



JSPM GROUP OF INSTITUTE, PUNE
SHRI BHAGWANT EDUCATION & RESEARCH CHARITABLE TRUST'S
BHAGWANT INSTITUTE OF TECHNOLOGY, BARSHI.

(Approved by AICTE New Delhi, Govt. of Maharashtra & Affiliated to DBATU Lonere, MSBTE)
Gat.No.1242/01, Tadsoudane Road, Barshi, 413401. Mob.No.:9049076781/9049086781|
Visit: www.bitbarshi.edu.in | Email: bitbarshi6781@gmail.com



Prof. Dr. T. J. Sawant
President

Ref. No.: SBERCT/BIT/ NAAC/23-24/Cr. -5/5.2.1

Date: 23/12/2024

To,
The Coordinator,
NAAC, Bengaluru.

Subject: Number of placement of outgoing students during the year.

Reference 5.2.1.1 The Institution has a record of placement of outgoing students

Dear Sir/Madam,

With reference to above subject, 5.2.1.1 record of placement details of the year are as follows.

Year	2023-24
Number	34

The documents of record of placement of outgoing students are available at the following Link:-

http://bitbarshi.edu.in/pdf/iqac/ay_23-24/criterion5/5.2.1.pdf



Principal
[Signature]
Principal
Bhagwant Institute of Technology
Barshi.



Gajanan Burgute <tpo.bitbarshi@gmail.com>

Fwd: Offer Cost Sheet - Cirrius Software (India) Pvt. Ltd.

aarti shinde <61aarti@gmail.com>
To: tpo.bitbarshi@gmail.com

Mon, Dec 30, 2024 at 11:11 AM

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

From: Nitin Kamble <nitin.kamble@cirrius.com>
Date: Wed, 7 Aug 2024, 17:33
Subject: Offer Cost Sheet - Cirrius Software (India) Pvt. Ltd.
To: 61aarti@gmail.com <61aarti@gmail.com>
Cc: Cirrius onboarding <onboarding@cirrius.com>

Dear Aarti,

Further to our discussion, we are pleased to offer you the position of "Jr. Software Tester".

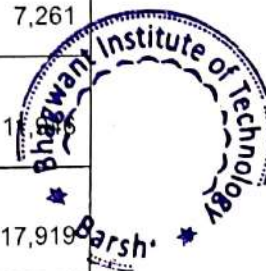
Please find below the offer cost sheet. You are requested to revert with your acceptance of this offer & the date of joining no later than close of business hours on **08th August' 2024** failing which this offer stands null and void.

We look forward to welcome you at Cirrius for a long and rewarding association. Your date of joining would be **12th August' 2024**.

Offer Note:

This Offer is valid provided we get a favorable background investigation and reference check clearance.

Detailed Salary Break Up		
Salary Components	Amount (Rs.)	
	Monthly	Annually
Basic	7,261	87,126
House Rent Allowance	3,630	43,563
Standard Allowance	4,167	50,000
LTA	605	7,261
Professional Development	996	11,952
Special Allowance	1,493	17,919



Gross Salary (A)	18,151	217,816
Provident Fund Employer contribution	1,743	20,916
Gratuity*	349	4,189
ESIC	590	7,080
Benefits (B)	2,682	32,185
Cost to the Company (CTC) [A+B]	20,833	250,000

* TDS will be deducted as per income earned and as per savings plan declared by you for the financial year along with proof of payments/receipts wherever applicable.

* Gratuity will be calculated on behalf of 15 days basic salary and will be payable as per Gratuity Act.

* Reimbursements are subject to submission of bills.

* LTA will be non-taxable based on receipts/proof submitted.

* Contribution towards ESIC is 3.25% by employer & 0.75% by employee as per the ESIC ACT 1948 if the employees gross salary is within the gross salary limit as specified by ESI Act.

Kindly fill the attached forms and send across latest by 09th August' 2024 and share the softcopy of all the below mentioned documents to onboarding@cirrius.com

- 1) Appointment letter & Relieving letter of all past organizations.
- 2) Last three months' Salary Slips.
- 3) All your mark sheets and professional certificates if any.
(SSC./HSC./Graduation (All Sem)/Post Graduation (All Sem))
- 4) Passport size photographs- jpeg file (White Background).
- 5) Birth, Photo & Address identity proof.
- 6) Pan Card and Aadhar Card.
- 7) One cancelled cheque.
- 8) Two Reference letter.



If you have bank account in HDFC, kindly provide the account details.

Regards,

final-logo-cc-1

Nitin Kamble

Sr. Manager – HR & Admin

Cirrius Software (India) Pvt. Ltd.

B-Wing | 7th floor | Mangalya Complex | Sangeet Plaza | Gamdevi |
Marol | Andheri East | Mumbai | Maharashtra | 400059

Cell: +91 9819566754

Email : nitin.kamble@cirrius.com | www.cirrius.com

Banner

Cirrius Technologies Pvt Ltd

Board Line: +91 22 4095 6060 +91 22 6272 6060

Find us: [Website](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#) | [YouTube](#)

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2 attachments



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6K



image003.png
6K





Offer: Computer Consultancy
Ref: TCSL/DT20234233679/Pune
Date: 17/07/2024

Mr. Omkar Arunrao Vaidya
Boys Hostel, Barshi,
Bit Clg,
Barshi-413401,
Maharashtra.
Tel# -

Dear Omkar Arunrao Vaidya,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20234233679

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No.163/A/1, 129, CTS-1995, Nagar Road, Yerwade, Pune-411005, India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com





Offer: Computer Consultancy
Ref: TCSL/DT20245336653/Pune
Date: 16/07/2024

Mr. Satyam Shashikant Gadhave
Saikrupa Appt Shriramcol Bhosari Pune,
Bhosari,
Pune-411039,
Maharashtra.
Tel# -

Dear Satyam Shashikant Gadhave,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee Grade Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20245336653

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4985606

Letter of Intent ("LOI")

June 21, 2024

Dear Vaishnavi Ramesh Limkar,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
 - 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if



applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider Issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further



training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please [click here](#).

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.



ANNEXURE 1

Vaishnavi Limkar, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000 (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This LOI supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

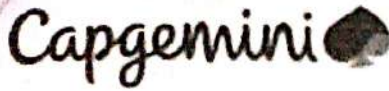
ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
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Superset ID: 4985606

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2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please [click here](#).

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

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ANNEXURE 1

Vaishnavi Limkar, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000 (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This LOI supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

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ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Offer Letter - Private & ConfidentialDate: 16th July 2024

Dear Mr. Shubham Damare,

Welcome to Pharmarack Technologies Private Limited!**On behalf of Pharmarack Technologies, I am pleased to offer you the position of Technical Support Executive**

1. Following are the terms and conditions of this offer:
2. Your base location shall be **Pune**.
3. As discussed, your starting date will be **22nd July 2024**, or such other date as may be mutually agreed.
4. Your annual CTC will be **INR 3,00,000**. The breakup of the salary is mentioned in Schedule 1 hereto. This includes. Allowances and statutory benefits as per defined structure under the company's policy.
5. You will be on probation of 6 months. Confirmation of your employment is conditional upon the satisfactory completion of the probationary period. You will be governed by the policies of the company as may apply to you from time to time.
6. The above offer is subject to a positive background verification check. If it is discovered by the Organization at any time that you have either misrepresented facts or concealed information relevant to your employment with the Organization, the Organization shall be entitled at its sole discretion to withdraw the offer of employment made to you even if it has been accepted by you, without any notice or payment in lieu thereof.
7. You shall not, during your employment without the prior written consent of the Company, carry on, or be engaged in, or be concerned with, or interested in, or employed by, any person engaged in or concerned with or interested in a business, which is the same as, or substantially similar to, or in competition with, the Company's business.
8. You will be required to execute an employment agreement on **22nd July 2024**, which contains all the terms and conditions of your employment with the Organization.
9. Additional terms
 - a) Please note that this position is time sensitive. This offer made to you is on the additional condition that you commence employment on the DOJ. If you fail to do so, and if no alternate DOJ has been agreed, the Organization will have the right to unilaterally rescind this Offer Letter irrespective of whether you have resigned/left your previous employment or any other profession or engagement to take up this role, without serving any notice and/or paying any compensation.
 - b) This Offer Letter is meant to be an offer of employment and does not in itself give rise to an employer- employee relationship between the Organization and yourself. Any employer-employee relationship will arise.



020-67660000



care@pharmarack.com



www.pharmarack.com



Pharmarack Technologies Pvt. Ltd. Pride
Portal, 201-203, 3rd Floor, Senapati Bapat Rd,
Baharatwadi, Bhugeerathi, Gokhale Nagar, P.
Maharashtra 411018



- c) To indicate your acceptance of this offer, please review, sign, and return one copy of this offer letter as confirmation of your acceptance of the terms setout in this offer letter.
- d) This offer letter is valid for a period of three (3) days from the date of issue. This offer will lapse if you do not accept the offer within the stipulated time. In case you have any queries or require any clarification on any points above, please do not hesitate to contact us.

Thanking you,

For Pharmarack Technologies Pvt Ltd



Narayan Swami

Chief Human Resources Officer

ACKNOWLEDGED & AGREED

Signature

Name: Shubham Damare



020-67660000



care@pharmarack.com



www.pharmarack.com



Pharmarack Technologies Pvt. Ltd. Pride
Portal, 201-203, 3rd Floor, Senapati Bapat Rd,
Bahiratwadi, Bhageerath, Gokhale Nagar, Pune,
Maharashtra 411016

Schedule 1 Annex-A SALARY STRUCTURE

	Fixed CTC	25,000	3,00,000
	Variable CTC	-	-
	TCTC	25,000	3,00,000
		PM	
		Monthly	Annual
Monthly Emoluments	Basic	15,000	1,80,000
	House Rent Allowance	1,500	18,000
	Education Allowance	200	2,400
	Child Hostel Allowance	600	7,200
	Bonus	1,250	15,000
	Other Allowance	3,928	47,136
A	GROSS	22,478	2,69,736
Employers Contribution	EMPLOYER CONTRIBUTION		
	PF	1,800	21,600
	ESIC	-	-
	Gratuity	722	8,654
B	TOTAL CTC	25,000	3,00,000
Retrals	EMPLOYEE CONTRIBUTION		
	PF	1,800	21,600
	ESIC	-	-
	PT	200	2,400
C	TOTAL DEDUCTION	2,000	24,000
	NET SALARY BEFORE TDS (A-C)	20,478	2,45,736

* Statutory & TDS deductions will be applicable on the above components.

Please note: The compensation details are strictly confidential. We would advise you to take care and not to discuss your compensation details with anyone except the HR team.

1. The above numbers are annualized [before-Tax] and will be prorated from the period of joining.
2. Basic is 50% of annual CTC.
3. HRA is 50% of your annual basic salary.
4. Provident fund is 12% of your basic salary or flat INR 1800.
5. Over and above your total CTC during your employment with us, you will be covered under our Group Mediclaim (GMC) Policy for a sum of INR 5,00,000 pa (Self, Spouse and 2 children) and Group Personal Accident (GPA) Policy for an insured sum of INR 3 times of the CTC. GMC and GPA coverage is subject to change based on the insurance policy in force.
6. TDS on salaries deducted as per applicable IT slab.
7. Performance Linked Variable Pay (if applicable) is dependent on individual, department, and company's performance. Application, interpretation, and determination of variable pay is at the sole discretion of the company. The disbursement of variable pay is prorated to date of joining and is subject to you being active on rolls of the organization on the day of pay-out (not serving notice period).
8. Gratuity is in accordance with legal requirements and the company's policies in effect, and as may be amended from time to time.



For Pharmarack Technologies Pvt Ltd.

Narayan Swami

Chief Human Resources Officer



020-67660000



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Schedule 2

Documents to be submitted.

You are required to provide the documents mentioned below before your date of joining and in any case, within 3 (three) working days thereof. Please email your documents to peopleoperations@pharmarack.com. In the event you are unable to provide all or any of the required documents within the stipulated time, you are required to inform the People Operations team and take steps as per their advice. It shall be your responsibility to ensure that the documents and information provided by you are true and accurate.

1. Passport size photograph with white background (4 copies)
 2. Self-attested photocopies of your educational certificates (SSC, HSC, Graduation, PG, Diploma, Other certificates)
 3. Self-attested photocopy of your Indian passport (If not available, same will need to be arranged by self and submitted within 6 months from DOJ)
 4. Self-attested photocopy of your PAN card or driving licence
 5. Self-attested photocopies of Relieving and Experience letters obtained from all previous employers
 6. Self-attested photocopies of last 3 payslips from previous employer
 7. Documents (original and photocopy) required for salary account opening: Identity Proof Document: (Any one of the following)
 - a. Aadhar card
 - b. Nationalised Bank pass book with photograph & account opening cheque of the same bank
 - c. PAN card
 - d. Driving licence
 - e. Voters ID card
- Address Proof Document: (Any one of the following)
- a. Aadhar card
 - b. Electricity / Phone Bill (not older than 3 months)
 - c. Nationalised Bank pass book with photograph & account opening cheque of the same bank
 - d. Consumer gas connection card along with receipt for gas supply (not older than 3 months and handwritten receipts will not be accepted)
 - e. Driving licence
 - f. UID card
8. In case you have a PF account with your previous organization, kindly submit your Universal Account Number (UAN) and PF account number.
 9. If you are covered under ESIC, cancelled cheque of any nationalized bank.



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LandMark; opposite to PCMC Bhavan, MIDC, Pimpri Colony, Pimpri
Chinchwad, Maharashtra 411018 | Contact No: +91 - 8002949090
Web: www.fortunecloudindia.com

Ref.: - CT/HR/P00706

September 25, 2024

Ms. Meghana Bhangre
Cell No: - : 9112901830

Subject: - Appointment Letter

Dear Meghana,

This has reference to your application and subsequent interview you had with us. We are pleased to inform you that the company has decided to appoint you as **"Tele-Counselor"** for our company **Fortune Cloud Technologies Pvt. Ltd.** with effect from **9th September 2024** on the following terms and conditions:

1. Place of work: You have been appointed and you will be posted at the location discussed during your interview. However, your services will be liable to be transferred from one place /section /department / establishment / branch / site/ office to another either existing today or to be set up in future, anywhere in India or abroad, purely at the discretion of the Management on account of exigencies of work or in the interest of company's business, or as per the requirement of the principals etc.
2. Compensation: Your Gross emoluments shall be as per the annexure to this appointment letter.
3. Duties and Responsibilities:
 - ☐ The Company will expect you to work with a high standard of initiative, discipline, integrity efficiency and economy. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the company and those in authority over you.
 - ☐ You will devote your entire time to the work of the Company and will not undertake any direct indirect business or work honorary or with remuneration except with the written permission of the Management in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.
 - ☐ You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.





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- ☐ You shall neither divulge nor give out information to any un-authorized person during the period of your service or even afterwards by word of mouth, electronic form, files notes, print-outs, drawings or otherwise, particulars or details of the Company's or Client / Principal's business processes, technical know, security arrangements, clientele, administrative and or organizational matters of a confidential/secret nature, may be your privilege to know by virtue of your being the employee of the Company.
- ☐ You shall keep confidential all the information and material provided to you by the Company or by its clients/principals concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.
- ☐ You will disclose to the Company forthwith any discovery, invention, process or improvement made or discovered or created by you while in our service, and such discovery, invention, creation, process or improvement shall belong absolutely to and be the sole and absolute property of the Company, including any computer programs. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for the latter's Patent, Licenses or other rights, privileges or protection as may be directed by us in respect of any such discovery, invention, creation, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or in favor of such other person persons, firms or companies, as the company may direct as the sole beneficiary thereof.
- ☐ You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- ☐ You will be responsible for the safe keeping and return in good condition and order of all the properties & documents of the company its client/principal that may be in your use, custody, care or charge. For the loss of any such property or documents in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction

4. Nature of work: You shall perform all the duties and services as directed by your immediate superior and/or the Company's Management. You shall abide by the terms of this employment contract, and the Company's Service rules, Standing Orders and bye-laws whilst you are in the employment of the Company.





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5. Verification of Particulars:

In case any of the particulars mentioned in your application or certificates are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

6. Probation: You will be on probation for a period of 6 Months from the date of joining the service. The period of probation may be extended at the sole discretion of the Management.

7. Confirmation: Your service in the Company will be confirmed on receipt of written confirmation from the Company after completion of the probation. Period or such extended period thereof. Such confirmation shall be subject to satisfactory performance and conduct during the probation period, to the satisfaction of the Company's Management.

8. Resignation: **In case if you wish to resign from the services, you are supposed to give Sixty (60) days' notice & complete handover of your responsibilities.** You will not be relieved from the company till the final clearance from the reporting person. Company reserves the right to hold you responsible if the handover is not complete and can take actions against you as per Company's Policy.

9. Termination Of Service:

- ☐ During probation, your service is terminable by the Management without giving any reason, advance notice or payment in lieu thereof.
- ☐ After confirmation, your service is terminable either by the management or by yourself by giving two months' notice or payment in lieu thereof.
- ☐ On your resignation from the services of the Company you will be relieved only after proper handing over of your charges and the properties/documents of the company or its principal/client, lying with you.
- ☐ Your services are liable to be terminated without any notice or salary in lieu thereof for any misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct disloyalty, dishonesty, disobedience, incivility, intemperance or commission of an act involving moral turpitude or any act in-discipline or inefficiency.
- ☐ Your services also can be terminated without any notice or notice pay in lieu thereof, in the event of you become medically unfit to perform your duties or on





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Completion / termination of the contract with the principal/client, in which you have been engaged by the Company.

- ☐ After the termination of your services/resignation from the employment from the Company:
- ☐ You shall not directly or indirectly, either on your own or in conjunction or with the aid of any other person any time after such termination/resignation.
- ☐ Divulge to any person or entity, by any word of mouth or otherwise, particulars or details of any business or other matters pertaining to Fortune Cloud Technologies Private Limited, which information you may have acquired as an employee of the organization.
- ☐ Induce or attempt to induce any person employed by Fortune Cloud Technologies Private Limited, to leave the employment of the Company.

You shall be liable for any loss or damage caused to the Company due to any infringement or violation of the above terms. Fortune Cloud Technologies Private Limited reserved the right to initiate appropriate action, for any violation of the above terms, against you and any other person aiding or abetting such violation.

10. Leave: You will be entitled for 1 paid leave every month after your probation period.

Grant of earned leave will depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you will have to apply in the prescribed form to the Management/Manager and seek prior approval for such leave. Similarly, for extension of leave, an application will have to be made in writing before the expiry of the leave originally sanctioned. Mere submission of application will not mean that the leave has been sanctioned.

11. Dual Employment: You will devote full time to the work of the Company will not undertake any direct or indirect business or honorary or remunerator work, during the course of your employment with the Company, without the prior written permission of the Company's Management.

12. General:

- ☐ You may be selected and sponsored by the Company at its own cost, for further training in the company and/or for familiarization training assignments with Company's Principals/clients or any other institutions/organizations. You will diligently and beneficially take part in the training and such assignments.
- ☐ Your appointment and continuance in the employment is subject to your satisfactory and loyal discharge of duties and the fixed term project/contract received by the Company from the principal. Your continuance in service of the Company is also subject to your





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remaining physically and mentally fit. The Management has the right to get you medically examined by any certified medical practitioner during the period of your service.

- ☐ In case of your transfer, you shall report at the transferred place, within time, as per the directions given to you by the Company in that respect, failing which your lien on the job and your services shall automatically come to an end without any notice or notice pay or intimation from the side of the management.
- ☐ You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.
- ☐ You shall be required to sign and abide by the Policy which the Company has at this level and shall undertake to sign such declaration that the Policy may demand from time to time.
- ☐ You will not enter, directly or indirectly, any commercial agreement with the customers, vendors or partners of our Company.
- ☐ Your age mentioned in the Matriculation / Higher Secondary Certificate will be deemed to be the conclusive proof of your date of birth.
- ☐ You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- ☐ You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company or its customers in your possession at the time of cessation of your employment with the Company. The Company shall be entitled to withhold any dues, payments of any nature whatsoever till all such properties or documents and copies thereof as abovementioned, have been handed over to the Company.
- ☐ The present designation is subject to change depending upon work assignment from time to time.
- ☐ You would automatically retire on attaining the age of 55 years. An extension of your services may however be given at the sole discretion of the Management.
- ☐ You are requested to submit the following documents, if not submitted the same earlier.





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- ☐ Certificates in support of your educational / professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
- ☐ Two copies of your recent passport size photographs (preferably color)
- ☐ Relieving letter from your last employer in case you are/were employed.

Please sign and return a duplication copy of the contract of employment as confirmation of your acceptance of the above terms and conditions & also the term of Company's Service Rules.

We look forward to your joining the "Fortune Cloud Technologies" family and hope for a long, successful and pleasant association.

Thanking you.

Yours sincerely,

For FORTUNE CLOUD TECHNOLOGIES PRIVATE LIMITED.

Authorized Signatory

DECLARATION BY EMPLOYEE

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

Name: Ms. Meghana Bhange

Designation: Tele-Counselor

Date of Joining: 9th September '24

Acceptance by the Employee



**Fortune Cloud Technologies Private Limited**

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Chinchwad, Maharashtra 411018 | Contact No: +91 - 8002949090Web: www.fortunecloudindia.com**GROSS EMOLUMENT SHEET**

Components	Monthly	Yearly
Basic	4500	54000
HRA	900	10800
Conveyance	900	10800
Perks	8700	104400
Gross Salary	15000	180000
Deductions		
Professional Tax	200	2400
Extra Earnings		
Gratuity	300	3600
Bonus	500	6000
Total Deduction	1000	12000
Net Salary (Take Home)	14000	168000
CTC	15000	180000

NOTE: You will be entitled to other benefits as per company guidelines after confirmation.

DECLARATION

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

Name: Ms. Meghana Bhange**Designation:** Tele-Counselor**Date of Joining:** 9th September '24**Acceptance by the Employee****Authorized Signatory**



Ref : 5171/69302678/14722434/121222/1837

Date : 12 Dec 2022

Sujit Choudhuri

At Post :- Shirale,,
Maruti Temple , SOLAPUR,
BARSHI, Maharashtra - 413404

Offer cum Appointment Letter

Dear Sujit Choudhuri,

This is with reference to your application and subsequent test / Interviews you had with us, we are pleased to offer you employment in the **Executive Family** as **Senior Executive** in the Job Role **Proj Ass Manager** your base location would be **Pune**.

You will join us on or before **5 Jan 2023**.

You will receive an Annual Gross Compensation (including Basic and allowances) of **INR 5,56,440/-per annum (INR FIVE LAKH FIFTY SIX THOUSAND FOUR HUNDRED FOURTY only)**.

Details are mentioned in **Annexure - I**. Disbursement shall be as per the prevailing rules and guidelines.

You will also be entitled to Provident Fund and E.S.I.C. benefits as per applicable rules. Please note that salaries, allowances, facilities and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents and you being declared medically fit by authorized Medical Officer.

We wish you a long successful association with us.

Sincerely yours,

Rel Pro & Prop ManSer Ltd

Authorized Signatory

Signature of the Employee:



Date: 12 Dec 2022

Page 1 of 7

Annexure - I

Name : Sujit Choudhuri		
Grade : K4		
Designation : Senior Executive		
Payments	Monthly (INR)	Annual (INR)
Basic	25,980	3,11,760
House Rent Allowance	17,890	2,14,680
Conveyance Allowance	2,500	30,000
Gross Compensation	46,370	5,56,440
Provident Fund (Employer Contribution - As per Act)	2579	30,948
Bonus (As per Act)	1,408	16,896
ESIC (Employer Contribution - As per Act)**	0	0

Note :

**All the above emoluments should be reduced to the extent of absence without leave or leave without pay.*

** It is further clarified that HRA and Conveyance shall not be reckoned for the purpose of contribution to the Provident Fund.*



Signature :

Date: 12 Dec 2022

Page 2 of 7

Annexure – II

TERMS & CONDITIONS OF EMPLOYMENT

1. The word 'establishment / office' used in offer-cum-appointment letter and / or any other communications from the Company should be construed to encompass workplace while working from home / office / facility / field, unless context means or specifies otherwise.
2. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer
3. You are assigned to work and perform duties that are assigned to you by our Company / client from time to time.
4. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.
5. The address and email ID as indicated in your application for appointment shall deem to be correct for sending any future communication to you. Every communication addressed to you at the given address / email ID shall be deemed to have been served upon you. You will immediately notify change of address / email ID, if any.
6. You are required to submit the following documents, if the same have not been submitted earlier a) Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof; b) copies of your passport photographs with blue background; and c) Copy of Aadhar Card / Passport / Voter ID/ License or any other document as proof of your residence and photoidentity.
7. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.
8. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.
9. During your tenure with the company and based on your job profile, you might be granted access to various IT assets & applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.



Date: 12 Dec 2022

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10. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company / client as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the base location of your posting. The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client.
11. You shall be entitled to leave and other benefits as per the rules and regulations governing the base / home location where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly off may be staggered and determined as per the roster.
12. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the Company / client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered, and you may be required to work in spells in the morning and evening.
13. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.
14. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. You may be asked to work from office / facility / field / home. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.
15. If advised to work from home, 'Home' means current residential premises declared by you in the employment application data furnished to the company at the time of joining. Any change thereof must be promptly communicated to the company. Any temporary change of residence because of any emergency should be communicated to the reporting manager at the earliest. Work from home does not permit working from public places, restaurants, markets, shops and malls, transport stations or vehicles or private premises belonging to unconnected individuals and organizations.
16. If advised to work from home, you must ensure availability of prescribed infrastructure, space, internet connectivity and equipment required to discharge your duties as specified by the organization from time to time. The cost of the infrastructure at home shall be borne by you.
17. If advised to work from home, your inability to login for part or whole shift and / or fulfil corresponding target output for any reason whatsoever, including but not limited to outage of power / data connectivity issues or any other circumstances beyond control of either or both parties will be treated as absence for part / whole day as may be applicable.
18. The company reserves right to advise employees to proceed on leave on loss of pay or implement lay-off or retrenchment of any employees, in the unlikely event of business environment or financial sustenance of the company being adversely impacted.



Date: 12 Dec 2022

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19. In normal course you shall retire from the services of the organization on attaining the age of 58 years.
20. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - a. Return to work within 8 days from the commencement of such absence
 - b. Give an explanation to the satisfaction of the Management regarding such absence.
21. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving seven days' notice in writing by either side or payment of seven days Basic salary in lieu thereof. Unless extended in writing, you will be deemed to be confirmed on completion of initial probation period or extended probation period, as the case may be. After confirmation, your services are liable to be terminated at any time without assigning any reason by giving 30 days' notice in writing by either side or payment of 30 days basic salary in lieu thereof. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.
22. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
23. You shall extend all cooperation to the Company / client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the Company / client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.
24. You shall engage yourself exclusively in the work assigned by the Company / client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the Company / client in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company / client. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.
25. You shall not seek membership of any local or public bodies without first obtaining written permission from the Management. Seeking membership of any local or public bodies would include:
 - a) Holding any position, whether honorary or otherwise, in any legislature or local authority.
 - b) Being an office bearer of any political party or organization which takes part in political or other collective activities.

Date: 12 Dec 2022



Page 5 of 7

- c) To take part in or assist in any manner in any movement / agitation or demonstrations of a political nature or other collective nature.
 - d) To canvas or take part in an election to any legislature or local authority
26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.
27. You will not enter into any commitments or dealings on behalf of the Company / client for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company / client or exceed the authority or discretion vested in you without the previous sanction of the Company / client or those in authority over you.
28. You will scrupulously follow company's social media policy. Any deviation may make you liable for strict disciplinary action.
29. You may be selected and sponsored by the Company / client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
30. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the Company / client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.
32. All proprietary information and material of the Company / client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the Company / client are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the Company / client, as the case may be.
33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

Date: 12 Dec 2022

Page 6 of 7



34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
35. In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.
36. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 9 & 10 specifically.

Name : Sujit Choudhuri

Signature :



Date: 12 Dec 2022

Page 7 of 7

Date : 04-Oct-2022

Name : PRAKASH MAHADEV BHUBAL
Address : GULWANI MAHARAJ ROAD GANESH NAGAR NEAR, IDBI BANK, ERANDWANE, PUNE 411004
Employee Code : ASS67729

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RL & P CREDIT CARD KTB LIC** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **07-Oct-22**. Your place of work shall presently be at **RASTA PETH.**

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	6494	77928
HRA	3247	38964
Bonus	1750	21000
Special Allowance	2434	29208
Mobile Allowance	500	6000
Employer Provident Fund	1341	16092
Employer ESIC	469	5628
Gratuity	312	3744
CTC	16547	198564

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.



3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related



information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 7 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 7 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 7 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.



The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Mumbai** will have exclusive jurisdiction with regards to any dispute.

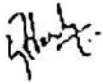
Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,

For Quess Corp Limited



Tej Hans Raj Singh

Deputy CEO: Quess Staffing Solutions

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: PRAKASH MAHADEV BHUJBAL

Signature:.....

Emp Id: AS567729

Place:.....

Date:.....



Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area
Waluj, Aurangabad 431 136
Maharashtra, India

Tel +91 240 6653700
Fax +91 240 2564540

email: varroc.info@varroc.com
www.varroc.com
CIN : U28920MH1988PLC047335



HERE'S AN OFFER
TO REIMAGINE THE
FUTURE - YOURS.

varroc
EXCELLENCE

A TRULY GLOBAL AUTO
TECHNOLOGY COMPANY

A GLOBAL AUTO TECHNOLOGY SUPPLIER

The banner features a grid of 12 small images showing various automotive components like wheels, suspension parts, and engine components. The Varroc logo and tagline are prominently displayed in the center.

Congratulations on being selected to join the Varroc family. We are sure you will be a cornerstone of Varroc's future strategy in this impactful role.

Varroc is a global tier-1 automotive component company. We commenced operations in India with our Polymer business in 1990. We design, manufacture, and supply exterior lighting systems, plastic and polymer components, electrical-electronics components, and precision metallic components to passenger car, commercial vehicle, two-wheeler, three-wheeler and off-highway vehicle ("OHV") OEMs directly worldwide. Varroc's strong R&D capabilities and technological partnership has helped us to develop products and serve our customers as per emerging mega trends of Safer, Greener, Smarter and Connected Vehicles in the automotive space. Varroc, across its businesses pursues new and challenging opportunities as we are a firm believer of Perform@Change.

At Varroc, it is extremely important to identify and institutionalize what we have achieved so far, what has really been critical to the incredible story that is Varroc. We feel it is our teams, and even more importantly a common and consistent set of behaviors and skills displayed by every individual in the team, regardless of the role they play. Like others before you, you will be able to build your career at Varroc into a lifelong journey of growth and success.

Varroc's fundamental belief proves that a team always has a common identity irrespective of differences in culture, country, race or gender. The five core Varroc values underpinning the way we do business are: **Sincerity, Humility, Integrity, Passion and Self-Discipline.**

To prepare for your employment with Varroc, we've included an Employee Offer Packet containing the documents you will need to sign and return to Varroc before you begin. We've also included information that will help you in your first few days on the job. In case you have any queries, you may contact our Talent Acquisition team.

Again, congratulations and welcome to Varroc family - we look forward to your arrival.

Kavita Kulkarni



Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area
Waluj, Aurangabad 431 136
Maharashtra, India

Tel + 91 240 6653700
Fax + 91 240 2564540

email: varroc.info@varroc.com
www.varroc.com
CIN : U28920MH1988PLC047335



Date: 02 July 2024

To,
Ganesh Agale

EMPLOYMENT OFFER LETTER

Dear Ganesh,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "GRADUATE ENGINEER TRAINEE" of our organization in T11 Grade, as per the terms and conditions discussed with you in person. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates. Kindly note that the CTC that we are offering is 6,00,000 per annum. Please refer to annexure for details.

Your date of joining shall be 01st August 2024. This offer is subject to you passing your exams and clearing the Pre-Employment Medical Examination.

You will be on probation for a period of one year from the date of joining and on satisfactory completion of your probation period, your services will be confirmed. However, the management reserves the right to extend your probation period. During probation, it is at the discretion of the management to terminate your services by giving one month notice or basic salary in lieu thereof. In the event you desire to leave the services of the company, you shall give the company one-month prior notice in writing, failing which you shall be liable for the payment in lieu of notice / short notice, prior to the date of relieving from the company.

Please sign this letter as a token of your acceptance & email it to us.

We look forward to a very long & fruitful relationship with you.

Congratulations once again!

Yours faithfully,


K. K. Karni

Chief Human Resource Officer, Varroc



Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area
Waluj, Aurangabad 431 136
Maharashtra, India

Tel + 91 240 6653700
Fax + 91 240 2564540

email: varroc.info@varroc.com
www.varroc.com
CIN : U28920MH1988PLC047335



A) Monthly Emoluments	Per Month(Rs.)	Per Annum(Rs.)	
Basic Salary	14,583	1,75,001	Taxable
House Rent Allowance	7,292	87,501	Exempted as per IT laws
Uniform Maintenance Allowance	1,250	15,000	Exempted as per IT laws
Education Allowance	500	6,000	Exempted as per IT laws
LTA	1,000	12,000	Exempted as per IT laws
Miscellaneous Allowance	11,986	1,43,828	Taxable
Sub Total A	36,611	4,39,330	
B) Bonus	2,405	28,860	Calculated 20% of Basic with Upper limit of 2405
C) Retirals	Per Month(Rs.)	Per Annum(Rs.)	
Provident Fund	1,800	21,600	Employer Contribution @12% of Basic
Gratuity (As per Act)	701	8,414	4.81% of Basic
Sub Total C	2,501	30,014	
D) Others	Per Month(Rs.)	Per Annum(Rs.)	
Uniform Cost(Rs. 150 per month)	150	1,800	2 Sets of Uniform we Provide Every Year
Total (A+B+C+D) i.e. Annual CTC	41,667	5,00,004	



Varroc Engineering Limited

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CIN : U28920MH1988PLC047335



In addition, you shall be entitled to receive **retention bonus** of an amount not exceeding **INR 1 Lakhs** for services rendered to the Company and its affiliates, in following manner:

Pay-out Month	Amount (In Rs.)
September- 2025	Rs. 1 Lakh

Others:

1. Two sets of Uniform once a year
2. Gratuity is payable as Per Gratuity Act, 1972.
3. The Medclaim is 1 lakh & covered only self
4. In case of Relocation, you would be provided accommodation at Company Guest house/Hotel as per Company Accommodation Policy for 7 Days

To complete the joining formalities, request you get photocopies of the following documents -

1. Qualification Certificates
2. Experience Certificates (If any)
3. Date of Birth proof & Photo Identification Proof (Indian Government Recognized) – PANCard, Driving License, Passport, Election Card)
4. 4 Passport Size Photographs

(Please bring all the original documents for verification purpose)

For Varroc Engineering Ltd.,

Kavita Kulkarni
Chief Human Resource Officer

Ganesh Agale



Date: March 28, 2024

To,
Mr. Ganesh Agale

Subject: - Offer Letter

Dear Ganesh,

Subsequent to interview, we are pleased to offer you position as Management Trainee. You will be paid a stipend of Rs. 25,000/- per month.

Kindly review and revert if you need any clarification. Your joining will be confirmed subject to your clearance of BE examination.

Hope our offer is well within your expectations.

Best Regards

Yours truly,

For Helical Auto Technology India Pvt. Ltd.



Vibhas Ambekar
CEO & Executive Director





Ref. IMCO/Cam/01

Date: 21/03/2024

To,
Ganesh Suryakant Agale.
At Post -Aagalgaon Tal -Barshi ,
Dist- Solapur Maharashtra.
Mobile No -9403294455

OFFER LETTER

With reference to your application, we are pleased to inform you that you have been selected for the post of "Trainee Engineer- Marketing". The key terms and conditions of this offer are outlined below:

- (a) You will join on or before 15th April 2024 and not later than this date.
- (b) Your compensation (cost to the company) is Rs.2.40L per annum.
- (c) Your services will be on Probation for a period of six months from the date of joining and on completion of your probation period based on performance review you will be confirmed.
- (d) Please bring the following documents in original at the time of joining:
 1. Address Proof.
 2. Identity Proof.
 3. Date of Birth Proof (School Living or Birth Certificate)
 4. All Educational Certificates.
 5. Bank Account Details.
 6. Two Contact Details from your native place and from nearby Current address.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of this offer.
For IMCO Alloys Pvt. Ltd

Geeta Gupta
Geeta Gupta
Director

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com





Annexure A

COST TO THE COMPANY CALCULATION SHEET		
NAME	Ganesh Agale	
DESIGNATION	Trainee Engineer	
SALARY / BENEFIT COMPONENTS	(COLUMN A)	(COLUMN B)
	AMOUNT (RS. / YEARLY)	AMOUNT (RS. / YEARLY)
BASIC	7,500.00	90,000.00
HOUSE RENT ALLOWANCE	3,200.00	38,400.00
EDUCATIONAL ALLOWANCE	3,000.00	36,000.00
MEDICAL REIMBURSEMENT	2,000.00	24,000.00
OTHER ALLOWANCE	2,200.00	26,400.00
TOTAL	17,900.00	2,14,800.00
PF Employer Contribution	900.00	10,800.00
ESIC Employer Contribution	581.75	6,981.00
BONUS P.M. (PAID YEARLY)	624.75	7,497.00
GROSS SALARY	20,006.50	2,40,078.00

Note: Accommodation will be provided by the company.

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com





Twenty Twenty Interior Design Software (India) Private Limited

24 July 2024

Dear Komal Satpute,

We are happy to offer you the position of Trainee Content Engineer in Content team.

For this role your total targeted compensation will be 505,721 (INR).

We are expecting you to start on 01 August 2024.

In addition to the document attached, you will receive further information and your employment contract in the coming days. Feel free to contact me or Kiran Sahane (Kiran. Sahane@cyncly.com) in case of any questions.

We wish you the best for your career within Cyncly!

Regards,

Sagar Baviskar

sagar.baviskar@cyncly.com

I, hereby accept the offer of employment as outlined in the above letter.

Employee Name: Komal Satpute

Twenty Twenty Interior Design Software (India) Private Limited



2020

Twenty Interior Design Software (India) Pvt Ltd
A Cyncly company

24th July 2024

Komal Satpute
Mobile: +91 9370474177
E-mail: satputekomal231@gmail.com

OFFER LETTER

Dear Komal,

We are pleased to offer you the position of Trainee Content Engineer.

The following are the terms and conditions of your appointment.

1. Your Date of Joining is on 01st August 2024 or earlier.
2. Your CTC (Cost to Company) will be **Rs. 5,05,721 per year**. Please refer Annexure I attached with this letter for details.
3. You will be on probation for 6 months from your date of joining. On expiry of the above probation period or extension thereof, unless you are confirmed in writing, you will be deemed to be on probation. During your probation, your performance will be assessed by the management, and if management is not satisfied with your ability or performance, your services are liable to be terminated without notice and without assigning any reason. You will be included in the group medical insurance policy only upon successful completion of your probation.
4. The offer and appointment will be valid and subject to your successful reference check, background check and producing all the required documents at the time of joining and joining on given date in point No.1 above. You will join the company on or before 01st August, 2024 failing which this offer stands terminated and Twenty Twenty Interior Design Software (India) Private Limited, bears no liability of any nature whatsoever towards you.
5. You will be subject to the general rules of conduct, discipline, travel policy, holidays, and hours of work etc. that are prevailing in the company or may be brought in force from time to time.
6. You will be eligible for benefits such as Provident Fund, Gratuity, Health insurance etc. that are prevailing in the company or may be brought in force from time to time. You will be eligible for leaves as per the law and policy of the company. You will not be eligible to avail leave during the first month, however eligibility will be from first day and it is @ 20 days per annum.



2020

Twenty Interior Design Software (India) Pvt Ltd
A Cyncl company

7. The Company may terminate your services at any time by either giving you 30 days' notice or payment of 30 days' basic salary in lieu of the notice. Similarly, it will be permissible for you to resign from our services subject to your giving the company 30 days' notice in writing of your intention to do so. If at any time you are found guilty of misconduct or in violation of company policies, your services may be terminated without any notice or payment in lieu of notice.
8. You will not, while in the service of the company, undertake or concern yourself directly or indirectly with any other duties or outside work, whether part-time or full time and whether paid or honorary, without the prior written permission of the company.
9. You will not, while in the service of the company or within 1 year of leaving the services of the company, seek or accept employment, whether regular or contractual, with company's customers or their associates.
10. All information gained by you as employee at the workplace whether gathered on your own or made available by any third party is strictly confidential. You are informed that by accepting this employment, you are obliged to keep any of the information above to yourself and that you are not allowed to share any information with any third party which includes without limitation close relatives, other employees of the Employer or employees of any of the group companies/ affiliates of the Employer, without the prior consent of the Employer. This explicitly includes your salary package as well as any contractual negotiations and conditions of employment as contained herein. This obligation is eternal and continues to be in force even after this employment might have been terminated or otherwise ceases for any reason whatsoever at a future point in time.
11. You are requested to bring original and copies of the documents mentioned below on the day of your joining.
 - a) Original and Photocopy of the Educational Certificates & marksheets for all courses undertaken
 - b) Last salary-slip from your previous employer
 - c) Relieving letter / Experience certificate from all your previous employers
 - d) Two passport size photographs
 - e) Original and Photocopy of PAN card
 - f) Original and Photocopy of Aadhar Card
 - g) Your Provident Fund Account No./Form 16/TDS Certificate, if applicable in your previous employment

Please sign and return the duplicate copy of this letter as a token of your acceptance of the above terms and conditions. In case your acceptance is not received within 24 hours from receipt of this offer, this offer stands automatically withdrawn.



2020

Twenty Interior Design Software (India) Pvt Ltd
A Cyncl company

We welcome you to the team and look forward to many years of mutually rewarding and beneficial association.

We wish you a long and successful career with us.

For Twenty Twenty Interior Design Software (India) Private Limited,

Sagar Baviskar

Sagar Baviskar

HR Technician

Enclosure:
Annexure I - Salary structure

Acceptance

I confirm that I have read and understood the terms and conditions of the letter hereby notify my acceptance by signing below.

Signature : _____

Date:



2020

Twenty Interior Design Software (India) Pvt Ltd
A Cyncly company

8500/-
120,000/-
15X

Annexure I

Particulars	Amount/Year
Basic Salary	₹2,12,500
House Rent Allowance	₹85,000
Leave Travel Allowance	₹21,250
Special Allowance	₹ 85,850
Children's education allowance	₹2,400
Bonus	₹18,000
Base/Fixed salary	₹4,25,000
Gratuity	₹10,221
Provident Fund - Company Contribution	₹25,500
Mediclaim Insurance	₹ 45,000
Cost to Company (CTC)	₹ 5,05,721

*Company Insurance Policy: Accident Benefit and Term Life cover for self, up to Rs.20,00,000/-
Group Mediclaim Insurance cover of up to Rs.750,000/- for self and family consisting of spouse,
children and parents.

Acceptance Signature _____

Date _____





Ref. IMCO/Cam/03

Date: 21/03/2024

To,
Komal Rajesh Satpute.
At Post- Chormole
Plot Barshi Solapur,
Maharashtra,
mobile No-9370474177.

OFFER LETTER

With reference to your application, we are pleased to inform you that you have been selected for the post of "Trainee Engineer – Technical Support". The key terms and conditions of this offer are outlined below:

- (a) You will join on or before 15th April 2024 and not later than this date.
- (b) Your compensation (cost to the company) is Rs.2.40L per annum.
- (c) Your services will be on Probation for a period of six months from the date of joining and on completion of your probation period based on performance review you will be confirmed.
- (d) Please bring the following documents in original at the time of joining:
 - 1. Address Proof.
 - 2. Identity Proof.
 - 3. Date of Birth Proof (School Living or Birth Certificate)
 - 4. All Educational Certificates.
 - 5. Bank Account Details.
 - 6. Two Contact Details from your native place and from nearby Current address.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of this offer.
For IMCO Alloys Pvt. Ltd

Geeta Gupta
Geeta Gupta
Director

IMCO ALLOYS PVT. LTD.
B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506
Ph.: :+91 8422984801 , 8422984802
Email: info@imcoalloys.com/tech@imcoalloys.com
www.imcoalloys.com





imco

Annexure A

COST TO THE COMPANY CALCULATION SHEET		
NAME		
DESIGNATION	Trainee Engineer	
SALARY / BENEFIT COMPONENTS	(COLUMN A)	(COLUMN B)
	AMOUNT (RS. / YEARLY)	AMOUNT (RS. / YEARLY)
BASIC	7,500.00	90,000.00
HOUSE RENT ALLOWANCE	3,200.00	38,400.00
EDUCATIONAL ALLOWANCE	3,000.00	36,000.00
MEDICAL REIMBURSEMENT	2,000.00	24,000.00
OTHER ALLOWANCE	2,200.00	26,400.00
TOTAL	17,900.00	2,14,800.00
PF Employer Contribution	900.00	10,800.00
ESIC Employer Contribution	581.75	6,981.00
BONUS P.M. (PAID YEARLY)	624.75	7,497.00
GROSS SALARY	20,006.50	2,40,078.00

Note: Accommodation will be provided by the company.

IMCO ALLOYS PVT. LTD.

B-129, 130, Additional Ambarnath, Anand Nagar MIDC, Pin- 421506

Ph: +91 9422984801 , 9422984802

Email: info@imcoalloys.com / tech@imcoalloys.com

www.imcoalloys.com



Fwd: Offer Letter Alok Ingots Pvt Ltd - Komal Satpute

1 message

Komal Satpute <satputekomal231@gmail.com>

Tue, Apr 30, 2024 at 4:33 PM

To: tpo.bitbarshi@gmail.com

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

From: Human Resources <hr@alokindia.com>

Date: Mon, 18 Mar 2024, 1:25 pm

Subject: Offer Letter Alok Ingots Pvt Ltd - Komal Satpute

To: Komal Satpute <Satputekomal231@gmail.com>

DATE 18/03/2024

Dear Komal Satpute,

This refers to your application for employment and the subsequent discussions you had with us. We are pleased to inform you that you have met our selection criteria and we would like to make an offer of employment with our organization as Mechanical Engineer Trainee.

You are required to report to Alok Ingots (Mumbai) Pvt Ltd. You will be located at our factory 95/3/2, Vijaypur Village, Taluka Wada, District: Palghar, 421303

Your office timing would depend on the production planning.

Remuneration: You will be paid annual remuneration of INR 2,40,000 / p.a. This will be the cost to the company (CTC) including all the components of the salary and subject to income Tax applicable.



1. you will join us on or before 20/03/2024

2. Appointment Letter: you will be given a detailed appointment letter with specific terms and conditions of employment within 15 days of joining and submission of documents mentioned below.

- Identity Proof - Aadhaar Card, PAN Card, Passport, Voter ID, Driving License, etc.
- Address Proof - Aadhaar Card, Passport, Voter ID, Driving License, Utility Bills, etc.
- Educational Certificates - SSC, HSC, Graduation, Post-Graduation, and any other relevant degree certificates.
- Offer Letter - A copy of the offer letter provided by the organization. **(IF Any)**
- Relieving Letter **(IF Any)**
- Experience Certificates **(IF Any)**
- Salary Slips - Your last 3-6 months' salary slips from your previous employer. **(IF Any)**
- Bank Details - You may need to provide your bank account details for salary credit.
- Passport size photographs - Two or three passport size photographs.

3. Kindly sign the duplicate copy of this offer letter as an acknowledgment and return us Before 22/03/2024 failing which, this offer shall stand withdrawn.

I would like to congratulate you and look forward to having you on board. Please feel free to call or message me if you have any concerns.



Alok Ingots Private Limited

Thanks & Regards,

Swati Kedar

(HR Manager)

Alok Ingots (Mumbai) Pvt. Ltd.

Office : 602, Raheja Chambers, 213, Free Press Journal Marg, Nariman Point, Mumbai,
Maharashtra 400021. India |

Works : 95/3/2, Vijaypur Village, Taluka Wada, District Palghar, Maharashtra, 421303. India |

M: + 93724 79247

Web: www.alokindia.com



ALOK_Logo.png
21K



CALL LETTER

EMPLOYER

Design studio

Date: 6 April
2024

We are pleased to inform that, as a result of an impressive performance at the Job Pakka Fair 2024 organized by CADD Centre, Mr. / Miss. / Mrs. Komal Satpute have been provisionally selected for the position of Mechanical CAD Designer with a monthly salary of Rs. 12141412. You are hereby invited to attend the final round of interviews, which will take place at our corporate office.

We look forward to the opportunity to further discuss your qualifications and suitability for this position.



Signature of the Employer

To,

Mr. / Miss. / Mrs. Komal Satpute

For further information, please contact:
Company Name: Design studio
Email Address:




AECO TECHNOSTRUCT PVT. LTD.
 Plot No. 115, Sector 44,
 Gurgaon, Haryana 122001
 www.aecotechnostruct.com
 CIN: U74300HR2015PTC034196



SALARY BREAK-UP

AECO Technostruct Private Limited		
Annexure 1		
Name	Pradipkumar Madhukar Pawar	
Effective Date	01-Mar-24	
Designation	BIM MEP Trainee	
Location	Pune	
CTC (Cost to Company)		
<u>Pay Structure:</u>	<u>Monthly</u>	<u>Annual</u>
Basic Pay	13690	164279.16
House Rent Allowance	6845	82140
Medical Allowance	1250	15000
Transport Allowance	1600	19200
Special Allowance	3458	41497.26
Gross Total: A	26843	322116
<u>Benefits:</u>		
Employer PF Cont.	1,643	19,716
Health Insurance	1,154	13,848
Gratuity	658	7,902
Labour Welfare		0
Employer ESI Cont.	-	-
Total: B	3,455	41,466
Total CTC (A+B)	30,298	363582
<u>Deductions:</u>		
PF Employee Cont.	1,643	19,716
ESI Employee Cont.	FALSE	0
Professional Tax	200	2,400
LWF Employee Cont.		0
Total: C	1,843	22,116
Net Take Home Salary (A-C)	25,000	300000

*** All figures are rounded off to the nearest decimal point



*** All figures are rounded off to the nearest decimal point



Edit

Annotate

Fill & Sign

Convert

All

INCREMENT LETTER

Date: 08-Oct-2024

Employee Code: SB0022

Dear Abhishek Janak Patil,

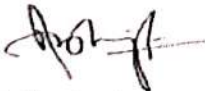
We are pleased to inform you that **effective 01-Aug-2024**. Your CTC has been revised to **Rs. 26431/- per month**.

All the other terms and conditions of your appointment remain unchanged.

We appreciate the efforts put in by you and expect that you would continue to do so in the future.

Break Up	Monthly
Basic Salary	15000
HRA	3501
Conveyance Allowance	0
Other Allowance	3644
Statutory Bonus	1250
Standard Gross (A)	23395
PF Contribution 12 %	1800
ESIC Employee 0.75%	175
Professional Tax	200
LWF	0
Total Deductions (B)	2175
PF Contribution 13 %	1950
ESIC Employer 3.25%	761
GPA	50
GMC	275
LWF Employer	0
Total Contributions (C)	3036
Net Payable (A - B)	21220
Cost to Company (A+C)	26431

For Planet PCI Infotech Limited



Authorized Signatory



Corporate Office: Prime Tower 287-288, 8th Floor, Phase - II, Gurgaon-122016 (India)
Phone: +91-124-4111999 (30 lines), 6656999 (30 lines), 2342686-87
Fax: +91-124-4871698-99, 2342688
E-mail: planet@planet-pci.com, Web: www.planetpci.com
Regd. Office: Prime Group Building, 11/SB, Pusa Road, New Delhi - 110005 (India)



Fores Elastomech India Private Limited

(CIN: U28190KA2005PTL007474)



3rd July, 2024

Dear Mr. Akshay,

Thanks for showing interest in joining our organization and co-operating during the interview process. Based on our discussion, we are pleased to extend an offer to join FORES in our Manufacturing Engineering (ME) Department as an Engineer "Grade E1".

This letter officially confirms the terms of your employment with FORES and are subject to

- Satisfactory completion of verification and/or background or reference checks, which may occur at any time before or after your effective start date.
- You are required to submit original educational certificates and relieving letter from your current employer and other documents, failing which FORES may, in its sole discretion, elect to terminate or suspend your employment immediately.
- This offer is also contingent upon us working together to determine an appropriate start date for your employment.
- The terms of this letter and this offer are valid for 10 days from the date of this letter issued. If we do not receive a confirmation from you before the expiration of this period, this offer will be deemed to have been rejected by you.
- The association details are as below:
 - Your annual CTC would be Rs. 3,00,000/- & Net Salary would be Rs. 21,562/- per month (Excluding income tax).
 - Your CTC is subjected to Government stated and company policy-based deductions.
 - As a policy, you would be on probation for 6 months.
 - Your next increment will be in April, 2025.
 - The job location would be Aurangabad, Maharashtra.
 - The notice period of resignation / termination would be 1 month. The penalty for early relieving would be 1 month salary.
 - For any reason, if the offer letter is canceled after acceptance, then if it's from your side, you will have to pay 1 month's salary, and if Fores does, then we will pay you 1 month's salary.

To confirm your acceptance of this offer and employment with FORES, please submit a copy of this letter with your signature.

We look forward for your confirmation and progressive journey with FORES.

Thanking You,

P. Swarnalata

Swarnalata Pothapragada
Director – Human Resource



Bhagwant Institute of Technology, Barshi
Department of Civil Engineering

Date: 06/04/2024

Notice

All the students of final year civil engineering are informed that campus interview by RNS construction, Barshi will be conducted on 06/04/2024 at 10.00 am on wards. All the students should attend the interview at given date and time with all the original documents.


TPO
Training & Placement Officer
SPW & Bhagwant Institute of Technology
Barshi





Dr. Ranjit N. Shiral

(DCE, BE Civil Engg, ME-Structures, ISSE, IAENG, MIE, Ph.D.)

Chartered Engineer, Engineers & Contractors,
Structural Engineer, valuer.

Cell No-9405414949/8605414949

Email-rmsgroupindia49@gmail.com

RefNo. :

Date : / /202

To,
The Principal
BIT, Barshi

Subject: Regarding Conducting Campus Interview at Your Campus for Civil
Engineering Students.

Dear Sir,

We have opening of site engineer in our various location around Barshi. As per the previous year's interviews we are interested to conduct campus interview at your campus. We need at least 12 civil engineers for our various projects.

So kindly consider this application and give the confirmation regarding the same.

RNS Construction Barshi

Head Office :- 725/1/63/2, Near GST Office, Anilyadevi Holkar Garden, Shivaji Nagar, Barshi, Dist. Solapur. Pin-413 411.(M.S.)

Branch Office 01 :- Shop No. 04, Siddhivinayak Apartment, Plot No. 48, 49 & 50, Sector-22 Kamothe, Navi Mumbai. Pin- 410 209(M.S.)

Branch Office 02 :- Office No.01 63/22, Mahalaxmi Apartment, V.Road, Kondhwa Khurd, Pune. Pin- 411 048 (M.S.)

Branch Office 03:-Gala No 01, Birage Complex, Kalyan, Near Panjab Talim and Nagar Panchayat, Vairag, Tal. Barshi, Dist. Solapur. Pin-413 402(M.S.)

RefNo. :

Date : / /202

To,
The Principal
BIT, Barshi

Subject: Selection of Students.

Dear Sir,

As per the subject cited above and interview conducted dated 06/04/2024 we have placed the following students as site engineer at various site around barshi location. The location will be informed to them after the joining.

List of students selected in campus interview.

Sr. No	Name of students	Designation	Annual Salary
1	Rajkumar Vijay Baldota	Site Engineer	2.5 L.P.A
2	Kunkulol Ronak Rahul	Site Engineer	2.5 L.P.A
3	Kamble Rahul Ashok	Site Engineer	2.5 L.P.A
4	Shinde Pankaj Vitthal	Site Engineer	2.5 L.P.A
5	Tekale Ganesh Pandit	Site Engineer	2.5 L.P.A
6	Manjare Rupesh Vijay	Site Engineer	2.5 L.P.A
7	Godage Onkar Subhash	Site Engineer	2.5 L.P.A
8	Nisarga Patil	Site Engineer	2.5 L.P.A
9	Sakhare Yash Ganpatrao	Site Engineer	2.5 L.P.A
10	Shinde Vikrant Lalasaheb	Site Engineer	2.5 L.P.A
11	Aditya Satish Wagh	Site Engineer	2.5 L.P.A
12	Jadhav Nishant Sahadev	Site Engineer	2.5 L.P.A

So I request your kindly inform the students regarding. The last date for joining will be 30th June 2024



psb

RNS Construction Barshi

Head Office :- 725/1/63/2, Near GST Office, Ahilyadevi Holkar Garden, Shivaji Nagar, Barshi, Dist. Solapur. Pin-413 411.(M.S.)

Branch Office 01 :- Shop No. 04, Siddhivinayak Apartment, Flat No. 48, 49 & 50, Sector-22 Kamothe, Navi Mumbai. Pin- 410 209(M.S.)

Branch Office 02 :- Office No.01 63/22, Mahadev Apartment, S.V.Road, Kondhwa Khurd, Pune. Pin- 411 048 (M.S.)

Branch Office 03:-Gala No 01, Birage Complex, Nagoba Galli, Near Panjab Talim and Nagar Panchayat, Vairag, Tal. Barshi, Dist. Solapur. Pin-413 402(M.S.)

R & J CONSULTANTS

ENGINEERS AND CONTRACTORS

S.no 56/8,9, Flat no B1304, Gagan Unnati, Katraj- Kondhwa road, Pune- 411048 Mob: 9372435694 / 8390989853

Date: 01.04.2024

To,

Mr. Onkar Kangude

Sub: Offer letter for the post of Junior Site Civil Engineer

Dear Onkar,

As per our discussion and your interview held previously, we are pleased to offer you the position of 'Junior Site Civil Engineer' in our organization. We congratulate you for the same. Your location of work will be Burhanj Baug B colony, Near Sambhavnath Jain Mandir, Salisbury Park, Pune. As discussed with you earlier, you have to report at the mentioned site location on Saturday, 6th April 2024 at 9.30 am.

Your salary for the post of 'Junior Site Civil Engineer' is fixed as Rs. 16500.00 per month. You will be provided with the terms and conditions of the employment on the date of your reporting. Your job role and responsibilities will be duly explained on the same day. Your salary will stay the same for a period of minimum one year from the day of appointment.

We look forward to your association with R & J Consultants and deliver our projects timely and with excellent quality.

Thank you.

Regards,

R & J Consultants





Offer Letter

26/05/2024

Dear **Abhishek Arjun Ubale**,

We are pleased to extend an offer of employment to you for the position of **Business Development Associate Trainee** at ButterflyNext. We are confident that your skills and experience will make a valuable contribution to our team.

Position: Business Development Associate Trainee
CTC: 4.5LPA
Fixed: 2.5LPA
Incentive: 2LPA
Probation Period: 21 Days

During your probation period, you will have the opportunity to familiarise yourself with our company culture, policies, and procedures, as well as to demonstrate your abilities in your role. We will provide you with the necessary support and resources to ensure your success during this time.

Please find attached detailed information regarding your employment terms and conditions, including benefits and any additional terms specific to your role. If you have any questions or require further clarification, please do not hesitate to contact us.

Your first day of employment will be **28/05/2024**, and you will report to the Manager, Sales Head.

We look forward to welcoming you to the ButterflyNext team and working together to achieve our goals.

Warm regards,

HR Manager
Butterfly Next
butterflynext.com
7316980468





Shop No. 13 & 14, Ashwini Paradise, Bibwawadi - Lullanagar Road, Near Gangadham, Bibwawadi, Pune - 411 037.
Ph. : 020 - 2424 1190 / 2424 1191 • Website : www.gmdgroup.in • e-mail : gmdinfraprojects@gmail.com

Date :- 26/09/2024

To,
Mr. Abhishek Arjun Ubale
Sub: Offer letter for the post of Junior Site Civil Engineer

Dear Abhishek,

As per our discussion and your interview held previously, we are pleased to offer you the position of 'Junior Site Civil Engineer' in our organization. We congratulate you for the same. Your location of work will be Sr no. 22/1/25, 22/1/35, 22/1/52, Mahaveer Nagar, Katraj, Pune. As discussed with you earlier, you have to report at the mentioned site location on Monday, 30th September 2024 at 9.00 am.

Your salary for the post of 'Junior Site Civil Engineer' is fixed as Rs. 18000.00 per month. You will be provided with the terms and conditions of the employment on the date of your reporting. Your job role and responsibilities will be duly explained on the same day. Your salary will stay the same for a period of minimum one year from the day of appointment.

We look forward to your association with "G. M. Developers" and deliver our projects timely and with excellent quality. Thank you.

Regards,

G. M. Developers



JOB OFFER LETTER

Date: 15/03/2024

ID: CS11WX245466

Dear,
Mustafa Parvez Mahedavi

Congratulations on being selected for the position at Concentrix! We are thrilled to have you join our team. Concentrix is an internationally based company with main branches in Mexico and the UK.

If you are interested, we kindly request you to join us immediately within the next 8 days. Your expertise and contributions will be invaluable to our team.

We look forward to your positive response and to welcoming you.

I am writing to formally offer you the position of [Frontend Developer] at Concentrix, effective [01/04/2024]. We are excited to have you join our team and contribute to our company's success.

Terms of Employment:

- Position: [Frontend Developer]
- Salary: INR 7,00,000 per annum
- Start Date: [01/04/2024]
- Work Schedule: [10:00 AM TO 6:00 PM]
- Location: [Work From Home]

As part of your employment, you will be eligible for company benefits, including but not limited to health insurance, paid time off, and employee discounts.

Please review this offer carefully and indicate your acceptance by signing and returning a copy of this letter by [23/03/2024]. If you have any questions or need further clarification, please feel free to contact me at [ITSD@cx.concentrix.com].

Best of Luck!

Thank You!



Concentrix Hr

