on completing 60 years of age.
- d. Your employment in Company will be subject to you being and remaining physically and mentally fit and alert to perform your duties. Your services will be liable to be terminated on being found physically and mentally unfit by the Company at any time.

FIRSTSOURCE SOLUTIONS LTD.

3rd Floor Mindspace, New Link Road, Malad West, Mumbai 400 064

Tel: + 91 (80) 6633 8000 | Fax: +91 (80) 6633 8099

Paradigm B, 5th Floor, Mindspace, New Link Road, Malad (W), Mumbai - 400 064, India.

Tel: +91 22 6666 0888 | Fax: +91 22 6666 0887 | Web: www.firstsource.com

(CIN: L64202MH2005PLC134-M7)

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CIN No. : U7499GJ2014PTC079504



Date: 01-12-2022

Name: Akshay Kharpade
Location: Mumbai (Malad)_Maharashtra


Fixed Term Contract Letter

Dear Akshay,

We are pleased to offer you employment at Your Staffing Solutions Pvt Ltd; (hereinafter referred as "Your Staffing") your work will be at "Michigan Engineer Pvt Ltd and work location will be at "Mumbai (Malad) - Maharashtra" and your Designation would be "Store Keeper" for a fixed period of employment, on the following terms and conditions:

1. The Contract term of your employment shall be valid from **01-12-2022 to 29-11-2023** notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before your contract end period; this Contract shall be co-terminus with the project/work with a proper prior Notice.
2. The terms of this employment are exclusively with Your Staffing, the employee shall never be deemed to be the employee of the client, where you have been deputed under this employment.
3. You shall report to work on **01-12-2022** at client premises. Your Date of Joining would be considered on the date you report
4. Details of your salary break up with components are as per the enclosure attached herewith. Your Salary has been structured as per the minimum wages act as per the state you are deputed in.
5. This contract can be terminated at the discretion of Your Staffing; However, in the eventuality if you wish to separate from the organization, you will need to give 15 (Fifteen) days' notice in writing prior to your separation. The company is also liable to serve 15 days of notice in case of termination or for any performance related issues. If it is found that you have not served the Notice then the company has the right to deduct such Notice from your Full and Final Payment as per the law.
6. You will, with effect from **01-12-2022** be deputed by Your Staffing, to work at your client's office/ premises at any of their locations,

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PSPL/2023/OFF/3673/Sales Executive

January 14, 2023
Akbar khan
Mumbai

Dear Akbar khan,


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. **260000/-** 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 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 **18-Jan-23** the Business hours begins from 9.30 A.M. onwards. You are requested to meet **Achal Sahebrao Sawant**, Contact No. **8652657343** 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 **Mumbai**. 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.One87.com

Corporate Office - B 121, Sector 5, Noida 201301, India
T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016FTC094535
Registered Office - Ground Floor, Essae Washnani Summit 6/B 7th Main,
10 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034


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To,
Mr. MUKESH MADESHIYA
Plot No-74 Gali No-04 , Bhim Nagar Room No-138 Gorai -1 , Gorai Road
Near Ambey Mata Mandir Mumbai, Maharashtra-400092

Date: 25/10/2022

Dear **MUKESH MADESHIYA**

Subject: Offer cum Appointment Letter / Emp No: CSM4416 / Job Type : Full Timer

Thank you for giving us the opportunity to meet with you and discuss possible employment with COMETT STAFFING SOLUTIONS PVT. LTD. ("Company"). On the basis of our discussion and understanding we are pleased to appoint you with the Company as "Picker".

The terms and conditions of your appointment are as follows:

1. Your Fixed Pay (CTC) will be Rs. **178000/-** per month including all "statutory" income tax compliances as applicable.
2. You will be required to provide the Company all documents and information as set forth under Annexure II.
3. Your date of joining with the Company will be on **25/10/2022**
4. Your initial place of work will be at our client's location (Rajini Retail Pvt Ltd— C-2/1, Ground Floor Kothwari Warehouse No.3, SV Road, Chitambar Manpada, Thane 400607). The Company will have the right to transfer/second you, as the case may be, to any function or business, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the future. While on transfer, you will be governed by the rules, regulations and service conditions of that business and location. Your services will be terminated in cases of completion of the contract with the client /project as applicable
5. Your services may be terminated by either party, giving notice in writing for Fifteen (15) days or payment of notice pay for the balance period in lieu thereof. The Company reserves the right not to accept notice pay in lieu of notice and enforce completion of full or partial notice period. For the purpose of calculation of notice pay would refer to "Basic Salary" only.
6. The Company reserves the right to terminate your employment immediately without notice, at any time, in case:
 - You are found guilty of misconduct, dishonesty or you fail to observe the Company's Code of Conduct, business, disciplinary and ethical code guidelines and policies.
 - You are absent from the services for a period of Three (3) days (including overstay of sanctioned leave) without prior intimation and approval. You will then be deemed to have abandoned employment voluntarily and the provisions of clause 5 above will apply in respect of the notice payable by you.
7. You will be entitled to leave and other paid holidays as per Company policy subject to prior approval by your supervisor(s).
8. Whilst employed by the Company:
 - You will work exclusively for, and in the interest of the Company. You will not engage yourself in any other business/profession (part-time or otherwise) without written permission from the Company.
 - You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors of the client and others authorized by the Company to assign such duties and responsibilities.
 - You will maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee. You will be governed under the Company's Code of Conduct. It is your responsibility to read and understand it. If you have any questions, please contact your supervisor or Human Resources representative.
 - You may have access to or acquire client information and other business information from the Company or from its employees, clients or customers that is unique and which cannot be lawfully duplicated or easily acquired. You understand and agree that you have a continuing obligation not to use, publish or otherwise disclose either during or after your employment with the Company, any trade secrets, confidential or proprietary information belonging to, or concerning or referring to the Company, or any client or customer of the Company. You acknowledge that should you breach this provision, the Company will suffer immediate and irreparable harm

COMETT STAFFING SOLUTIONS PVT. LTD.


Reg. Office: 8, A. A. Row, PO-Park Street, Kolkata-700018

Tel: +91-080-26768525

Website: www.comett.in

CIN Number - U74999WB2018PTC225352

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ACADEMIC YEAR 2020-21



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Date: January 01, 2022

Emp Temp Code: 2211810149575

Raveena Vinod Solanki

Plot No 246 , Room No 08 Parivartar Society Gorai Borivali West Mumbai
- 400092,
Maharashtra, India

Letter of Appointment

Dear Raveena,


With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Customer Service Associate- Voice**. You are required to report for duties on **January 01, 2022 ("Joining Date")** at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place /Company's Office/Site at **Mumbai**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be required to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days ("Notice Period")** prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Teleperformance Global Services Private Limited.
Plot No. 94-95, Udyog Vihar, Phase IV, Gurugram - 122016, Haryana, India.
Tel: +91- 124-6783050 | Fax: +91-124-6783099
Registered Office: Teleperformance Towers, Plot CST No.1406-A/28, Mindspace, Malad - West, Mumbai - 400090, Maharashtra, India.
Tel: +91-22-66776000 | Fax: +91-22-66776010 | CIN: U72900MH2001PTC232120 | Email: contactus@teleperformanceindia.com


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Grindstone Solution, 404, 4h floor, Shreeji Arcade, Opp. Dena Bank, S. V. Road & M. G. Road Junct.,
Kandivali west, Mumbai: 400067.

Date: 01st October, 2021

Sub: Offer Letter for the position of Recruitment Executive

Dear Purvi,

With reference to the discussion you had with us, we are pleased to offer you the position
Recruitment Executive in our firm Grindstone Solution.

You are required to join our firm latest by 04th October 2021. You will be paid Annual Ctc of Re.
1,44,000/- (Rupees One Lakh Forty Four thousand Only.)

You will report to Mr. Vinit Bhuptani (Director) of the company.

Thanking you,

Yours Faithfully,

Mr. Vinit Bhuptani
Director
Authorised Signatory

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Ref-DSO-TN-0422-023

Date: 2nd May 2022

Mitesh Kishor Bhai Dabhi

Rajkot

Designation: Senior Executive – B2B Sales

APPOINTMENT LETTER

Dear **Mitesh**,

We are pleased to offer you employment with **Merabo Labs Private Limited** (also known as Dealshare.in), as **Senior Executive – B2B Sales**. Your date of reporting for work shall be **16th May 2022**

The remuneration offered to you, on a 'cost to company' basis, is **INR 4,70,000 (Rupees Four Lakhs Seventy Thousand Only)** per annum, including variable pay of **INR 47,000 (Rupees Forty Seven Thousand Only)**, payable commencing from the **Joining Date** in accordance with the terms of employment. Your variable pay will be paid **Monthly Based** on your performance and target achievement. The detailed break-up of your remuneration is set out in **Annexure I**. The terms and conditions of the employment are set out in **Annexure II**. Each Annexure shall form an integral part of this Appointment Letter.

The Company believes the covenants set forth in this Appointment Letter are no more extensive than are reasonable and necessary to protect its interests. You are expected to independently evaluate and seek legal counsel in respect of the undertakings, covenants and obligations to be assumed by you pursuant hereto and your acceptance hereof will confirm that such undertakings, covenants and obligations do not bear harshly on you, and are acceptable to you.

Please confirm your acceptance of the offer contained herein for reporting for employment on the **Joining Date** on the terms and conditions contained in Appointment Letter. Relying upon your confirmation hereunder, the Company shall take relevant actions to provide and reserve for you a position on the **Joining Date**, subject to necessary background verification.

We look forward to you having an exciting and successful journey with the Company.

Yours Sincerely,

For **Merabo Labs Private Limited**,

Roy

[Signature]
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Offer Cum Appointment Letter

Date : Nov 6, 2023
Name : Dikshita Chari
Address : Room no 1, Bhagla Lakshma Dhodi Chawl, Opp. Suryodaya Appt, S.N.Dube Rd, New Ashok Nagar, Borivali Pada, Dahisar-East, Mumbai- 400058, Mumbai, Maharashtra, India, 400058

Mumbai,

Dear Dikshita Chari,

This is with reference to your application and subsequent interview you had with us. We are pleased to appoint you as Jr BackOffice Associate on the following terms and conditions:

PLACE OF POSTING:

Your initial posting will be at Mumbai (Borivali). However, you could be transferred to any other present company location in existence or that may come into existence in future or be asked to work with a Client Company or a sister concern or a partner company having business relationship with our company.

TRANSFER OF SERVICES

Your services are liable to be transferred to any new group company existing now or to be set-up later. There shall be no adverse effect on any terms and conditions of your employment due to this transfer.

CHANGE IN ROLE / RESPONSIBILITIES:

RECRUITMENT | STAFFING | BPO | SOFTWARE DEVELOPMENT | MARKET RESEARCH


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Your role / responsibilities are liable to be changed/ transferred to any role later. You will abide by the change in role / responsibilities communicated to you by the company from time to time. Your manager will have the authority to change the portfolio of your responsibilities as required.

SALARY, INCENTIVES & ALLOWANCES:

Your remuneration to the Company will be ₹ 1,20,000.00 per annum.
Your remuneration is inclusive of an allowance for travel / work from home. You will be required to comply with the decision of the company with respect to your work location. You may see a


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ACADEMIC YEAR 2021-22



Corporate Office :
Plot No : 313, Udyog Vihar Phase-IV, Gurugram, Haryana-122015
Ph. 0124-4763400

Offer Cum Appointment Letter

18-Apr-2023

Mr Rishiraj Sunil Gandhi,

**D-414 NEW VAIBHAV COMPLEX CHS LTD BHD SAI PETROL PUMP GEETA NAGAR PH-3 MIRA
ROAD EAST 401107 Mumbai Maharashtra 401107 India**

Mobile No: 8169792423

Dear Rishiraj Sunil Gandhi,

With reference to your interview and online documentations submitted for seeking employment with our company. We are pleased to inform you that your candidature has been accepted basis representation made and documents submitted by you.

This offer cum appointment letter is being issued to you for appointing you on the post of **SR. EXECUTIVE** in Grade **GRADE-13** with the company. Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **25-Apr-2023** you will report at our Client site at following work location: :

ICICI BANK LTD (Mumbai)


Besides the terms and condition, which are stipulated herein in this letter, your appointment shall be subject to satisfactory results of verifications of representation made and documents submitted by you.

In case of your verification / reference checks are not up to the desired level, this letter shall be automatically stands withdrawn and even if you have joined duty, your services shall be discontinued with immediate effect without any compensation notice or salary in lieu thereof.

Further, if you fail to join on the date specified hereinabove, this letter shall be treated as withdrawn.

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The following are the other terms and conditions of this offer cum appointment letter:


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India: +91 99870 79678
Dubai: +971 563641641



business@appcaresolutions.com

1st Apr, 2023

To
Mr. Rupesh Gautam

Subject: Letter of Appointment

Dear Mr. Rupesh Gautam

This has reference to your application and subsequent interviews you have had with **AppCare Mobile Solutions LLP**. We are pleased to appoint you as "Customer Acquisition and Relationship Executive" at our office in Mumbai. Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross Stipend of **Rs. 27,000/- (Twenty Seven Thousand only)** per month (Incentives, as applicable, from time to time basis will be given over and above the mentioned salary)

2. Working Hours

Your working hours will be 10 am to 7 pm as per the current company policy. The company observes a 6 day work week.

3. Date of Appointment

Your date of appointment as per company records is **1st April, 2023**.


4. Salary Increase

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.

5. Probation Period

India Address:
412/703, Ghanshyam Enclave Near Lalji Pada Police Station,
New Link Rd, Kandivali West, Mumbai, Maharashtra 400067

Dubai Address:
Appcare Solutions I.L.C 1446 Al Tamani Art Offices,
Business Bay, Dubai, UAE


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GOODRICH LOGISTICS

Date: December 4, 2023

Mr. Vikram Singh
Mumbai.

Dear Vikram Singh,

This has reference to your application and the subsequent interview with us for the post of "Assistant Manager - Sales" in our organization to be based at our Mumbai Office.

We are pleased to make an offer of employment for the above position on terms and conditions mutually discussed and agreed. Your salary and allowances will be as per the Annexure enclosed.

You are requested to send the following: -

- Latest passport size photographs (4 Nos)
- Service certificates of your previous employments
- Birth / School leaving certificate
- Educational certificates

On joining you will be required to furnish: -

- Relieving letter and Experience Certificate from your previous employer.
- Last drawn salary slip / certificate showing monthly salary and Annual benefits.

This offer is valid for your joining our Organization on or before December 26, 2023. We shall appreciate your confirmation of acceptance of the above offer indicating your date of joining.

The Company has the right to transfer you to any of the department and/or its locations in India/overseas offices. The job profile can be changed at the sole discretion of the management without any prior notice to you. Your detailed letter containing terms and conditions will be given on your joining.

Our detailed letter containing terms and conditions will be given on your joining.

Please return the enclosed copy of this letter duly signed as a token of your acceptance of the same.

Yours faithfully,
For Goodrich Logistics Private Limited.

Accepted.....
.....

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PRIVATE & CONFIDENTIAL

Date of Offer: - 21 December 2022 Mr. Avanti Harishchandra Joshi Room No. A/1, Plot No.725, Sahayawade Near Bus Depot, Chakrapur Sector 7 Kandivli/West Mumbai

Appointment Letter

Dear Avanti,

We at Integreon Managed Solutions (India) Private Limited ('Integreon' or the 'Company') are delighted to appoint you as Presentation Specialist L1 starting 23 December 2022 on the terms and conditions described below.

The terms of this offer are strictly confidential between you and the Company and any breach of confidentiality may result in withdrawal of this offer or termination of employment.

TERMS AND CONDITIONS:

1. Location, Duties, Probation, No Conflict, Compliance, Etc.:

- a. Your initial place of employment shall be the Company's office at Mumbai. Your employment with the Company will be on probation for a period of Three (3) months from your date of joining, which period may be either extended or reduced at the sole discretion of the Company based on your performance. Your employment with the Company will be confirmed via a confirmation letter upon your successful completion of the probationary period, failing which your probation shall be deemed to have been automatically extended. b. You shall faithfully and diligently serve the Company. You shall diligently perform such duties and exercise such powers consistent with your employment and shall obey all the directions / instructions of your manager as appropriate. You shall devote yourself exclusively to the performance of your duties during normal working hours at your place of employment and at all other times that may be necessary for the proper performance of your duties. Your reporting manager has the authority to change the portfolio of your responsibilities as required. c. You shall not, during the course of the employment with the Company, whether alone or jointly with others and whether directly or indirectly, carry on or be engaged or concerned in, or be interested, or take up employment in any other business, nor shall you accept any compensation in any form from any outside party for any actions performed on behalf of the Company without the written consent of the Company. d. You shall at all times keep your manager or any other person your manager may nominate, promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company and provide such explanations as he/she or they may require in connection therewith. e. You shall comply with every rule of the law or regulation of any competent regulatory authority or government or local authorities as may be applicable from time to time relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. f. Without prejudice to your common law duties, you shall not, whether during your employment with the Company or

after termination of your employment, except in the proper course or your duties or as required by the law, use or divulge to any person, firm or company (and shall use your best endeavors to prevent) the use or disclosure of any trade or business secrets or any confidential information concerning the business and finances of the Company which has or may come to your knowledge in course of your employment.

- g. You shall not make any false, defamatory or disparaging statements about the Company, its employees, officers or directors, whether during or after your employment with the Company.

2. Employee Background Verification:

- a. A copy of all the documents required for Background Verification must be submitted within three working days of your joining. b. If the employee fails to submit the documents within a stipulated time, Integreon reserves the right to take appropriate action until the documents submission process has been cleared by the background verification team. c. Your employment with Integreon will be subject to a successful completion of background verification checks which is in-line with Integreon's Background Verification Policy. Integreon conducts background checks to ensure that your past work experiences and database records are clear and without any objectionable observations (including but not limited to, loan defaults, criminal records, dual employment, civil rights violations etc.) to ensure there is no risk to Integreon's reputation with its clients. You hereby provide your consent to Integreon, for conducting such background verification checks. Integreon reserves the right to proceed with actions, including withdrawal of offer or termination of employment without notice, if the background verification team does not certify a clear report.

3. Termination:

- a. You or the Company may terminate your employment at any time by giving 90 days' notice in writing to the other party. The Company however reserves the sole right to terminate your employment with immediate effect, upon payment of salary in lieu of notice. b. In case you have been given a notice to terminate your employment or you give a notice to resign from services, you are expected and required to diligently serve the entire notice period. However, in case of your resignation, the Company may, at its sole discretion, without being obligated to do so, (i) require you to leave services at any time during the notice period upon payment for the balance unexpired portion of the notice period or (ii) upon your request allow you to leave service during the notice period only upon your making payment to the Company in the form of liquidated damages, the amount equivalent to your basic salary for the balance unexpired portion of the notice period. c. During probation, you or the Company may terminate your employment by giving 30 days' notice to the other party. In case you resign within the probation period, you will need to serve the entire notice period of 30 working days. The Company reserves the sole right to terminate your employment with immediate effect during probation period, upon payment of 30 days' salary in lieu of notice. d. Notwithstanding the aforesaid clauses 3(a), 3(b) and 3(c), or anything else to the contrary, the Company reserves the right to terminate your employment with immediate effect by a notice in writing, in the event of your: (i) fraudulent, dishonest or undisciplined conduct, (ii) breach of integrity or breach of trust, (iii) misappropriation or misuse or causing damage to the Company's property, (iv) insubordination or failure to comply with the directions given to you by persons so authorized, (v) conviction for any criminal offense, (vi) breach of any terms or conditions of your employment or the Company's Associate Handbook or other documents or directions of Company or its management, (vii) failure to keep or maintain in confidence the contents of this letter (particularly the information in relation to your compensation and/or benefits including any further revisions in compensation therein) or (ix) misconduct, as provided under the applicable laws and/or the Company's Associate Handbook. e. You will automatically retire from the services of Integreon on completion of 58 years.

Training: Upon your joining the Company and at regular intervals thereafter, the Company may require you to undergo technical and/or refresher training as the Company may deem fit from time to time. The technical refresher

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Jinal Fashion
Tel: 26058415
26000528
Mo: 932223404
Krishna Kunj, Plot No. 552, Shop No 1, 7th & 8th Road, T.P.S. III, Old Khar (W), Mumbai - 400 052.

DATE: 21 NOV 2021
LIMESH KARSAN NOR
JINAL FASHION
KRISHNA KUNJ BLDG
SHOP NO 1,3&ROAD OLD KHAR (W) MUMBAI

SUB : JOB OFFER LETTER
DEAR LIMESH KARSAN NOR
WE ARE PLEASUED TO OFFER YOU THE POSITION OF SALESMAN AND ACCOUNTANT AT JINAL FASHION. WE FEEL CONFIDENT THAT YOU WILL CONTRIBUTE YOURS SKILLS AND EXPERIENCE TO THE GROWTH OF OUR ORGANIZATION.

AS PER THE DISCUSSION YOURS STARTING DATE WILL BE ON 1 DEC 2021. PLEASE FIND THE EMPLOYEE HANDBOOK ENCLOSED HERE WITH WHICH CONTAINS THE MEDICAL AND RETIREMENT BENEFITS OFFERED BY OUR ORGANIZATION.

WE LOOK FORWARD TO WELCOMING YOU ON BOARD.

Page: 1 of 1 Words: 4 English (U.S.)

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24-August-2022

Vikas Virendra Choubey
R-17, SHAKTI DHAM CHAWL, NEAR MAHAKALI MANDIR, OVERI PADA- WE HIGHWAY DAHISAR-EAST
MUMBAI MAHARASHTRA 400088

Dear **Vikas**,


Sub: Offer of Employment

I am delighted to offer you on behalf of **GroupM** Media India Private Limited (the "Company") a position of Executive - Non Biddable on the terms that include:

Fixed Salary	INR 450000/- (Rupees Four Lakh Fifty Thousand Only) Details as per Annexure 2
Leaves	18 days of privilege leave, 7 days of casual leave and 10 days of sick leave for the calendar year prorated based on date of joining, as per the leave policy of the Company, which may be modified by the Company from time to time.
Employee Insurance	- Medical insurance for Self, Spouse, and 4 children aged upto 25 years - Coverage of employee under Group Term Life Insurance - Coverage of employee under GroupM accident Insurance - Coverage as per the Company Policy, subject to review from time to time
Notice period to be given by the Employee on cessation of employment	90 days
Commencement date	5 - September - 2022

This offer has been made to you in the strictest of confidence. Disclosure to any person at any time, including after issuance of appointment letter, of these terms shall make it void.

SIGNED by **MONA THANGARAJ** for and on behalf of **GroupM** Media India Private Limited:


Title : Head - Talent Acquisition

SIGNED as a deed, and delivered when dated, by
VIKAS VIRENDRA CHOUBEY



Vikas Virendra Choubey (13/07/2016.5)

Schedule

This offer is subject to the conditions mentioned in Schedule 1 of this letter.

- You having the legal right to live and work in India and producing all documents which may be reasonably requested by the Company before or after your employment commences (detailed list as given in Annexure 1);
- The Company having received two references which it regards as satisfactory (one of which must be from your current or most recent employer);
- Your clearing any additional pre-employment checks carried out by the Company from time to time (including but not limited to any additional checks required given the nature of the role you are employed to do) to the Company's satisfaction, and which may be notified to you in due course;
- You signing an employment contract with the Company as per the standard terms and format. It is clarified that signing of this Offer Letter does not confirm your employment with the Company and the same shall crystallize after the said employment contract is executed between you and the Company.
- The company having received appropriate background checks where required, in the event the results of background checks are unsatisfactory to the Company, your offer of employment will be terminated with immediate effect without notice or pay thereof.
- Please sign this Offer Letter and return it to me within 5 days of the date of receipt of this Offer Letter or this offer shall be deemed withdrawn. By accepting this offer, you confirm that your employment with the Company will not be in breach of any obligations you have to your current or former employer. I look forward to hearing from you.

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Justdial

To,
Vini Hitesh Desai
Mumbai

Dear Vini,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **EXECUTIVE - CONTENT OPERATIONS** on the following terms and conditions:

Your Employee Code is **10121219**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **20-07-2022** and your place of posting is **MUMBAI**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 204000 (Two lakh four thousand only)**. Details are given in the annexure

In addition to this, you will be eligible for a performance linked Variable Pay / Performance Bonus up to a maximum of Rs. 12000 per annum, payable on quarterly basis.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active or under notice period on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

3. Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

4. Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

5. Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

6. Inventions and Patents


All inventions, creations, developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

7. Background Verification

The Company reserves the right to conduct Internal / External Background verification check anytime during the tenure of your employment and employees are expected to co-operate for the same. Any negative report may lead to disciplinary / legal action including termination of your employment with immediate effect without notice and/or without any payment in lieu of notice. Background Verification also includes Behavioral, attitude aspects apart from Qualification / Education, Employment, Criminal etc.


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RELIANCE

**GENERAL
INSURANCE**

Date: 6-Dec-22

Mr.Dhiren Bharat Rathod

B/301, Jay Ketan Society, Near Satyanarayan Mandir, Kharigaon, Bhayandar (East) Thane 401105

Dear Dhiren,

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of **Support Officer - Reinsurance** on Fixed Tenure from **08-Dec-22 to 07-Dec-23** on the terms & conditions mutually agreed by us. Your Annual **Cost to Company (CTC)** shall be Rs. **202656/-** P.A.

You have to join on or before **08-Dec-22 at Mumbai** failing which this offer will stand cancelled automatically & no claim for employment or of any other nature shall neither be entertained by us nor shall lie against us.

The detailed "Letter of Appointment", with the terms and conditions will be issued to you on completion of your joining formalities.

Please return the duplicate copy of this letter duly signed by you, confirming your acceptance.

For Reliance General Insurance Company Ltd.


Sujit Kambh


Authorized, Signatory

Documents to be submitted by the selected Candidate

1. Copy of Highest Educational credentials (Degree/Diploma/PG) (Mandatory)
2. Passport size photographs with blue background (Mandatory)
3. Copy of your PAN Card (Mandatory)
4. Copy of Aadhar Card (Mandatory)
5. Copy of Local Address Proof (Aadhar card Mandatory)
6. Resume
7. Cancel Cheque
8. Last 3 month salary slip of previous organization with UAN, ESIC & PF numbers & Previous organization offer OR Appointment Letter.
9. Fill below Joining kit & Offer Letter Acceptance

An ISO 9001:2015 Certified Company


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Justdial

To,
Rachit Deepak Tawde
Mumbai

Dear Rachit,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **EXECUTIVE - CONTENT OPERATIONS** on the following terms and conditions:

Your Employee Code is **10116988**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **26-05-2022** and your place of posting is **MUMBAI**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 204000 (Two lakh four thousand only)**.


Details are given in the annexure

In addition to this, you will be eligible for a performance linked Variable Pay / Performance Bonus up to a maximum of Rs.12000 per annum, payable on quarterly basis.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active or under notice period on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

3. Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.


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HO/HR/TA/156914597

Date:18/09/2023

Mr. Manan santosh Desai ,
403 B shyamkrupa building C.H.S EksarRoad , Near sea collage Mumbai borivali west, Mumbai, Maharashtra, 400091

Dear Mr. Manan santosh Desai ,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Officer Trainee - Sales' - Grade 'A0'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's **Vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. The service in the Bank will be confirmed subject to satisfactory performance during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 200000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Maharashtra. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.


You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NDCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.


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EPIMONEY PRIVATE LIMITED

REGD. OF: NO. 119, 2ND FLOOR, GREENWAYS TOWERS, ST. MARY'S ROAD, ABHIRAMPURAM, CHENNAI 600018.
CIN: U71309TN1995PTC030536

09th October, 2023

Mr. Vedant Wakkar
183/B/24, Godavari C.H.S
Gorai Road, Gorai 2, Gorai Khadi
Borivali West, Mumbai -

Sub: Offer Letter

Dear Vedant,

This is with reference to your interview and subsequent discussions we had with you.

We were very impressed with your skills and enthusiasm and are pleased to offer you a role in our organization as **Executive- MIS**. Your job responsibilities will be as discussed and mutually agreed upon. You are expected to join the organization on or before **1st October, 2023**.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing:

Title: Executive - MIS

Reporting to: Account Manager- Supply Chain Finance

Start date: 1st October, 2023.

Location: Mumbai, India.

CTC (Cost-to-Company): INR 3,20,000 per annum. Break down provided as Annexure 1 to this letter.


Other terms of employment are as follows:

Employment type: You will be employed on an open-ended Full Time Employee contract.

Work days: Standard working days for your role will be from Mondays to Fridays (5 days working) from 10 am to 7 pm except for 4th and 5th Saturdays which will be working. Please note that working hours may vary from time to time depending on the needs of the organization and as per discretion of your immediate supervisor.

Benefits: You will be eligible for company sponsored health insurance for yourself, spouse and up to two children (details in Annexure 1). Under the Maternity Act, all female employees shall be given Maternity Leave Of 182 days, a Maternity Bonus of Rs. 3,500 and Medical Insurance to cover the expenses that occurred at the time of delivery. These and other Maternity related benefits shall remain in force as mentioned in the Act at a given point in time.

A/
Gc


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IndiaFirstLife

06-09-2023

Akshita satish bagraniya

Room no. 3, jaggu yadav chawl vaishali
nagar, Vasai-virar, Maharashtra

Dear Akshita,

Subject: Offer Cum Appointment Letter

Congratulations! We are pleased to offer you the role of **Executive - Business Retention Unit** in the Grade of Executive with IndiaFirst Life Insurance Company Limited (IndiaFirst Life)! You'll be joining a **Happy, Passionate, and Connected** work culture fueled by dynamic and like-minded professionals.

To get you started here's a little more about us. Headquartered in Mumbai, we've been **Securing Lives. Creating Value.** for our stakeholders since 2010. The company is promoted by two large public sector banks - **Bank of Baroda** and **Union Bank of India**, with more than 100 years of legacy, along with **Carmel Point Investments India Private Limited**, a body corporate incorporated under the laws of Mauritius and owned by private equity funds managed by **Warburg Pincus LLC**. Our vision is to Become a life insurance and pension business leader in providing significant value for all stakeholders through true customer delight. With the combined prowess of Bank of Baroda and Union Bank of India, IndiaFirst Life's strong Bancassurance base is ably backed by its diversified distribution strength. We collaborate to create innovative solutions to make **Insurance for All** a reality.

We are dedicated to our core philosophies of **CustomerFirst** and **EmployeeFirst**. This has led to us being recognized as **India's Best 100 Companies to Work For 2021** by Great Place to Work Institute and also recognized as **India's Best Workplaces for Women 2021**.

IndiaFirst Life prides itself in being an equal opportunity employer. We embrace diversity, are driven by meritocracy, and fuelled by innovation.


We are excited to have you on board and wish you a prosperous innings at IndiaFirst Life!

Ac
Go

IndiaFirst Life Insurance Company Ltd
12th and 13th Floor, North [C] Wing, Tower 4, Nesco IT Park, Nesco Center,

PROMOTED BY




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26th Nov, 2022

Subject: Offer Letter

Dear Happy Natwar Jha,

With reference to the Application submitted by you & further interview you had with us, we are pleased to offer you the position of "Accounts Executive" as discussed by us. You are requested to join us on or before **5th December, 2022** as decided by the Management of the Company.

Your total salary will be **CTC 21200/-Per Month** subject to various deductions as per companies and government policy.

The roles and responsibility and other terms and conditions of your employment will be specified in your letter of appointment.

You are requested to bring with you the following documents at the time of joining your duties:

- A. Two passport size photographs.
- B. Photocopies of educational qualifications & professional experience certificates.
- C. Relieving letter from the present employer (if applicable).
- D. Salary Proof.
- E. Identity Proof & Address Proof Documents.

All the documents submitted by you should be self signed.

We welcome you to **MOS UTILITY PVT LTD** Family and hope it would be the beginning of a long and mutually beneficial association.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

FOR, MOS Utility Pvt Ltd,

**Sachin Rajput
HR-Manager**

MOS Utility Pvt. Ltd.

805, 8th Floor, Quantum Tower, off S.V. Road, Ram Baug, Near State Bank of India, Malad (W), Mumbai-400064.

www.mos-world.com help@multilinkworld.com 022 42 38 38 38

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integreon

Private & Confidential

Date: 28 August 2023

Name : Ajay Narayan Solanki


Address : A/602, Plot No 21, Shree Darshan Building Gorai 1, Borivali west Mumbai 400091

Dear **Ajay**,

Integreon Managed Solutions (India) Private Limited is pleased to offer you temporary and fixed term employment of three (3) months for the period beginning **28 August 2023** and remaining in effect only until the earlier of: (a) **28 September 2023** (which shall be three (3) months from the beginning of your employment); (b) upon the termination or completion of a specific phase of the project to which you are assigned; (c) upon the termination or completion of the whole project to which you are assigned; or (d) all other instances where the Company's client has informed the Company of the termination or stoppage of work on the project to which you are assigned. **28 August 2023 to 28 September 2023 shall be defined as the "Term"**. Your employment is for Term in light of sudden increase in workload of team for a temporary period in next few months.

The fixed term employment will be subject to the following terms and conditions:

1. You will join the Company as a temporary employee and your employment shall automatically expire at the end of the Term.
2. You shall be working from the Company's offices at **Mumbai**.
3. Your total all-inclusive gross compensation will be **Rs 25000/- per month** throughout the duration of your Term, subject to deductions for tax that shall be withheld as required under applicable law.
4. During the Term, you agree to comply with (i) all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, and (ii) the relevant policies of the Company as contained in its Employee Handbook and generally applicable. In case of any doubt, you are requested to check with the Company's HR department.
5. You shall work as per the stipulated days and hours per week although the Company may require you to work additional hours as are necessary to properly and effectively perform your duties and responsibilities.
6. You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. Since this is a full-time employment with the Company (for a temporary / fixed term), while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Firm.
7. You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest shall be disclosed to the Firm.
8. Your employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom.
9. You shall forever hold the Company's confidential information in confidence and shall not publish, disclose or disseminate, any time, to any person or organization of the Company or its affiliates, or use for any purpose any confidential information other than


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Date: 26 Jun 2023


Ms ARCHANA JAWAHARLAL YADAV
GALLI NO 1 GANPAT PATIL NAGAR
IC COLONY NEW LINK ROAD OPP SVP SCHOOL BORIVALI WEST MUMBAI
MMUMBAI 400103

Employee No: 3047843
Dear Ms ARCHANA JAWAHARLAL YADAV

Appointment Letter

We are pleased to appoint you in our organization as Officer Sales subject to the following terms and conditions:

1. Your contract will commence from 26 Jun 2023 and expire on 26 Jun 2024 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 26 Jun 2023 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The


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GLUTAPE®

Date:05/08/2023

SUBJECT: OFFER LETTER

Dear Ajay Patel,

With reference to your application & subsequent interview with us on 02nd Aug 2023, we are pleased to offer you the position of **Sales Executive** based in **Andheri** on the terms and conditions mutually discussed and agreed. Net Salary offered to you is Rs. 20,000 per month.

The detailed appoint letter will be given after three days of joining the duty.

The appointment is subject to successful completion of background verification undertaken by Glutape India Private Ltd. & submission of essential documents.

As discussed, you are expected to join us on **21st Aug 2023**

Please note this offer is valid from **07th Aug 2023** to **21st Aug 2023** and stands withdrawn thereafter.

Kindly sign and return a duplicate copy of this letter in token of your acceptance.

We look forward to your joining at Glutape Family & contributing to the achievements of Company's Goals.


For, Glutape India Pvt. Ltd.


Dipak Raju Deshmukh

(HR Generalist)



Signed & Accepted


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Bidding Info Services

Room No 3, Shrivastav Chawl, S N Dubey Road, Dahisar East Mumbai - 400068

Appointment Letter cum Employment Agreement

Date: 26th Sep 2022

To,

Mr. Mukul Khaire
Mumbai

Dear Mr. Mukul Khaire,

With Reference to your application and Subsequent interview held, we are pleased to appoint you as **Executive in Sales & Marketing Department** in our organization with effect from: **26th Sep 2022**. Your offer has been made based on the information furnished by you. If there is a discrepancy in the copies of documents or certificates given by you as a proof of we retain the right to review our offer of employment.

Terms of Employment:

Your employment at **Bidding Info Services** be governed by the Policies/terms and conditions mentioned in this appointment letter and the Employee Hand Book, forming the integral part of this appointment letter/Employment Agreement. The Company has the right to modify /Update policies from time to time and as and when required. It is the responsibility of the employee also to keep him/herself aware of the policies in vogue and he/she will deem to be aware about the same. In particular and without prejudice to the foregoing statement, some of the significant terms and conditions that govern your employment are detailed below:

1. Nature Of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

2. Compensation:

Your Total monthly remuneration would be **Rs. 13000/- (CTC)**,

3. Working Hours:

A. Working day shall comprise of Nine hours, including a 40 Minutes for Lunch break and 20 Minutes for tea break.

4. Travel:

A. You may be required to travel, whether in India or overseas, in connection with office work at short notice.

5. Probation Period:


You shall be on probation for a period of Six months from the date of your appointment. Confirmation as a permanent employee will be done at the end of the probation period, subject to satisfactory evaluation by the Management.

6. Transfer:

At the sole discretion of the management, during your employment with the company, you can be transferred to any of the branch of the company/ associate group company OR from one section/department/unit/establishment to another in India or abroad, without any change in the terms and conditions of the employment. You shall be governed by the rules prevalent at that branch/office.

7. Age of Retirement:

A. Your age of retirement will be 58 years.


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ACADEMIC YEAR 2022-23



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(Approved by AICTE, Recognized by Govt. of Maharashtra & Affiliated to MSWDE)

(Accredited by: National Board of Accreditation, New Delhi*, ISO 9001:2015 Certified Institute)

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*1st Time Accredited Programmes : Mechanical Engineering | Electronics of Tele-Communication Engineering | Electronic Engineering (w.e.f. 15.03.2012 for 3 Years)
*2nd Time Accredited Programmes : Mechanical Engineering | Electronics of Tele-Communication Engineering | Electronic Engineering |
Computer Engineering | Information Technology (for 3 Years upto 10.06.2020)
*3rd Time Accredited Programmes : Mechanical Engineering | Electronics of Tele-Communication Engineering | Computer Engineering
Information Technology (for Academic Years 2020-2021 to 2022-2023 i.e. upto 10.06.2023)

APPOINTMENT LETTER (AD-HOC)

Ref.No.: TP/APT/11-B/22-23


Date : 01.08.2022

To,
Mr. Prajwal Prabhakar Pawar
Room No. 8, Plot No. 186,
Sneh Sagar CHS, Sector-1 Charkop,
Kandivali (West) Mumbai-400067.

Sub.: - Appointment for the post of Full-Time Hardware & Networking Engineer.

With reference to your application dated 01.08.2022 and subsequent interview you had with us on 01.08.2022, we are pleased to appointed you as Full Time **Hardware & Networking Engineer** in **Computer Engineering Department** on an Ad-hoc basis in line with the specific request made by you in your application dated 01.08.2022, on the following terms and conditions :

- 1 Your appointment as Full Time **Hardware & Networking Engineer** in **Information Technology Department** is purely on an Ad-hoc basis, w.e.f. 01.08.2022 till last date of **Academic Year 2022-23**.
- 2 You shall be paid a Consolidated Salary of Rs. **15,000/- per month**. Your performance is expected to be result oriented. Your attitude and punctuality will also be evaluated from time to time during the period of your engagement. If found unsatisfactory, your services are liable to be terminated without any notice.
- 3 You will be governed by the Service Rules & Regulations, Administrative Order(s), any such Rules / Orders of the Institute/MSBTE/AICTE/DTE in force and as amended or modified from time to time.
- 4 Your hours of work will be from **09.00 am.** to **5.00 pm.** hrs. Your appointment as a **Hardware & Networking Engineer** on Ad-hoc basis does not permit you to engage yourself in any outside business, professional, Tutorial, Private Tuitions, and/or such other outside work either with or without remuneration without the express sanction of the Management.
- 5 You shall carry out Academic, Co-Curricular, Extra Curricular, appointment, Developmental, Departmental and College Administrative and such other duties as may be assigned to you by your superiors from time to time.


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Avsar

OFFER LETTER

Date:16-May-2022
Satyam Rajendraprasad Pandey
Emp ID: SF151088
Mumbai Suburban

Dear **Satyam Rajendraprasad Pandey**,

SPNN Business Services Private Limited (from herein referred to as Company) is pleased to extend you an offer for the position of **Team Leader**, for deputation under **Shadowfax in Mumbai Suburban**. We believe you will be an excellent addition to our team and are looking forward to having you onboard.


This employment will be a contractual assignment - for a period of **3 Months** effective from your date of joining, i.e., from **16-May-2022** to **14-Aug-2022**, provided successful completion of your documentation and background verification, for which we request you to kindly provide with the necessary documents appended in Annexure - B of this document. As discussed, your annual **CTC** will be **₹2,06,520 (Two Lakh Six Thousand Five Hundred Twenty Rupees Only)** - the details to which are included in Annexure - A.

We hereby extend you a warm welcome to the Avsar family, and, wish you all the best.

Annexure A

Particulars	Per Month	Per Annum
Basic	12,650	1,51,800
HRA	633	7,596
Bonus	544	6,528
Gross Salary	13,827	1,65,924
Employee PF @12%	1,518	18,216
Employee ESIC @0.75%	104	1,248
Fixed Professional Tax	200	2,400
Total Deduction	1,822	21,864
Take Home	12,005	1,44,060
Employer PF @13%	1,645	19,740
Employer ESIC @3.25%	449	5,388
Total employer contribution	2,094	25,128
Spl/Misc	1,289	15,468
Total Reimbursement	1,289	15,468
In Hand (Salary+Reimbursement)	15,116	1,81,392
CTC(including Reimbursement)	17,210	2,06,520

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TSQUARE TOWN DEVELOPERS PVT. LTD.

003, Wadhwa Techno IT park, New link road, Borivali (West), Mumbai - 400091

CIN NO- U45500MH2022PTC364

PROFESSIONAL ASSIGNMENT LETTER

Date: 23rd November 2023

Nikhil Punjabi

Room No-1, Mhatre Chawl,
Eksar Village, Eksar Koliwada
Borivali West, Mumbai - 400103

Dear Mr. Nikhil Punjabi,

With the exchange of this letter, we would like to avail your professional services on a full-time contractual basis as **Support Executive- CRM and Acquisition at Grade A** in our Company on the terms and conditions set out herein:

1. SCOPE OF ASSIGNMENT

Your professional assignment shall relate to providing the services set out below. Kindly note that the Company reserves the right to change the scope of your assignment during the tenure of your assignment based on the services provided by you.

- Responsible for Tenant Handling and support
- Responsible for Documentation supports for tenants
- Responsible for Site visits and Rekky
- Assisting in Grievances of tenants or Members
- Responsible for Visiting BMC or any other Govt or Non Govt led authority for submission or enquiries
- Responsible for Vigilance of Under construction or NEW acquired sites.

You would be expected, in the fulfilment of your assignment, to keep and maintain as requested by your coordinator, all files, documents, books and/or papers as you may be provided for that purpose.


2. TENURE OF ASSIGNMENT

This assignment is for the period from **23.11.2013** to **29.02.2024** (both the days inclusive).

The assignment can be extended for a further period, if required, on mutually agreed terms & conditions. If no such express extension is indicated, this assignment is deemed to have been concluded upon completion of the original period of this agreement.

The terms and conditions of this letter and your contractual assignment with the Company is not offer of employment. Your engagement with the Company for the professional assignment set herein does not guarantee any permanent employment opportunity or extension of contract, however the Company may at its discretion employ you on its roles based on your performance, Company requirements, and business requirements.

square@gmail.com +91-8292343434 samarthtsquare.com


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 **FUTURZ** STAFFING SOLUTIONS PRIVATE LIMITED
Committed to Service. Committed to You.

Date: 16th Sept 23

To,
Ms. Sanjana Mangesh Kelji,
D/G, Giriraj CHS., Plot no.517,
Charkop Sector 5, Kandivali West - 400067.
Contact No: 8830152889.

Subject: OFFER LETTER

Dear Sanjana,

We are pleased to offer you an Employment with M/s FUTURZ STAFFING SOLUTIONS PVT. LTD Details of the terms and conditions of offer are as under:

- You will be designated as "HR Consultant" and will be based at Mumbai and your date of commencement of Employment will be on or before **18th September 23**.
- You will be on probation for period of **6 (Six) months** from your joining date. Your services will be confirmed in writing after successful completion of your probation period post which you will be entitled for **21 days** leave in a year, on pro-rata basis. The company reserves the right to reduce/dispense or extend the probationary period at its sole discretion or terminate your services with immediate effect, without giving any notice or assigning any reason.
- The notice period for discontinuation of services will be of **30 days (1 Month)**. In the event of such notice not be given, you shall be entitled to pay One Month salary to the company in lieu of notice period. Company reserves the right to terminate your services without any notice.
- You will be entitled to receive **Annual Net Take home of Rs.1, 56,000/- (Rupees One Lac and Fifty - Six Thousand Only)**.
- During the term of your employment with us; you will not engage in any employment or any personal gossip or act in any way which conflicts with your duties and obligations with us; or are contrary to the policies or interests of **FUTURZ STAFFING SOLUTIONS PVT.LTD**.
- The formal employment letter will be issued upon joining the organization post verification back ground process is complete. Any discrepancy noted in verification, will result in termination of services with immediate effect.

If you are agreeable to the above mentioned terms of employment then kindly sign a copy of this letter as a token of your acceptance of this Offer. We at FUTURZ STAFFING are looking forward to a long and mutually beneficial association.

For Futurz Staffing Solutions Pvt. Ltd.

Agreed & accepted by,





(Authorized Signatory)

Signature & Date: _____



Regd. Off: 602, A Wing, Eureka Towers, off Link Road, Mindspace, Malad (W), Mumbai - 400064. • Tel.: 022-61656767
E-mail : info@futzhr.com • www.futzhr.com • CIN : U74910MH2007PTC174839


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January 06, 2023

Harshita Chandrakant Punjabi
Eksar Koliwada, Near Devdi Nagar,
Borivali West - Mumbai 400103

Dear Harshita,

We are pleased to enclose your Offer Letter as **Lifestyle Concierge**, in Aspire Lifestyles India Pvt Ltd. Please return the duplicate copy of the same duly signed in token of your acceptance.

We would expect you to join the Company on or before **January 09, 2023**. Please note this offer is subject to positive professional reference check and Pre-Employment Medical Test. In the event of your not joining by then, this offer shall automatically stand withdrawn and cancelled. Your employment is subject to Absenteeism while training, clearing training and assessments done by Aspire Lifestyles.

When you come to join kindly bring one zerox copy each of following documents with you:

- 1) Updated CV Copy.
- 2) Aadhar Card Copy.
- 3) PAN Card Copy.
- 4) Current & Permanent Address Proof (Aadhaar card can be address proof) Copy.
- 5) Education Document Copy.
- 6) Cancel Cheque Copy OR Bank Passbook OR Bank Statement with Account no. and IFSC code. Copy.
- 7) Previous Company PF Passbook Copy.
- 8) Previous Company 3 Salary Slip's Copy
- 9) Previous Company Relieving Letter OR Acceptance of Resignation Letter Copy
- 10) 2 White Background Photo


A detailed Letter of Appointment will be issued to you on your joining. However, in case of you not being able to provide any of the above-mentioned documents, the issuance of the Letter of Appointment may take some time.

Welcome to Aspire Lifestyles.

Yours sincerely,

Neelam Bharate
Head- Human Resources

Acti
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MOTOPAWS
TOUCH HEART
motopaws2015@gmail.com

Sub: Offer for Marketing Executive

Dear Vini,

We are delighted to offer you the position of Marketing Executive at MotoPaws on an assignment basis. The assignment terms will be for 6 months starting 5th December 2023 to 4th June 2024 at a rate of Rs.25,000 per month. The same will be renewed upon completion of the aforesaid term. Enclosed you will find all the necessary paperwork we need from you before starting your assignment.

You will be given an opportunity to work on various tasks across the Marketing department. As a Marketing Executive, you will work closely with Shantanu Naidu

The conditions of your Appointment will be as follows: -

1. Be it understood that the work/ job offered to you has arisen only for a specific assignment purpose.
2. Your working timings during this period will be 10 a.m. to 6.00 pm.
3. Your temporary services shall be liable to be terminated at any time without giving any reason thereof, and by giving Two Months' effective notice in writing to Mr. Shantanu Naidu.
4. You will be required to maintain utmost secrecy in respect of Project you're working on and all documents, commercial offers, design documents, Project cost and estimation, Technology, Software packages license, organisation policies, organisation patterns and trade Mark, any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
5. You will be responsible for the safekeeping and return in good condition and order of all organisations property, which may be your use, custody or charge.

We warmly welcome you to The MotoPaws family and look forward to a fruitful collaboration.



MOTOPAWS
TOUCH HEART
motopaws2015@gmail.com

Please accept this offer by filling up the enclosed form and providing the requisite documents. In case of any questions please feel free to reach out to Gargi Sandu at 8451014632.

We look forward to having you on board our team!

Sincerely
Shantanu
Founder

Naidu

Privacy Agreement

You are required to observe and uphold all of the organisation privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of personal information will be in accordance with privacy legislation.

Conflict of Interest policy

While you are engaged at this organisation, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the organisation. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the organisation.

Proprietary Information and Inventions Agreement

You will be required, as a condition of your assignment with the organisation, to sign the organisation's standard Non-Disclosure Agreement Termination Conditions. The organisation reserves the right to terminate the assignment for just cause at any time without notice and without payment in lieu of notice. The organisation will be entitled to terminate your assignment for any reason other than for just cause, upon providing you such minimum notice.

Interpretation, Amendment and Enforcement

This letter agreement supersedes and replaces any prior agreements, representations, or understandings (whether written, oral, implied or otherwise) between you and the organisation and constitutes the complete agreement between

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Private and Confidential

Reference ID: APPT/010022649/2023

07-Dec-2023

Name: Nageeh Sudhakar Ghadge
E-Code: 010022649

Dear Nageeh Sudhakar Ghadge,

Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01A** grade with our company "Paytm Services Private Limited", with effect from **11/29/2023** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

- Your total CTC is **Rs. 396900 Rupees Three Lakh Ninety Six Thousand Only** per annum. Out of this CTC **Rs. 144000 Rupees One Lakh Forty Four Thousand Only** per annum will be linked with your performance and target achievements. This is the total cost to the 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.
- Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.
- You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.
- You will be entitled to leaves as per the rules of the company.
- You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated, and you will be bound by the terms of such updated policies/terms from time to time.



6. You are bound by a strict confidentiality and privacy policy and shall not divulge to anyone verbally or otherwise any Company its affiliates and subsidiaries information, particulars or details of administrative/business/organizational and of Company its affiliates and subsidiaries customers/clients, or any other matters which it may be your personal privilege to know by virtue of your being an employee. As used in this letter, 'Business' means the businesses carried on by the Company its affiliates and subsidiaries, or which may be carried out in future during the tenure of your association with the Company.

7. You are required to sign the Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses.

8. This is understood that the Company develops and markets application interaction, products and services, you agree that during the period of your employment and for a period of (12) months thereafter, you will not directly or indirectly: (i) market or sell products or perform services such as are offered or conducted by the Company, its affiliates and subsidiaries during the period of your employment, to any customer or client of the Company, particularly with respect to matters as involved/conducted by you and/or the concerned team in which you are working and/or related to such matters, during the period of your employment with the Company (ii) be employed with, or engage in, manage, operate, be connected with or acquire any interest in, as an advisor, agent, owner, partner, co-venturer, principal, director, shareholder, lender or otherwise, any business competitive with the Company, its affiliates or subsidiaries, particularly with respect to matters as involved/conducted by you and/or the concerned team in which you are working and related to such matters, during the period of your employment with the Company, except that you may own, in the aggregate, not more than 1% of the outstanding shares of any publicly held corporation which is a competitive business which has shares listed for trading on securities exchange registered with the securities and Exchange Commission or through the automatic quotation system of a registered securities association.


9. In case you are suggesting or confirming procurement or purchase or availing of material or services from your relatives, friends, associates, acquaintances directly or indirectly you will disclose the same to the management as part of purchase process. In case you fail to disclose the same and such non-disclosure puts the Company or its associates or subcontractors at a disadvantage or commercial loss, the company can take appropriate action against you. If you are aware of any unethical practices which are putting company or its associates or subcontractors under any commercial disadvantage you are expected to share this at codeofconduct@paytmervices.com.

10. You must, at all times, comply with the applicable rules and regulations, honest conduct, high ethical business standards and commitment to the company. Organization will not tolerate any such incident wherein an employee is found to be involved in any unethical business dealing and benefiting himself/herself or helping someone with whom he/she is associated directly or indirectly or has vested interest for personal benefit/gains. Any breach will be viewed seriously and it may lead to severe disciplinary action and legal proceedings.

11. You have agreed that during your employment with Paytm Services you will disclose the details of any relative or partnership firm or sole proprietorship firm or companies in which you or your relative(s) may have any direct or indirect interest by virtue of being partner or employee or shareholder or otherwise who/which propose to enter or are already into any transaction/agreement with Paytm Services in connection with its business affairs. This disclosure shall be made by you forthwith, when information of such transaction/agreement comes to your notice.

12. As per the agreement, you agree that after the date hereof during employment with Paytm Services and for a period of 2 years after employment with Paytm Services you shall not, unless required by law, subpoena or court order, without the prior written consent of the Company, directly or indirectly,

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Ref: PPIU23090021/0007

Date: 21/09/2023

Name: Priya Sunil Ghadge

Working Location: Santacruz Maharashtra

Address: Ramesh Mhatre Chawl Room No 06 Eksar Road Opp Gardwi Mandir ,

Eksar Koliwada Borivali East Mumbai - 400079

Subject: Offer cum Appointment Letter

Dear Priya Sunil Ghadge,

With reference to your application for **Contractual** employment and subsequent interview with us, we are pleased to offer you appointment for a fixed period of employment w.e.f. **20/09/2023 to 18/09/2024** as **Executive** on deputation at **SHEERDRIVE PRIVATE LIMITED** with total monthly CTC of **Rs. 16854.00/- (INR SIXTEEN THOUSAND EIGHT HUNDRED FIFTY FOUR ONLY)** (Annexure 'A' attached).

1. Your appointment will take effect from the date of your joining i.e. **20/09/2023**.
2. Your services are liable to termination at **15 Day's** notice or payment in lieu thereof. You shall also give a similar notice of resignation or forfeit **15 Day's** notice basic salary in lieu thereof. No notice shall however, be effective if it is given during the leave period and that you will not be entitled to proceed on leave during the notice period.
3. Upon acceptance of this letter, the aforementioned project/work/deputation, the Company reserves its right to extend/renew your Contractual appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your Contractual assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment, you shall be governed by such terms and conditions as maybe indicated therein.
4. You will be governed by the policies of the clients organization with respect to **working hours, leave and holidays** and the entitled leave stands lapse if not taken. However, the company/ client reserves the right to modify/ alter your hours of work from time to time. In addition to this you shall also abide by any training that may be offered to you by the client.
5. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

6. During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.
7. Your appointment is subject to your being found medically fit, your submitting copies of your certificates and testimonials mentioned and relied upon in your application, salary certificate and relieving letter from your last employer, your reference being found correct and satisfactory by us, and your submitting two passport size photographs.
8. You shall be required to complete the joining formalities as per the list enclosed. These formalities are required as a part of compliance. You should therefore complete the said formalities immediately but not later than 10 days from the date of joining the service. You may please note that in the event you fail to complete the formalities within the stipulated time the company may be constrained to cancel the appointment and relieve you from the service. Further the salary payable to you will be adjusted towards the dues. We expect you not to place yourself in such situation.
9. In case there is any change in your residential address, you will intimate the same in writing to us within three days from the date of such change and get such change of address recorded.
10. The Management reserves the right to utilize your services on deputation to our clients at any place on fixed term contract and your services are liable to utilize elsewhere in India through our group branch offices either in existence or which may come into existence herein after at the place of posting or at any such other place where the company may have any business interest.
11. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.
12. You will not indulge in any activity, which may be contrary to or inconsistent with or prejudicial to the interests of the company during the period of your employment. After joining your duty you shall be whole time employee of the company and shall not engage yourself in any other work, profession or employment either honorary or otherwise during the period of your employment.
13. You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.
14. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely a contractual agreement between the Company and the Client for the time specified.




Corporate Office: Prime Tower 287-288, Udyog Vihar, Phase - II, Gurgaon-122016 (India)
Phone: +91-124-411399 (30 lines), 666999 (30 lines), 242686-87
Fax: +91-124-4871699-99, 242688
E-mail: planet@planetpci.com, Web: www.planetpci.com
Regd. Office: Prime Group Building, 11/5B, Pusa Road, New Delhi - 110005 (India)



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twitter.com/TPIndiaOfficial

facebook.com/TPIndiaOfficial

Date: July 27, 2023

Emp Temp Code: 2221728880

Vanita Popat Khandagale

1c/407 Laxmi Park, Jankalyan Nagar, New Mhada, Malad West, Mumbai
- 400095,
Maharashtra, India

Letter of Appointment

Dear Vanita,


With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Sr. Customer Service Associate- Voice**. You are required to report for duties on **July 27, 2023 ("Joining Date")** at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the **Working Hour & Attendance Policy**. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place/Company's Office/Site at **Mumbai**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the **Transfer Policy** of the company. In the event of you being deputed overseas for training and operations you will be required to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days ("Notice Period")** prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and in case you fail to actually serve the aforementioned notice period, your resignation will be deemed to be rejected and you will be treated as "Absent without leave"/"Absconding" and further disciplinary action will also be initiated against you. However, the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without

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Tel: +91-124-6789000 | Fax: +91-124-6789000
Registered Office: Telephone: +91-22-67890000 | Plot: C/37, No. 3408-A/28, Alhambra, Malad - West, Mumbai - 400095, Maharashtra, India.
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IndiGo

August 26, 2023

Mr. Ayaan Usman Valapkar
8/106 Transit Camp , Near Sai Tower ,Old Mhb Colony ,
Gorai Road , Borivali West , Mumbai -400092

Dear **Ayaan Usman Valapkar**,

Sub: Appointment Letter dated 26th day of August 2023 ("Appointment Letter")

We, **InterGlobe Aviation Limited ("Company")**, are pleased to appoint you as **Officer - AO&CS** in the role of **Customer Service** in **Airport Operations & Customer Services** department of the Company, with effect from **August 29, 2023** or such other date notified in writing to you by the Company ("**Joining Date**") at **Mumbai** on the following terms and conditions:

1. **Compensation**

- (i) With effect from the Joining Date, your annual cost to the Company is set out in **Annexure A** to this Appointment Letter. The payments made to you under this Appointment Letter shall be subject to withholding of taxes as applicable under the laws of India. Further, you shall be liable to pay income tax and all other applicable taxes due and payable on all amounts received by you from the Company. You are required to share the details and copies of your valid Indian Permanent Account Number ("**PAN**") card issued by the Income-tax Department of the Government of India and Aadhar Card, with the Company for the purposes of your appointment and making payments to you in terms of this Appointment Letter.
- (ii) As per the provisions of the Income-tax Act, 1961, (as amended from time to time)("Income Tax Act"), it shall be your obligation to furnish to the Company, a copy of your valid PAN card issued by the Income-tax Department of the Government of India, in order to enable the Company to release payments to be made to you hereunder, failing which the Company shall have the right to deduct withholding tax at the rates as applicable under the Income Tax Act.


2. **Leave Entitlement**

Your leave entitlement during your employment with the Company, shall be as per the applicable policies of the Company.

3. **Probation and Confirmation**

- (i) With effect from the Joining Date, you shall be on probation for a period of six (6) months with the Company, which may be extended for such further period as the Company deems fit. You shall continue to be on probation until such time that a letter of confirmation is issued to you by the Company.
- (ii) During the probation period, the Company shall have the right to terminate your employment immediately by serving you with a written notice, without assigning any reasons. In the event of such termination, the Company shall have no further liability towards you, save and except for any amount due and payable to you until such date of termination in accordance with this Appointment Letter.

UCHI DHAWAN
HARMA


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Jishu India Electronics Pvt. Ltd.

Connect, Learn & Grow

119 Business Point, B-Wing, Office No. 108, Sahar Cargo, Sahar Village, Andheri (E),
Mumbai- 400 099 • connect@jishuindia.in • www.jishuindia.in

To,
Mr. Pritesh Ghag,

Dated: 16/05/2023

Subject: Offer/ Appointment for post of Junior Export Documentation Executive

Dear Mr. Pritesh Ghag,

A propose to subject matter and your personal discussion with the undersigned, we are pleased to offer/appoint you in a position of **Junior Export Documentation Executive** in our organization. Your salary/ remuneration as CTC will be Rs.15000/- p.m. included conveyance.

You will be on probation period for initial **six months** from your date of joining with us and your employment shall be governed as discussed and mutually agreed upon terms and conditions with undersigned.

Date of joining: 16/05/2023.

Kindly note that you have to report at 10 AM in our Office situated at Andheri.

In case of resignation from services during the probationary period you shall serve 30 days' notice. After the completion of your probationary period your services can be terminated by giving 45 days' notice or salary in lieu thereof.

You are requested to bring following documents at the time of joining-

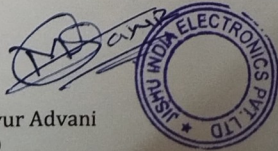
1. Two Passport size photograph
2. Copy of educational certificate
3. Copy of experience certificate
4. Copy of last drawn salary slip
5. Copy of PAN card
6. Copy of Aadhaar card/ Passport copy

Please sign duplicate copy of this letter as token of acceptance. We wish you prospective long-term association with **us**.


Thanking you,

Yours Faithfully,


Mayur Advani
CEO



I ACCEPT



Reg. Office: 502, Srishti Bldg No.343 CHS Ltd, Srishti Complex Type A-3, Sec-3, Shrusti Layout, Mira Road East,
Thane, Maharashtra, 401107. Tel.: 022 - 26817599 • CIN : U52609MH2019PTC321088


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Justdial

To,
Gupta Rahul Rudal
Mumbai

Dear Gupta,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **TELE MARKETING EXECUTIVE** on the following terms and conditions:

Your Employee Code is **10140749**.

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **26-05-2023** and your place of posting is **Mumbai**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation


Your consolidated compensation per annum on Cost to Company basis is **INR 252000 (Two lakh fifty two thousand only)**, which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

The details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 16800/-
2. CTC per month - 4th month onwards - Rs. 21000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12800/-
4. Total CTC per annum - Rs. 252000/-

"Accepted By"

Gupta Rahul Rudal
31-05-2023 10:05:11


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Ms. Reeya Parmar

Date: 11.08.23

Mumbai

Dear Reeya,

Congratulations! With reference to your application and subsequent interviews, we are pleased to inform you that you have been selected for employment at DEM REALTY LLP as **Sales Executive**.


Your appointment with the company is effective from **23rd July 2023** with a monthly compensation of **Rs. 20,000 fixed pay**.

The general terms and conditions governing your employment are outlined in the Annexure - I below.

We wish to take this opportunity to welcome you and wish you every success with the Company.

Sincerely,

(Authorised Signatory)


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