



Capgemini Technology Services India Limited,

Registered Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III,
MIDC-SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.
CIN: U85110PN1993PLC145950
E: cgcompanysecretary.in@Capgemini.com
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1338361/124662,

12/12/2024,
Simran Sikandar Pathan.

Mhatar Pimpri, PO: Math Pimpri, DIST: Ahmadnagar, Maharashtra
Ahmadnagar,
India.

Confidential

Dear Simran Sikandar Pathan,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **12/18/2024** (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/A4**.
- B) You will be required to work at the Company's offices in **Pune**.
- C) You have to report by 9:00 A.M. at **Pune** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited, A-1, Technology Park, MIDC, Talwade, Pune - 411062, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee 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 contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **₹400,000.00 (Rupees Four Lakh Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Analyst

Total Cost to Company (CTC).

₹400,000.00

Monthly Components	Per Month	Annualized
Basic	₹21,200.00	₹254,400.00
House Rent Allowance	₹7,501.00	₹90,012.00
Gross monthly salary	₹28,701.00	₹344,412.00
Statutory payments ++		
Company's contribution to PF *	₹2,544.00	₹30,528.00
Gratuity (accrual only)		₹12,240.00
Total Fixed Compensation		₹387,180.00
Total Cash Compensation		₹387,180.00
Benefits		
Medical, Accident & Life Insurance Premium		₹12,820.00
Total Cost to Company		₹400,000.00



MILLENNIUM
ENGINEERS & CONTRACTORS PVT.LTD.

Ref: MECPL/HR&A/OFR/2024/

Date:6/9/2024

To,

Mr. Nikhil Rajendra Gore

OFFER LETTER FOR Tr.Engineer - Execution

With reference to your application for the above post and the discussion during the final interview on **6/9/2024**. We are pleased to offer you the post of **Tr.Engineer - Execution** in our Company. You will be paid a salary as offered by us during the discussion.

Your appointment is subject to your medical fitness proved by a certificate from a qualified medical practitioner, which should be produced by you at the time of joining.

Your date of joining will be on **16/9/2024** , as agreed by you.

You are requested to confirm your acceptance by signing the copy of this letter

Thanking you,

Yours faithfully,

Head - HR & Admin.
Millennium Engineers & Contractors Pvt. Ltd.,

This E-signature Document is a MECPL property and has all the legal rights reserved with it. Electronic Signatures allow for faster, easier, and paperless signing of electronic documents. It helps you cut the paperwork and allow you to focus on the tasks at hand.

Chetan A. Dhotre
9594890601 / 7045894241



Raj D. Dhotre
9370573579



BHAVANA FIRE SERVICES

(GOVERNMENT LICENCE AGENCY)

An ISO 9001:2015 Certified Company

Regd. Off.: A-102, Vardhaman Vihar,
Behind Platform No. 2,
Vasai (W), Dist. Palghar - 401 202.

Office : Shop No. 23, Thapar Complex,
Plot No. 51, Sector - 15, CBD Belapur,
Navi Mumbai - 400 614.
E-mail.: bhavanafire101@gmail.com

SPECIALIST IN :

- Fixed Fire Fighting Installations
- Fire Audits
- Fire Fighting Equipments
- CCTV Camera
- Access Controls
- PA System

**Sales & Service, AMC of All Types
Fire Fighting Installations,
Repairing & Maintenance**

Date: 26/11/2024

Mr. Ashwin Jadhav
96574 69233

Dear Mr. Ashwin Jadhav
Subject: Offer of Employment – Junior Engineer

We are pleased to inform you that you have been selected to join Sahyadri Infracon as a Junior Engineer. After reviewing your qualifications and interview performance, we are confident that your skills and expertise will be valuable to our team.

Please note the following details of your employment:

Position: Junior Engineer
Joining Date: December 1, 2024
Reporting: Mr.Rohit Parinchekar & Mr.Dadasaheb Hinge

Your total Annual Salary will be INR 264,000 /- payable in monthly instalments, subject to statutory and other deductions as per company policy


You must offer a 30-day notice period. Depending on the priorities, the company may accept the resignation immediately or within a period of less than one month to two months.

Your work Profile & Duties will be discussed & reported at the time of Enrolment

Please sign and return the enclosed copy of this letter to confirm your acceptance of the offer. We look forward to having you on board and are excited about the contributions you will make to our ongoing and future projects.

Should you have any questions, feel free to contact us at Contact Number/Email].

Welcome to Sahyadri Infracon!

Sincerely, 

SAHYADRI INFRACON



Acknowledgment:

I, Mr. Ashwin Jadhav, accept the offer of employment as outlined above and confirm my joining on December 1, 2024.

Signature: _____

Date: _____



PRO NEXT INDUSTRIES
PVT.LTD.
THINK BELIEVE NEXT

PRO NEXT INDUSTRIES PVT. LTD.

(CIN : U2899PN2022PTC211262)

APPOINTMENT LETTER

(Private & confidential)

Ref: PNIPL / PUNE/ HR/22-23/AL/12

Friday, 15TH DECEMBER 2023.

Dear MR.Manoj Khamkar ,

We have pleasure in informing you that you have been appointed as a "2D LASER INCHARGE" in our organization on the following terms and conditions:

Remuneration:

- Your monthly remuneration has been CTC Rs. 35000/- (Rupees Thirty-Five Thousand Only).

Probation:

- The company will have a locking period of two years.
- You will be on probation for a period of six months.
- During probation, if we find that you are lacking the requisite capability for the job assigned; your service will be terminated without notice. Similarly, if you are not satisfied working with this company for any reason, after confirmation you would need to serve a notice period of one month on the occasion of resignation from the services. Same for the company by giving 30 (thirty) days written notice (notice period).

Attendance:

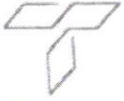
- Regular attendance is a must. If you wish to take a day's off, prior permission is to be obtained from concerned authorities. Absence, without intimation or permission, will not be allowed. In case of emergency you may be allowed to remain absent from work provided you inform the company at the first possible instant, personally or through a relative.

Leave and benefits plan:

- Weekly off, working hours and list of annual holidays are displayed on the company notice board.
- You will be eligible for leave and benefits as per company policies.

Termination:

- Any breach of company rules, indiscipline, insubordination, or act against the interest of the company will result in dismissal from service without notice and benefits.
- Company shall have the right of immediate termination of your services, if it is found, at any time, that you have been, or are convicted by court of law or penal proceedings are initiated or pending against you before any court of law i) for offence (s) involving moral turpitude and / or ii) offence (s) of non- cognizable nature iii) for an offence (s) which the company considers that the same may be prejudicial to the interests of its reputation thereof.



PRO NEXT INDUSTRIES
PVT.LTD.
THINK BELIEVE NEXT

PRO NEXT INDUSTRIES PVT. LTD.

(CIN : U2899PN2022PTC211262)

- The Employment of the employee and the terms of this Agreement with the company may be terminated by the company by giving 30 (thirty) days written notice (notice period) or one month's gross salary in lieu of such notice period to you.

Punctuality:

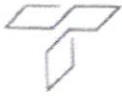
- The arrival and departure and working hours of the company has already been fixed and display at the company's notice board which is applicable to every employee of the company.

Conflict of interest Guidelines :

- The employee shall diligently adhere to the following guidelines of the company including to comply with the policy of the company to conduct its affairs in strict compliance with the letter of the law and to adhere to the highest principles of business ethics. Accordingly, the employee must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company. The following are potentially compromising situations, which must be avoided. Any exceptions must be reported to the company and written approval for continuation in this regards must be obtained.
 - a. Revealing confidential information to outsiders or misusing confidential information. Unauthorized divulging of information is a violation of this policy whether or not harm to the company intended.
 - b. Accepting or offering substantial gifts, excessive entertainment, favours and payments, which may be deemed to constitute undue influence or otherwise be improper or embarrassing to the company.
 - c. Participating in civic or professional organizations that might involve divulging confidential information of the company.
 - d. Initiating or approving any form of personal and social harassment of employees.
 - e. Investing or holding outside directorship in suppliers, customers, or competing companies, including financial speculations, where such investment or directorship might influence in any manner a decision or course of action of the company.
 - f. Improperly using or disclosing to the company any proprietary information or trade secrets of any former or concurrent employer or other person or entity with whom obligations of confidentiality exist.

PRO NEXT INDUSTRIES
PVT.LTD.

THINK BELIEVE NEXT



PRO NEXT INDUSTRIES
PVT.LTD.
THINK BELIEVE NEXT

PRO NEXT INDUSTRIES PVT. LTD.

(CIN : U2899PN2022PTC211262)

- g. Unlawfully discussing price, cost, customers, sales or markets with competing companies or their employees.
- h. Improperly using or authorizing the use of any inventions, which are the subject of, patent claims of any other person or entity.
- i. Engaging in any conduct, which is not in the best interest of the company.
- The employee shall take every necessary action to ensure compliance with these guidelines and to bring problems areas to the attention of higher management for review. Violations of this conflict of interest policy shall result in the termination of employment under this agreement, as the breach under this clause shall be construed to be a material breach of this Agreement.

Service Rules and Regulation:

- During the employment with the company, all the full time employees' will be governed by the service rules, regulations, policies and procedures of the company force or as introduced or amended from time to time. The employees' will also be governed by the company's policies and rules regarding leave, provident fund, bonus and ESI/Medical Reimbursement, Leave, Travel Assistance, Misconduct, Indiscipline or/and other matters. The company is also committed to extending the appropriate benefits to the female employees as per the Maternity benefits (Amendment) Act, 2017. Further, the employee during the Employment period shall perform his/her duties with honestly, diligence, orderliness, obedience and faithfulness towards the company.

Expense Reimbursement:

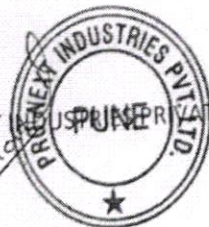
- All expenses incurred by the employee on behalf of the company as authorized, in connection with the duties under this Agreement, shall be reimbursed to you at actuals/ as per the eligibility indicated in the policy, and on upon presenting supporting vouchers/documents. Provided that the expenses to be incurred and to be eligible for reimbursement shall as per the accounting policies of the company laid down by the company from time to time.

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

Sincerely,

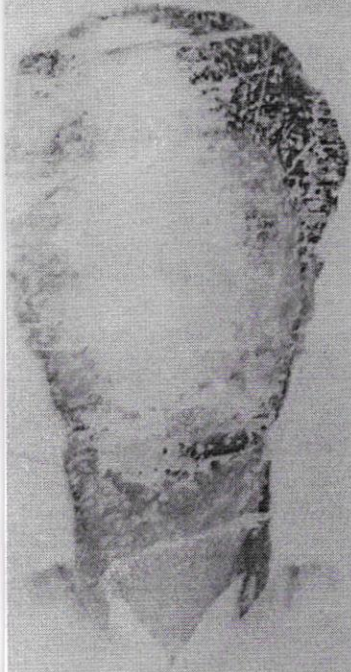
For PRO NEXT INDUSTRIES PVT. LTD.

MANAGER, HR



KODA | VOLKSWAGEN

DA AUTO Volkswagen India Private Limited



610415

PRADIP

PIMPALE

To,

Date: 11.11.2024

Mr. Omkar Abhang

Email: - a9359732065@gmail.com

Subject: - Offer Letter.

Dear Sir,

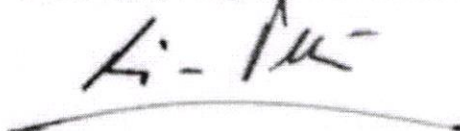
We refer to your application to our Company & the discussions had with you, accordingly we are pleased to offer you a job in our Tool Room Department at our Factory at MIDC Ranjangaon.

The Salary Package has been discussed between us & you shall be paid as per the same.

You are requested to confirm the date of Joining.

Thanking you.

For **Pittie Polymers Pvt. Ltd.**



Director.



PHILIPS

Dear Sonali,

In 2023, we executed the first year of our plan to create value with sustainable impact and together made strong progress.

I'd like to specifically call out three of our key achievements:

1. **Focusing our strategy and making clear choices** – driving greater impact for patients, customers and consumers.
2. **Strengthening our approach to people and patient-centric innovation** – helping to deliver better care for more people.
3. **Improving patient safety and quality, and supply chain reliability, while shifting to our new operating model so we can work more effectively and efficiently** – knowing we have more to do.

Thank you for giving it your all – for your every contribution, big and small, to get us to where we are today. We can be proud of all we accomplished.

An important part of how we recognize performance at Philips is the Annual Compensation Review (ACR). We aim to reward contributions in a fair and competitive way, connected to your People Performance Management (PPM) Rating, which reflects your personal performance and the goals you have achieved.

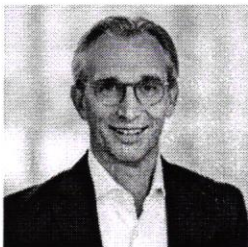
While we accomplished a great deal in 2023, we know we have more work to do. For example, we continue to face challenges to boost order intake and reduce inventory to free up cash. As a team, we all need to further step up in continuing to address these points.

In 2024, our priorities remain:

- safeguarding our license to operate by improving patient safety and quality
- increasing order intake to secure growth
- driving down inventory to build a strong cash position

This year is all about driving impact with care for patients, people and the planet. To do this, we all need to hold ourselves and each other accountable – always being candid about what's going well and where we need to improve.

Let's stay focused on our priorities and continue building momentum.



On behalf of the Executive Committee,
Roy

Roy Jakobs
CEO Philips

2024 Compensation statement

Sonali Anil Galande (70169767)

Compensation Summary

Job Title	Associate Engineer
Current Grade	20
Manager	Sandhya L (70180622)
Assessment on Role Performance and Business Goals (WHAT)	Performing
Assessment on Behaviors (HOW)	Partially Performing
FTE	100%

New Base Salary	INR 447,706.00
-----------------	----------------

Merit (Annual)

Current Base Salary	INR 437,212.80
Merit Increase (Percentage-Amount)	2.4% - INR 10,493.20
New Base Salary	INR 447,706.00
Effective Date	1 April 2024

Disclaimer

All information pertaining to compensation details is confidential in nature. Any unauthorized disclosure of this information to other employees or external parties may be treated as misconduct leading to disciplinary action. Please note that the amounts as displayed above might differ slightly from the amounts displayed in your pay slip due to rounding off rules. The Annual Incentive Payout is based on company performance targets and this includes the minimum bonus payable as per the Payment of Bonus act, if applicable. The above terms and conditions are subject to change depending on company policy.



Ref: REPL\OL\2022

17th May, 2022

ANKIT PRASHANT NAGWADE

PUNE

Dear Ankit,

We are pleased to offer you the position of **Team Leader SMD** at Renu Electronics Private Limited.

We have a performance driven culture and are aligned to our core values of Transparency, Integrity, Meritocracy and Empathy. We look forward to you joining us in growing the same.

We are glad to offer you an annual CTC of Rs 2.2 Lakhs. The breakup of your remuneration is given in this letter below. You will also be eligible for the incentives that are given out by the organization as mentioned there.

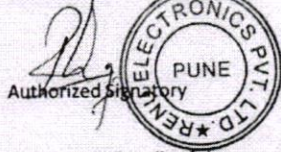
We appreciate your willingness to be a part of Renu Electronics Pvt. Ltd and contribute to the growth journey. All of us globally look forward to welcoming you as a Renu colleague. This is an exciting time for us and we are confident that it will present you with rewarding opportunities for your personal as well as professional goals.

We request you to sign the acceptance in this letter below and revert by 17th April 2022.

In case of any questions, you can contact Tejashree Taware 7262050101

This letter sets the record of the company's offer to you.

For Renu Electronics Pvt. Ltd.



Authorized Signatory

Annexure I : Details of the remuneration

ACCEPTED AND AGREED:

ANKIT PRASHANT NAGWADE

Signature

Date

An ISO 9001 : 2015 and ISO 14001 : 2015 Certified Company

Head Office:-
Survey No. 2/6,
Baner Road, Baner,
Pune - 411045, India.
Tel.: +91 20 2729 2840

Factory:-
Gat No. 1163,
Ghotawade, Tal-Mulshi,
Pune - 412115, India.
Tel.: +91 20 6687 2900

CIN No. U31909PN1990PTC057987

Email : info@renuelectronics.com

Website : www.renuelectronics.com

Annexure - 1

Name: ANKIT NAGWADE	Department :
Location : PUNE	Employee code :

Salary head (Current)	Monthly
Basic+DA	9000
HRA	3600
OTHER ALLOWANCE	2180
Total A	14780
Provident Fund Company Cost	1202
** X Gratia	1232
Gratuity	433
CO ESIC	480
Total B	3347
Cost to Company - Month	18127
Cost to Company -Annual	217524
Hospitalization Insurance	10000
Accident Insurance	2000
Final CTC	229524

*Gratuity will be applicable as per Payment of Gratuity Act, 1972
 Note:

- **Please note that Ex gratia is typically calculated @ of 8.33% of the total salary drawn in previous 12 months, so the actual amount may vary and is purely at the discretion of management.

For Renu Electronics Pvt Ltd

HR Manager



Accepted by

Name: ANKIT NAGWADE

An ISO 9001 : 2015 and ISO 14001 : 2015 Certified Company

Head Office:-
 Survey No. 2/6,
 Baner Road, Baner,
 Pune - 411045, India.
 Tel.: +91 20 2729 2840

Factory:-
 Gat No. 1163,
 Ghotawade, Tal-Mulshi,
 Pune - 412115, India.
 Tel.: +91 20 6687 2900

CIN No. U31909PN1990PTC057987
 Email : info@renuelectronics.com
 Website : www.renuelectronics.com



14th June 2023

Ravindra Nandaram Kharade

A/p- Alegaon Dhumalwasti,
Tal-Daund,
Dist-Pune,
413801

Dear **Mr. Ravindra Nandaram Kharade,**

Offer Letter

This refers to your application for employment and the subsequent interviews with us.

We are pleased to offer you an employment on Fixed Term Contract Basis as "**Technician**" for a period of One Year. During the course of this Fixed Term Contract, you will be deputed to our client's office / project site, i.e., **Blue Star Limited at Cipla, Kurkumbh.**

You are requested to join us on or before **1st July 2023**. Your salary details are provided in the enclosed Salary Annexure.

This offer of employment on Fixed Term Contract has been made basis the information furnished by you. In case of any discrepancies, we retain the right to revoke this offer of employment.

A detailed Appointment Letter specifying terms & conditions of this Fixed Term Contract will be issued to you on your day of joining. Please note that in case you do not join duty within 7 days from the joining date specified hereinabove, it will be presumed that you are no longer interested in taking up this offer of Fixed Term Contract and accordingly, this offer of Fixed Term Employment shall stand withdrawn without any further communication to you.

Yours Sincerely

SHRMER HR & STAFFING SOLUTIONS PVT. LTD.

Amit Arvind Naik Digitally signed by Amit Arvind Naik
Date: 2023.06.15 12:59:37 +05'30'

Authorized Signatory

ENDORSEMENT

I hereby confirm acceptance of this offer for appointment.

Agreed and Accepted by

Signature and date:

Name:

SHRMER HR & STAFFING SOLUTIONS PVT LTD

SB-31, SECOND FLOOR, HIGH STREET CUM HIGHLAND CORPORATE CENTER, KAPURBAWADI, THANE, 400607.
PHONE NUMBER - +91 9136456858 / +91 9503951706 / +91 9136616858. e-mail: shrmer@shrmerhr.com.

Salary Annexure	
Name: Ravindra Nandaram Kharade	
Salary Components	Amount Per Month in INR
Basic Salary	15000
House Rent Allowance	1500
Conveyance Allowance	0
Advance Statutory Bonus	0
Medical Allowance	0
Mobile Allowance	0
On-site Work Allowance	7500
Gross Salary (Per Month) - A	24000
Employer's Contribution to PF	1800
Employer's Contribution to ESIC	0
CTC - B	25800
Deductions - C	
Employee's Contribution to PF	1800
Employee's Contribution to ESIC	0
Professional Tax	200
Total Deductions (Per Month)	2000
Net Payable Salary (Per Month) – (A-C)	22000
Remarks: <u>Income Tax</u>, Professional Tax, Labour Welfare Fund deductions shall be over and above the deductions mentioned herein based on applicability.	

SHRMER HR & STAFFING SOLUTIONS PVT LTD

SB-31, SECOND FLOOR, HIGH STREET CUM HIGHLAND CORPORATE CENTER, KAPURBAWADI, THANE, 400607.
PHONE NUMBER - +91 9136456858 / +91 9503951706 / +91 9136616858. e-mail: shrmer@shrmerhr.com.

AUTOCOMP CORPORATION PANSE PRIVATE LIMITED



Reg. Office : Gat No. 392/2, P.O. Mahalunge, Talegaon Chakan Road, Tal. Khed, Dist. Pune - 410 501, INDIA
Ph. : +02135 - 638300/01, CIN No. : U34300PN2006PTC021964
E mail Id : corporate@pansegroup.com Website : www.pansegroup.co.in

ACPPL/P&A/2023-24

Date: 1st April 2024

To,
Mr. Rushikesh Rokade
Pune

Subject: Appointment Letter

Dear Mr. Rokade,

With reference to your application and subsequent Interview you had with us, we are pleased to appoint you as "Jr. Executive – HR & Admin" with effect from 1st April 2024 in our organization on the following terms and conditions

- 1) The details of salary are already explained to you and also attached as Annex A.
- 2) You will be on Probation for a period of Six months. During this period of probation your service can be terminated by either party, with or without assigning any reason, but after giving Two months' notice in writing to the other party. After completion of period of probation your service will be continued to be on probation till company communicates to you in writing about your confirmation.
- 3) You will be covered under PF and Group Insurance scheme as per the normal practice of the company. You will be eligible for Bonus & Gratuity as per provisions of the relevant statute on fulfilling the eligibility criteria.
- 4) You shall devote your entire energy and time to attend to your duties/responsibilities/assignments, efficiently/faithfully/sincerely/diligently and promptly with due care and diligences to the best of your abilities and make your best efforts to use your knowledge and skill in the areas of your duties and responsibilities. In case of urgency/emergency or as & when instructed by your superiors to meet exigencies of work, you will be under obligation to attend to the responsibilities/work assigned to you, even beyond your normal working hours.
- 5) You shall do/act/discharge and carry out whatever assignments and task assigned to you by your superiors in connection with your duties and responsibilities to their fullest satisfaction. You shall abide by the instructions of your superior regarding work/conduct and behavior while on work. Your Job description, Key Result areas and Performance indicators will be explained to you on your joining this company.
- 6) You will be eligible for Leave with Wages and Paid Holidays, as per rules of the Company. You will abide by the code of conduct of the company.

Cont. ...2...

A handwritten signature in black ink, appearing to be "Rushikesh Rokade", written over a circular stamp or mark.

AUTOCOMP CORPORATION PANSE PRIVATE LIMITED



PANSE

Reg. Office : Gat No. 392/2, P.O. Mahalunge, Talegaon Chakan Road, Tal. Khed, Dist. Pune - 410 501. INDIA

-2-

Ph. : +02135 - 638300/01, CIN No. : U34300PN2006PTC021964

E mail Id : corporate@pansegroup.com Website : www.pansegroup.co.in

- 7) Your services are liable to be transferred to any of the Associate/Subsidiary /Allied companies/Sister concerns/to the other factories/Offices of this company or at sites or to the clients anywhere in India and abroad, at the complete discretion of the Management. In such an event, conditions will be governed as applicable to the relevant establishment.
- 8) Your employment is subject to your remaining physically and mentally fit and till you discharge the duties assigned to you and responsibilities entrusted upon you to the satisfaction of your superiors.
- 9) It may be noted that the increments are not automatic but they are subject to satisfactory work, regular attendance and the cordial relations with everyone concerned. It will have relation with performance management scheme of company.
- 10) The company may depute you anywhere in India or abroad for rendering services on behalf of company or on the job training on various projects, may require to participate in various deliberations in conferences, seminars, symposiums etc. for enhancing knowledge& skills about modern techniques, in such an event you shall execute the required agreements/ surety bonds etc. as per rules of the company.
- 11) You shall not be employed or associated with or interested directly/ indirectly in any Competitor, same and similar trade/business/industry, employment Part-time/Full Time/Pursue Professional/Educational Pursuit, with or without remuneration or pursue and other occupation during the period of your employment with our organization without written consent of the Management of the Company.
- 12) You will not divulge or disclosed any information regarding work force, clientele manufacturing techniques, processes, design or Business secrets of our company, source codes, passwords and details regarding software/ hardware of our IT systems, database email address etc., to any outside agency or person except with prior permission of the company. You shall keep and cause to maintain total secrecy in these respects.
- 13) On Confirmation either party can terminate your service after serving three months written notice to other party or payment of amount equivalent to the salary for the period of notice falling short. Company reserves its right waiving of the notice period required to be given by you entirely or partly at the discretion of the Management. The company reserves its right to discontinue you without notice if found involved in untoward and unethical practices or behavior or under moral turpitude.

Contd. ..3..

AUTOCOMP CORPORATION PANSE PRIVATE LIMITED



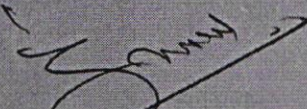
Reg. Office : Gat No. 392/2, P.O. Mahalunge, Talegaon Chakan Road, Tal. Khed, Dist. Pune - 410 501, INDIA
Ph. : +02135 - 638300/01, CIN No. : U34306PN2006PTC021964
..3.. E mail Id : corporate@pansegroup.com Website : www.pansegroup.co.in

- 14) On your Separation from the employment of the Company for what so ever reason you shall handover all documents/drawings/plans/equipment/tools/ files / correspondence etc. and or assets belonging to the company but were given in your possession or custody etc. to the officials nominated by the Company and obtain " No Dues Certificate" for complete handover of the charge assigned to you. The Company shall have lien over your accrued rights of salary and other financial dues etc. till you obtaining of the said certificate.
- 15) You shall retire from the service of the company on attaining the age of 58 years. Your date of birth as per company's record is 27/08/2001.
- 16) You are required to communicate your latest mailing address from time to time, failing which the last known address on company's record will be taken as current address for all communications to you.

We look forward for long and happy association with you. Please sign the copy of this letter in token of you are accepting the terms and the conditions mentioned in this letter and return the same to us.

Thanking You,

Yours faithfully,
For Autocomp Corporation Panse Pvt Ltd.



Authorized Signatory

I have read the terms and conditions stated above, I have understood the same and I accept them in totality . . .

Rushikesh Rokade
Pune

Rushikesh Rokade		Chakan 3	
Designation		Jr. Executive	
Dept:		Hr & Admin	
CTC per annum		310000	
Variable Pay			
CTC PA		310000	
CTC PM		25833	
Basic		15000	
HRA		6000	
LTA			
Fuel All.			
Other Allow.		1729	
Gross Salary		22729	
Co. PF		1800	
ESIC (Gross upto 21000/-)		0	
BONUS		583	
GRATUITY		721	
CTC Pm		25833	
CTC PA. (Fix)		310000	
Emp Deduction:			
PF		1800	
ESIC		0	
PT		200	
I. Tax			
Take Home		20,729	
Total CTC (Fix+variable)		310000	

0

Note:

1. Payment of Gratuity subject to fulfillment of condition under the Payment of Gratuity Act, 1972.
2. CTC Structure may be revised in the various components & allowances as per the proposed statutory amendments, without any change in the CTC amount.



April 29, 2024

Mr Aniket Patole
AT.PO.Belawandi,Tal.Shrigonda, Ahmednagar 413702

Dear Aniket,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as Engineer - Maintenance, with our business unit, Tata AutoComp Systems Limited - Interiors and Plastics Division, in Grade B2, on the following terms and conditions:-

You will be on probation for a period of six months from the date of commencement of your employment. Such probation shall be confirmed in writing by the company subject to satisfactory performance during this period.

At present you will be posted at our Bhosari plant. However, your services are liable to be transferred to any other department, work sites, offices, branches, factories associate or group companies anywhere in India / outside India depending upon the exigencies of work.

Matters pertaining to your remuneration are treated in strictest of confidence by the Company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

Your appointment is subject to your being certified fit by our Medical Officer and clearance of Background Verification.

You will join the Services of the Company on or before June 03, 2024. You are requested to bring the following documents along with you, at the time of joining.

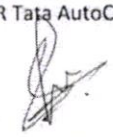
- (a) A photocopy of Certificates each of proof of Age, Qualification and Experience.
- (b) Five copies of your recent Identity Card size & one copy of stamp size color photograph.
- (c) A photocopy of Relieving letter from your previous Employer.
- (d) Photocopy of documents showing account number of Provident Fund & Family Pension Account if any.

Please contact HR Department on the date of joining in General Shift to complete the joining formalities.

Please sign and return a duplicate copy of this letter in token of your acceptance of the terms contained herein and let us know the date on which you will join our services.

We look forward to having a long-term association with you.

Yours faithfully,
FOR Tata AutoComp Systems Limited - Interiors and Plastics Division


S. Anantha Rama Krishnan
Senior General Manager - HR

I have read and understood the terms and conditions mentioned above and in the annexure I and II. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the engagement on the said terms and conditions. By accepting this offer, I authorize TATA Autocomp Systems to verify the documents from an outside Background Screening Agency, which includes my current/previous Employment history, Educational / Professional Credentials and my Criminal background check.

Signature and name : _____ Date : _____

TATA AUTOCOMP SYSTEMS LIMITED

INTERIORS AND PLASTICS DIVISION

Survey Nos. 235 and 245 Village Hinjawadi Tal Mulshi Pune 411 057 Maharashtra India

Tel: 9120 66522111, 66522345 Website: www.tataautocomp.com CIN: U30204PN1995PLC158999

Registered Office : TACO House Damle Path Off Law College Road Pune 411 004 Maharashtra India

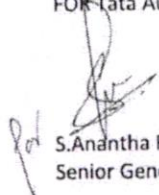


Annexure II - Compensation Structure

Name : Mr Aniket Patole
Grade : B2

Sr. No	Components	Per Month	Per Annum
A	Monthly Components		
1	Basic Salary	16,000.00	192,000.00
2	House Rent Allowance	4,800.00	57,600.00
3	Conveyance Allow	1,600.00	19,200.00
4	Personal Pay	8,298.00	99,576.00
5	Medical Allowance	1,250.00	15,000.00
6	Leave Travel Allowance	1,333.00	15,996.00
	Total Gross Pay	33,281.00	399,372.00
B	Annual Benefits		
1	Bonus / Ex-gratia		7,000.00
	Total Annual Benefits		7,000.00
C	Annualized Retirals		
1	Provident Fund		23,040.00
2	Gratuity		9,240.00
	Total Annualized Retrials		32,280.00
	Total Cost to Company (A + B + C)		438,652.00

FOR Tata AutoComp Systems Limited - Interiors and Plastics Division


S. Anantha Rama Krishnan
Senior General Manager - HR

Mr Aniket Patole

TATA AUTOCOMP SYSTEMS LIMITED

INTERIORS AND PLASTICS DIVISION

Survey Nos. 235 and 245 Village Hinjawadi Tal Mulshi Pune 411 057 Maharashtra India
Tel: 9120 66522111, 66522345 Website: www.tataautocomp.com CIN: U30204PN1995PLC158999
Registered Office : TACO House Damle Path Off Law College Road Pune 411 004 Maharashtra India

01st September 2023

Personal and Confidential

Swapnil Ajaykumar Gaikwad

Employee ID: 930448

Dear Swapnil,

Sub: Pay Revision & Contract Extension

This is in reference to your appointment letter dated 27th September 2022 with Hays Specialist Recruitment Private Limited.

We are pleased to inform you that your contract has been extended for 12 months & end date as per Annexure A of contract of employment will now be 26th September 2024.

Your revised remuneration with effect from September 27, 2023 will be as follow:

Components	Monthly Amount (in Rupees)	Annual Amount (in Rupees)
(i) Basic & Allowances		
Basic		
HRA	36,254	435,050
Bonus	18,127	217,525
Special Allowance	10,000	120,000
	37,364	448,369
(ii) Employer's deduction		
PF	1,800	21,600
Insurance (GPA+GTL)	38	456
A. CTC (i+ii)	103,583	1,243,000
(iii) Employee's deduction		
PF	1,800	21,600
Professional Tax	200	2,400
B. Take Home (i+ii+iii)	99,745	1,196,944

- All other terms and conditions will be as per your original Contract of Appointment.

Yours Sincerely,



Subramanian, K
Head - Hays Enterprise Solutions, India

Accepted by

Swapnil Ajaykumar Gaikwad

Date:06-07-2024

Ref:FHHTIMDPL/FXBL/2078/Engineering Project Management_Eng_FXBL/EPM Commodity
Section_FXBL/2024

To,
Mr Kiran Balu Supekar
Daund - Jamkhed Road
Shrigonda,
Ahmednagar,Maharashtra-413701

Dear Kiran Balu Supekar

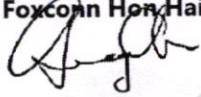
Sub: Offer Letter for the Position of "**Sr.Engineer**"

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment in our company as "**Sr.Engineer**" as per the terms agreed mutually and your annual CTC will be ₹924,000 as per Annexure. The detailed appointment order will be given to you at the time of your joining.

You will be based at our Bangalore office. You should be prepared to work anywhere in India. The company reserves the right to transfer you to any office, department or establishment forming a part of our company.

Please sign and return the duplicate copy of this letter as token of acceptance of terms of this letter and you are required to join us on or before **28-08-2024** failing which this offer will be treated as cancelled. We welcome you to our organization and look forward to a long and mutually beneficial association with us.

Foxconn Hon Hai Technology India Mega Development Private Limited



CHU SHUO-CHIH
Director
DIN:09534674

DECLARATION:

I accept the terms of this offer letter (Including Annexure) issued by Foxconn Hon Hai Technology India Mega Development Private Limited, I Will be reporting for duty on 28-08-2024.

Signature of **Kiran Balu Supekar**

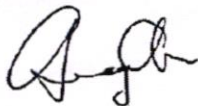
Name : Kiran Balu Supekar
Designation : Sr.Engineer
Grade : ENG 4
Department : Engineering Project Management_Eng_FXBL
Location : Karnataka

Particulars	Monthly	Annual	Remark
Basic Salary	27,100	325,200	
House Rent Allowance	13,550	162,600	
Conveyance Allowance	2,710	32,520	
Special Allowance	2,710	32,520	
Medical Allowance	2,710	32,520	
Leave Travel Allowance	5,420	65,040	
City Compensatory Allowance	9,000	108,000	*See below of No.10
Gross Pay (A)	63,200	758,400	
Key Position Allowance	12,000	144,000	*See below of No.11
Employer Provident Fund	1,800	21,600	*See below of No.7
Employer ESIC	0	0	*See below of No.7
Subtotal (B)	13,800	165,600	
Grand Total (C = A+B)	77,000	924,000	

NOTE:

1. EPF deduction will be made at the rate as per prevailing EPF Act.
2. ESIC deduction will be made at the rate as per prevailing ESIC Act.
3. Income Tax deduction will be made as per prevailing Income Tax Act.
4. Gratuity will be paid as per Gratuity Act.
5. If not covered under ESIC, you are eligible for Company Group Medclaim Policy.
6. You are eligible for company yearly Performance appraisal system.
7. Company contribution to EPF/ESIC will be the maximum limit as per prevailing Act. Rules.
8. Employer shall be entitled to change or modify the Salary Structure from time to time according to need.
9. Initial Training will be in Tamil Nadu (Chennai) and work location will transfer to Karnataka (Bangalore).
10. City Compensatory Allowance applicable to Bangalore work location.
11. Key Position Allowance applicable to NPI - Technical Key Persons. If transfer to other Department this allowance will be cancel.
12. ₹5 Per day will be deducted for Canteen.
13. If any false statements or documents submitted, the offer will be revoked.

Foxconn Hon Hai Technology India Mega Development Private Limited



CHU SHUO-CHIH
Director
DIN:09534674

Signature of **Kiran Balu Supekar**

DriveSys Systems Private Limited

(A wholly owned subsidiary of ZF Steering Gear (India) Ltd)

Regd. Office : Gat No. 1242/44, Village Vadu Budruk, Tal. Shirur, Dist. Pune - 412216 (India)

Address (Works) : Plot No. E-3/1, Supa Parner Industrial Park, Tal. Parner, Dist. Ahmednagar 414301 (India)

Tel: (02137) 305100, Fax: (02137) 305302, Email: DriveSys@zfindia.com

Corporate Identity Number (CIN): U34100PN2022PTC210785

DATE : 01-Apr-2024

MR. PARVEJ SHAIKH
AT POST LONI VYANKNATH
TALUKA SHRIGONDA
DISTRICT AHMEDNAGAR

DEAR MR. PARVEJ SHAIKH

With reference to your application dated 01-Apr-2024 and the subsequent interview you had with us, we are pleased to offer you appointment as JUNIOR ENGINEER with effect from 01-Apr-2024 on the following terms and conditions.

SALARY, PERQUISITES & BENEFITS:

Your remuneration will be as follows. You are expected to keep the remuneration strictly confidential and not to share this information with others.

Component	Rs. Per Month	Rs. Per Annum	GRADE : O01
Basic	12000	144000	
Conveyance Allowance	1680	20160	
House Rent Allowance	2576	30912	
Education Allowance	480	5760	
Misc. Allowance	371	4452	
Leave Travel Allowance	1680	20160	(As per the Company Rules)
Uniform Maintenance Allowance	800	9600	
Food Coupons	0	0	
Bonus	1400	16800	Applicable as specified under the applicable Bonus Act.
Sub Total (A)	20987	251844	
PF	1800	21600	Company Contribution to PF is taken @ 12 % of Rs. 15000 or actual Basic whichever is less as specified under applicable EPF ACT
Gratuity	576	6912	Gratuity contribution is taken @ 4.8% of Basic.
E.S.I.	637	7644	Company Contribution to ESIC if applicable is taken @ 3.25% of Monthly Total.
Sub Total (B)	3013	36156	
Total	24000	288000	
VARIABLE PAY	0	0	
TOTAL	24000	288000	

OTHER TERMS & CONDITIONS:

1. You will be on a probation for a period of SIX months from the date of joining our services. This period may be further extended by the management, if found necessary. During your probation period, if your work or conduct is not found suitable or satisfactory, your services are liable to be terminated and the Company may give 30 days notice or salary in lieu thereof. Also if you decide to resign during the probation period, you will have to give a 30 days notice or pay in lieu of such notice. However no notice or pay in lieu thereof will be applicable if your services are terminated due to misconduct of any nature on your part. During the probation period, you will not be entitled to avail of any leave with pay. After completion of the probation period, if your work performance is up to our expectations, your services may be confirmed. Till you are informed in writing about your confirmation, your services will continue to be on probation.

2. Present Place of Posting/ Transfer: DRIVESYS - SUPA

You are liable to be transferred to any of our offices / factories, existing or future, in the country, and you may be assigned different duties from time to time, depending upon the needs and priorities of the organization.

3. Foreign Training:

For any foreign training, you will be required to sign a bond. If you leave the Company before completion of three years from the date of deputation to training, you will be liable to pay to the Company a sum equal to yearly gross emoluments.

4. Leave:

If confirmed, you will be entitled to casual / sick / Earned leave, as per the rules of the Company.

5. 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.

6. Termination:

After confirmation, if you decide to leave the employment or if the Management decides to terminate your services, 90 days notice or pay in lieu thereof, shall be given by either party.

DriveSys Systems Private Limited

(A wholly owned subsidiary of ZF Steering Gear (India) Ltd)

Regd. Office : Gat No. 1242/44, Village Vadu Budruk, Tal. Shirur, Dist. Pune - 412216 (India)

Address (Works) : Plot No. E-3/1, Supa Parner Industrial Park, Tal. Parner, Dist. Ahmednagar 414301 (India)

Tel: (02137) 305100, Fax: (02137) 305302, Email: DriveSys@zfindia.com

Corporate Identity Number (CIN): U34100PN2022PTC210785

7. Duties and Responsibilities:

The Company will expect you to work with a high standard of initiative, 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 agree that you will at all times, faithfully and industriously and to the best of your ability, experience and talents, perform all of the duties that may be required of and from you pursuant to the terms of this Agreement.

You shall also perform such further duties as are incidental or implied from the foregoing, consistent with your background, training and qualifications or may be reasonably delegated as being in the best interests of the Company

8. You shall keep confidential all the information and material provided to you by the Company or by its customers concerning their affairs, in order to enable the Company to execute their orders. 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 continue on termination or cancellation of this appointment.

9. You will also not undertake or carry out any other business, trade or profession or consultancy whatsoever during your employment with the Company.

10. This appointment is subject to your being found and remaining medically fit, both physically and mentally.

11. Your appointment will be governed by the Company's service and conduct rules and regulations in force from time to time including any amendment or variation thereof.

12. Should we find at any stage any information given by you is wrong / false or if we find that you have hidden any information, you will stand liable for action including termination of your service.

13. Any change in your local address as well as permanent residential address shall be notified by you in writing forthwith to the Company. All communication will be addressed to you on the last address notified by you and it will be deemed for all purposes that you have received such communication sent to you within the normal time taken by the postal authorities.

At the time of joining duty, please submit self attested copies of your PAN card, Aadhar card, educational certificates and testimonials along with the originals for verification, your savings bank account number, and a latest passport size photograph to HR Department at the time of joining.

Please sign and return the duplicate copy of this letter in acceptance of the above terms and conditions.

Yours faithfully
FOR DRIVESYS SYSTEMS PVT. LTD.

AUTHORISED SIGNATORY

.....
ACKNOWLEDGEMENT & ACCEPTANCE:

I have read and understood the above terms and conditions and hereby signify my acceptance of the same.
I shall join the duty on _____.

Signature:

Name:

Date:

This letter of appointment shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within 15 days from issue of this letter.

Date: 01 Sep 2022

Mr Rajaram Dnyandev Walunj
A/p Takali Kadewalit Tal Shrigonda Dist

Ahmednagar 413701

Employee No: 2563094

Dear Mr Rajaram Dnyandev Walunj

Appointment Letter

We are pleased to appoint you in our organization as Engineer Testing Validation TLC subject to the following terms and conditions:

1. Your contract will commence from 01 Sep 2022 and expire on 31 Aug 2023 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Sep 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The nature of your relationship with TeamLease will be that of contract of service from 01 Sep 2022 to 31 Aug 2023 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
- 14.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

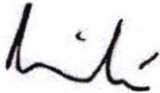
TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

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

For **TEAMLEASE SERVICES LIMITED**

Accepted and Agreed



(Authorized Signatory)

Signature and date:

Name: RAJARAM DNYANDEV WALUNJ

Salary Annexure

Employee No: 2563094

Particulars	Amount
Basic	18000
House Rent Allowance	3800
Monthly LTA	725
Employer PF Contribution	1800
ESIC - Employer	648
Insurance	521
Other Allowance	4205
Statutory Bonus	1495
Total Amount	31194
Amount In Words(Rs)	Thirty One Thousand One Hundred Ninety Four Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	18000
House Rent Allowance	3800
Monthly LTA	725
Other Allowance	4205
Statutory Bonus	1495
Gross Earnings	28225
DEDUCTIONS *	Amount
Employee ESI	150
Employee PF	1800
Professional Tax	200
Total Deduction	2150
Net Salary	26075

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

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

Note : This statement is only for the purpose of information and is illustrative in nature



Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning> The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace

****This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.****

Doc ID: TL/B9F8E29E69C

OFFER OF EMPLOYMENT

Ref.: Telephonic Interview

Date: 12/08/2024

To,
Miss. Monika Lagad (91 9322294977)
Email: monikalagad2205@gmail.com

It is our pleasure to extend the following offer for Employment to you on behalf of **CONTROL AND AUTOMATION SYSTEMS**.

Job Title: JUNIOR AUTOMATION ENGINEER. / JOB LOCATION: PUNE

Job Description: The nature of your job and responsibilities will be as follows:

- Perform various other testing/automation duties as assigned by Management.
- Must be perfect in Project Documentation.
- Job involves engineering of the systems and processes, thus your interest in understanding the new systems and processes is a must.
- Normally office hours will be 9 am to 6 pm from Monday to Saturday.
- Job involves extensive travelling all over India and Abroad.
- Flexible working hours is a prime need in this job. You shall be able to work under pressure.

Your job responsibilities will include -

- PLC Programming, Commissioning, Software Development, Logic testing, Modification.
- PLC Software Development for Complete Process / Designing and testing automation equipment and processes / Eliminating defects and errors with product and software development. Reading and interpreting the logical flow diagram. Testing the program using automation equipment for its reliability. Troubleshooting any faults in the system.
- SCADA Static and Dynamic Screens Development.
- Testing and Commissioning of the System as per ITP.
- You will be part of a team focusing on automation of an identified set of integration tests, checking they run correctly and working within the infrastructure.
- Develop and maintain strong working relationships with other Services, Network Solutions functions and customers to expedite delivery.
- Complete software programming and hardware/software design using established standards as required. Provides detailed information to communicate design and operation to consultants, clients and contractors as applicable.
- Effectively communicating the status of projects to management and actively pursue additional work through scope changes and change orders.
- Assists with the selection, ordering and delivery of software and hardware for the assigned projects.
- Assists in communicating both technical and business-related issues to clients and management.
- Assumes a primary role in the commissioning and testing of all systems defined under our scope of work. Validates complete system functionality and troubleshoots issues with contractors and clients to ensure proper operation.
- Provides site specific software training for owners and operators as required.

CTC & Salary Structure:

CTC Calculations			
Sr No.	Particulars	Break-up Monthly (INR)	Break-up Yearly (INR)
A	Basic Wages	15,000.00	1,80,000.00
B	HRA	1,500.00	18,000.00
	Conveyance / Telephone Allowances	1,032.00	12,384.00
	Wages Sub Total (B)	2,532.00	30,384.00
C	Gross Wages (A + B)	17,532.00	2,10,384.00
	Employer's P.F Contribution @13%	1,950.00	23,400.00
	ESI @ 3.25%	569.79	6,837.48
D	Total Statutory Wages Per Month Cost (D)	2,519.79	30,237.48
E	Performance Variable Pay**		
	Retention Bonus		
F	TOTAL CTC (C + D)	20,051.79	2,40,621.48

Monthly Salary Structure			
Sr No.	Particulars	Break-up Monthly (INR)	Break-up Yearly (INR)
A	Gross Wages (A + B)	17,532.00	2,10,384.00
B	Deductions		
	PF - 12%	1,800.00	21,600.00
	ESI - 0.75%	131.49	1,577.88
	Mediclaime	400.00	4,800.00
	Professional Tax	200.00	2,400.00
	Total Deduction	2,531.49	30,377.88
C	Net Salary (A - B)	15,000.00	1,80,000.00

Non-Compete Agreement:

- ❖ Our standard non-competency agreement to be signed prior to start of a job.

Probation Period:

- ❖ Probation period will be 3 months from the date of joining which may extend to further maximum upto 3 months.

Working hours and office timings:

Head office : Pasaydan, Plot No. 72, Sector No. 24, PCNTDA, Nigdi, Pune – 411044, MH, INDIA.
 Email : kishor@cnaIndia.in / sohan@cnaIndia.in Phone No: +91-9967366092 / +91-8600005548



Sigma Electric Manufacturing Corporation Pvt. Ltd.
Chakan, Pune - 410501.

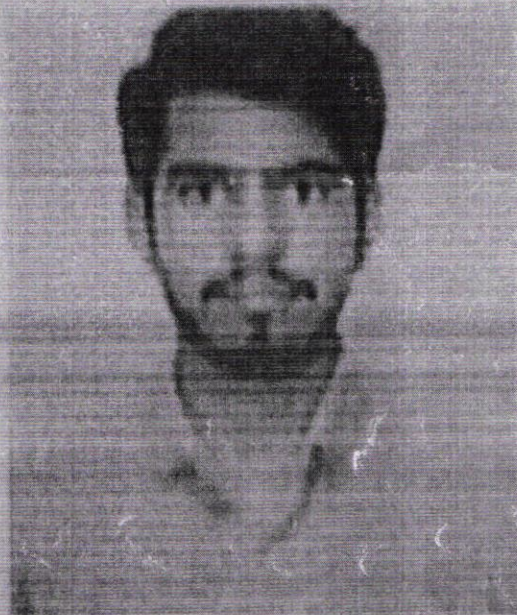
Pay Slip for February 2023

Emp No Name Department Location Bank Name Bank A/c No ESIC No	385730 Babar Ketan Balasaheb UNIT-IV HDFC Bank 50100564711462 3314559041	Payable Days Basic Rate Old P.F. No. UAN Date of Joining PAN Grade	28 11-NOV-2022 LHLPK9994G DET-1		
Attendance	Total Days: 28.00 Worked Days: 24.00	W-Off: 4.00 Paid Days: 28.00	PH: .00 CL: .00 EL: .00 LWP: .00 OT Hrs .00 SL: .00 LE: .00 Adj Days: .00		
Earnings	Current Month	April-to-date Earnings	Deductions	Current Month	April-to-date Deductions
ATTENDANCE ALL STIPEND ADVANCE STATUTORY BONU DET RETENTION PAY ARR. ATTENDANCE ALL ARR. STIPEND ARR. ADVANCE STATUTORY E	5,800.00 8,985.00 1,232.00 .00 3,207.00 1,793.00 -2,479.00	14,261.00 25,271.00 6,731.00 1,253.00 3,207.00 1,793.00 -2,479.00	E.S.I. PROFESSIONAL TAX LWF CANTEEN MEAL SALARY PAYABLE	149.00 300.00 .00 65.00 390.00 2,262.00	336.00 850.00 12.00 180.00 1,095.00 2,262.00
TOTAL EARNING :	18,538.00	50,037.00	TOTAL DEDUCTION :	3,166.00	4,735.00
Net Pay: Rs.	15,372.00 (Rupees Fifteen Thousand Three Hundred Seventy-Two Only.)				
BALANCES:					
Message:					

leaddec

Maharashtra CLRA Rules
FORM X (See Rule 57)
Identity Card

1. Name of Establishment :
Leadec India Pvt. Ltd.
2. Employee Name : Omkar Ashok Babar
3. Age : 23 DOB: 22-04-2000
4. Sex : Male
5. Date of entry in service : 12-06-2023.
6. Designation : Jr. Engineer
7. Department : Operation
8. Employee ID: 11410



A handwritten signature in black ink, appearing to read 'H. S. Kulkarni', written over a horizontal line.

Employee Signature Authorized Signatory

Emergency Contact - 9158004126

03-July-2023

Mr.Ashish Tilak Bagate
Pabal, Pune
Pune
Shirur Pune
Pin-412403

Subject: Letter of Offer

Dear Mr.Ashish Tilak Bagate,

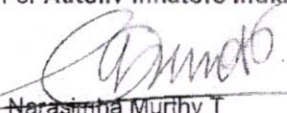
With reference to your application and the subsequent interview that you have had with us, we are pleased to offer you a position of **Operating Engineer Trainee** with initial posting at Pune with the following Terms & Conditions.

1. You will be eligible for the salary and other fringe benefits as per the ANNEXURE-1 & 2.
2. The Compensation & Benefits are confidential in nature between employee and employer, under no circumstance's employee is authorized to disclose their information orally or in writing to anyone unless and otherwise written approval is obtained from HR department. If any deviation to this will be viewed as violation of Autoliv ethical guidelines and will be dealt accordingly.
3. This offer is subject to you are medically found fit by the recognised Medical practitioner as advised to you in the introduction letter.
4. Your Appointment is subject to verification of correctness of Educational Qualification and authenticity of Employment certificate/s furnished to the Management after joining.
5. The formal Appointment Letter will be issued to you on your joining duty which should be not later than **05-July-2023**
6. Initially you will be on Training for a period of Twelve months from the date of your joining. During Training, your employment will be subject to termination at any time by **30 days'** notice given in writing by either side.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of the assignment.

We welcome you to our organization and sincerely hope that your association with the company will be of mutual benefit and satisfaction.

Yours truly,
For Autoliv Inflatos India Private Limited


Narasimha Murthy T
Vice President – Human Resources.

ACCEPTED

Name: Mr. Ashish Tilak Bagate,

ANNEXURE 2

Total Rewards and Benefits

The Autoliv Inflaters India total rewards and benefits policy is designed to provide best in-class benefits to you.

Apart from your salary, you are also entitled to numerous monetary and non-monetary benefits. Some of the most significant ones are listed below for your quick reference.

1. Benefits under CTC

- ✓ **Provident Fund:** As per Employee Provident Fund Act 1952
- ✓ **Statutory Bonus / Ex gratia** is payable minimum of 8.33% to maximum of 20% of the employee's salary earned during the accounting year, as per the provision of Payment of Bonus Act 1965.
- ✓ **Gratuity** is payable as per the Payment of Gratuity Act 1972 & As per Company Policy.

2. Over and above CTC Benefits

Attendance Bonus and shift allowance will be paid as per company policy.

Insurance Coverage: You will be covered under the following Insurance Policies as per presently available scheme. All these Insurance schemes / any of the below Insurance may be withdrawn/ cancelled / coverage limit may be altered at any point of time at the Management discretions. The same is voluntary coverage by the Company and is not compulsory / statutory except EDLI Scheme.

- ✓ **ESIC / Group Mediclaim Insurance:** Employees covered under ESIC will be benefited through ESIC. Employees under Non-ESIC Covered up to INR 2 Lakh Annual Hospitalization expenses for self, spouse & you're Children. Additionally, parent's coverage option is available at subsidized premium.
- ✓ **Group Personal Accident Insurance:** Life Insurance coverage for self, up to 8 Lakh Sum Assured. Eligibility for this benefit is as per Insurance Scheme.
- ✓ **Employee Compensation Act & its Benefits:** "Compensation in case of 'Employment Injury: If you are covered under the ESI Act, you will be entitled to the benefits under the said Act in respect of any employment injury. If you are not covered under the ESI Act, you will be entitled to receive compensation, in respect of the injuries which you may suffer in the course of employment or out of employment, in accordance with the provisions of the Employees' Compensation Act. In order to ensure that you get the full benefit of the Act, the Company has obtained the Insurance Policy to cover its liability under the above Act."
- ✓ **Group Term Life Insurance (GTLI):** It provides a lump sum benefit in the unfortunate event of Death. The coverage is 5 times of CTC or 5 Cr whichever is less. Additionally,
 - Critical Illness risk coverage (Benefit) incorporated in GTLI Policy

3. General Conditions

Working Days: 6 Days per Week

Leaves: As per Company Policy, it may change time to time.

Age of Retirement: As per Certified Standing Order / Service Rules of the Company. For this purpose, the date of birth declared by you is 15-Feb-2001 final.

Service Condition: Governed by Certified Standing Order / Service Rules of the Company & Autoliv Code of Business Conduct & other policies of Autoliv.



AUTOLIV-IPI

Autoliv

Payslip for the month of February 2024

Employee Code	10153103	Employee Name	Ashish Tilak Bagate
Location	Pune	Department	Production
Designation	Operating Engineer-Trainee	Employee Category	Associate
Work Category	Direct Prod Workers	Job Band	D
Job Sub Band	1	Bank Name	HDFC Bank
Bank Account Number	50100516931639	PF Account Number	BGBNG21844070000010075
Permanent Account Number	ELVPB1595K	Date of Joining	07 Jul 2023
Days Worked	29	LWP	0
Arrears Days	0	Esic Account Number	3315361694
UAN Number	101978311937	LOP hours	0
Overtime hours	0	Leave EncashmentDays	0
Tax Regime	Old Tax Regime		

Earnings			Deductions	
Particulars	Rates/Month	Amount	Particulars	Amount
Basic Salary	15,500.00	15,500.00	Professional Tax	300.00
House Rent Allowance	775.00	775.00	Provident Fund	1,860.00
Other Allowance	485.00	485.00	ESIC	134.00
Attendance Bonus Payment	0.00	1,000.00	Canteen Recovery	480.00
Total Earnings	16,760.00	17,760.00	Total Deductions	2,774.00

In words (₹) : Fourteen Thousand Nine Hundred Eighty Six Only	Net Salary : 14,986.00
---	------------------------



TM4

Yash
Bagale



Employee Details :

Employee ID : TL00007

*This card is the property of Dana and
if found, should be returned to the
aforementioned address.*

Dana TM4 India Pvt. Ltd.

Gat No. 51-59, Village Bhambholi

Taluka - Khed, Chakan,

Pune, Maharashtra - 410 501

**TM4™****Dana Tm4 India Private Limited**Gate No.51-59
Village Bhambholi
Taluka Khed, Chakan
Pune, Maharashtra 410501**Pay Slip for February 2024**

EmpNo	TM00324	Payable Days	29
Name	Yash Bagale	Date of Joining	14-07-2023
Designation	Junior Engineer	P.F. No.	PUPUN2092119000/0000010303
Bank Name	ICICI Bank	E.S.I. No.	
Bank A/c No	050801585957	PAN	FKGPB5914M
		UAN	101975250178
		Arr Days	0

Earnings	Current Month	Year To Date Earnings	Deductions	Current Month	Year To Date Deductions
Basic	11,592.00	85,619.00	Provident Fund	1,800.00	14,132.00
HRA	5,796.00	42,809.00	Profession Tax	300.00	1,700.00
Special Allowance	8,889.00	65,654.00	Labourt Welfare Fund	0.00	12.00
Monthly Bonus	1,500.00	11,079.00	Food Deduction	280.00	2,069.00
Other Earning Taxable	0.00	1,000.00	Transport Deduction	500.00	3,692.00
Adhoc Allowance	780.00	5,761.00			
Arrears-Basic	0.00	-760.00			
Arrears HRA Wages	0.00	-380.00			
Arrears Special Allowance	0.00	-582.00			
Arrear Bonus	0.00	-98.00			
Arrears Adhoc Allowance	0.00	-51.00			
Total	28,557.00	210,051.00		2,880.00	21,605.00

Net Pay : Rs. 25,677.00 Rupees Twenty Five Thousand Six Hundred Seventy Seven Only.

"This is a Computer Generated Pay Slip Hence No Signature Required."



www.dana.com/TM4
DANA TM4 INDIA PVT. LTD.
201/202, Chakan Branch
Tal. Chakan, Chakan, Pune
Maharashtra - 411 001
CIN: U28199MH2009PT0158701
Office: +91 20 33 834617

14th July 2023

To,
Yash Rajendra Bagale
34 Matoshri, Jay Bhavani Chouk,
A/P Kashti, Tal Shriginda, Ahmednagar
Maharashtra - 414701

Subject: Offer Letter

Dear Yash,

Congratulations!

I am pleased to extend you an offer to join Dana TM4 India Pvt. Ltd. Your role will be **Junior Engineer – Service, Quality**. Your work location will be Chakan, Pune. The cost to company (CTC) associated with this offer is enclosed. The total CTC is INR 3,66,070/- p.a (Three Lakh Sixty-Six Thousand and Seventy Per Annum)

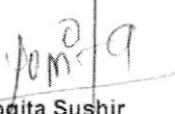
This offer is contingent on you not having a non-compete agreement that would preclude you from joining Dana TM4 India Pvt. Ltd. You will also need to return your signed acceptance of this offer.

I look forward to receiving your confirmation that you will be joining Dana family. Kindly note that compensation and benefit is a confidential topic between the individual employee and the organization.

Should you have any questions, please don't hesitate to contact me.

Yours sincerely,

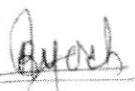
For DANA TM4 INDIA PVT. LTD.


Yogita Sushir
Head HR, Admin & EHS

Attachments:
- Salary Annexure

Offer Acceptance:

I accept this offer and will be available to start my employment with Dana from 14/07/2023


Yash Rajendra Bagale

Date: 14/07/2023

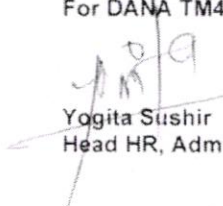
**TM4**

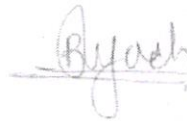
DANA TM4 India Private Limited
Dana TM4 India Private Limited
Tatasa - Plot: Chikan, Pune
Maharashtra - 411 001
CIN: U29239PN2019PTC155707
www.dana.com/TM4
Office: +91 2035 594637

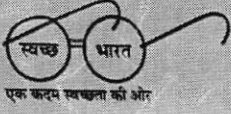
Salary Annexure

Full Name: Yash Rajendra Bagale		
Designation: Junior Engineer - Service, Quality		
Salary effective from: 14 July 2023		
Salary Components	Monthly	Annual
A - Monthly	(in ₹)	(in ₹)
Basic	11,592	1,39,107
HRA	5,796	69,553
Sp. Allowance	8,889	1,06,666
Adhoc Allowance	780	9,360
Skill Allowance	-	-
Cell Leader Allowance	-	-
Monthly Total (A)	27,057	3,24,686
B - Annual Benefits		
Statutory bonus	1,500	18,000
Sub Total (B)	1,500	18,000
C - RETIREMENT BENEFITS		
Company Contribution to Provident Fund @ 12% of Basic	1,391	16,693
Company Contribution to Gratuity Fund @ 4.81% of Basic	558	6,691
Sub Total (C)	1,949	23,384
TOTAL (A+B+C)	30,506	3,66,070
TOTAL CTC		3,66,070
Health Coverage / Insurance	750	9,000
Note		
1. Hospitalization insurance for self, spouse & two dependent children as per company policy.		
2. Group personal accident insurance & Group term life insurance for self as per company policy		
3. In addition to the above CTC, you would be entitled to other benefits as per the HR policies as applicable.		
4. Canteen & Transportation cost deduction of Rs.780/- will be deducted as per Company Policy		
5. You would be required to work in shifts		

For DANA TM4 INDIA PVT. LTD.


Yogita Sushir
Head HR, Admin & EHS





इंडियन ऑयल कॉर्पोरेशन लिमिटेड

गुजरात रिफाइनरीज, डाकघर : जवाहरनगर
जिला : वडोदरा, गुजरात - 391 320

Indian Oil Corporation Limited

Gujarat Refineries, P.O. Jawaharnagar,
Dist. : Vadodara, Gujarat - 391 320

Phone : +91-265-2237106

E-mail : gujaratrefinery@indianoil.in

Website : www.iocl.com



रिफाइनरीज प्रभाग
Refineries Division

Ref.No. JR/L&D/2022-2023/ELE/12

Date: 30-JAN-2023

APPRENTICESHIP TRAINING CERTIFICATE

This is to certify that **Mr. Akash Anil Shendage** Apprentice No. **9817752** has undergone 12 Months of Apprenticeship Training w.e.f. **31-Jan-2022** as **Technician Apprentice (Electrical)** under The Apprentices Act, 1961, at **Indian Oil Corporation Ltd, Gujarat Refinery, Jawaharnagar, Vadodara**. He has successfully completed the training and his performance during the training period was found to be Satisfactory.

The Apprenticeship of the candidate has been registered with Registration Number **WMHD011210800974**.

We wish him all the very best for future.


Nitin Rathod

NITIN RATHOD

AM (L&D)

गुजरात रिफाइनरी, आई.ओ.सी.एल., वडोदरा
Gujarat Refinery, IOCL, Vadodara

पंजीकृत कार्यालय : जी-9, अली यावर जंग मार्ग, बान्द्रा (पूर्व) मुम्बई - 400 051 महाराष्ट्र (भारत)
Regd. Office : G-9, Ali Yavar Jung Marg, Bandra (East) Mumbai - 400 051 Maharashtra (India)
CIN-L 23201 MH1959 GOI 011388

08 March 2023

Mr. Akash Shendage,
Chobhepari, Post. Dhavalas Tal.
Madha Solapur (MH) 413208

Emp Code : INF0086249

Sub: - Appointment Letter


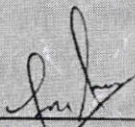
Dear Akash Shendage,

We refer to your application, dated **08 March 2023** and subsequent interview and discussion with you, we are pleased to appoint you as **Electrician** with effect from on the following terms and conditions

You shall be posted at any available site.

You shall be paid min wages as applicable for the Zone/ State Any other allowances paid by the client will be continued , till client reimburses . In case the client ceases to pay or you are transferred to some other site , the same will be discontinued. Please note that the allowances given are not part of your base salary and you have no lien on the same.

1. You shall be on probation for a period of six months from the date you assume charge. During the period of probation your services can be terminated at any time without notice and without assigning any reason at the sole discretion of the management. On satisfactory completion of probation period you shall be automatically confirmed in the services. However, extension of probation period shall be at the discretion of management.
2. You shall not be eligible for any leaves during your probation and any leave during the course of probation period shall be considered as loss of pay.
3. You will perform such duties as may be assigned to you from time to time by your reporting authority.
4. You will be bound to observe rules and regulations of the company where you are posted at present. You will also be governed by the certified standing orders of the company.
5. Your appointment for All Locations at Lupin Ltd. is only for 9 months from the date of your joining as mentioned in this letter & after completion of 9 Months you will transfer to one of ISS Facility services (India) Ltd. another site with same terms & conditions as mentioned above.



ISS Facility Services India Pvt. Ltd.
CIN - U74140MH2005PTC163481

Registered Office

THE QUBE , B 401/404 & A402,
Behind Taj Sats, Village Marol,

Email : info@in.issworld.com Sahar Road , Andheri East,
Web : www.in.issworld.com www.in.issworld.com Mumbai-400059

Tel : +91-22-6851 1111
+91-22-68511515

6. You will be liable to be transferred to any company where our contracts are existing today or started hereafter. You shall also be transferred to any other site, if, the client instructs us to do so for any reason whatsoever.
7. You will be paid wages as applicable to the site. In case you are working on a site which comes under Central Rules Jurisdiction and you are transferred to State rules applicable sites, wages will be paid accordingly or vice-versa.
8. If, for any reason (like termination or cessation of contract with the client) you cannot be provided work till you are posted in another site, you will not be entitled to any wages or compensation during that period.
9. You being our employee wherever you are posted on contract and when the contract period is over or terminated, you shall immediately withdraw yourself from the company premises and report to our office for further posting if any.
10. All the claims of whatsoever nature if payable to you under labour laws are to be claimed on us, and not on the client.
11. During the tenure of your employment with the company you shall not engage yourself with any other business, service or occupation either on your own or through anyone. During the tenure of your employment, you shall not be eligible for any other emoluments apart from what has been mentioned in this contract of appointment.
12. You shall be responsible for the safe custody and return of all uniform, equipment and material issued to you by the company. The management reserves the right to deduct the cash value of any property not received from you on completion of your contract.
13. If you wish to resign from the services of the company, you will have to give one month notice or one month salary in lieu of notice.
14. This appointment is issued to you on the basis of the information made available to the company and if it comes to light that you have given any false information the company has within its rights to terminate your services without any notice. Any dispute arising out of this appointment shall be subject to the jurisdiction of the court in the metropolitan city of Mumbai only.
15. For all your duties and responsibilities, you will report to the Supervisor/Manager and carry out their instructions from time to time.



ISS Facility Services India Pvt. Ltd.

CIN - U74140MH2005PTC163481

Registered Office

THE QUBE , B 401/404 &A402,

Behind Taj Sats, Village Marol,

Web : www.in.issworld.com www.in.issworld.com Mumbai-400059

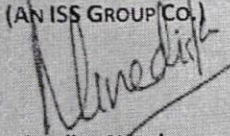
Tel : +91-22-6851 1111

+91-22-68511515


Email : info@in.issworld.com Sahar Road ,AndheriEast,

16. You shall be strictly observing policy of the company in regard to sexual discrimination/ harassment. Any act subversive of the same will not be tolerated and action as deemed fit in law shall be initiated. You shall be bound to the procedure under this policy by which employees who believe they have encountered sexual harassment can formally complain. In such cases company shall conduct an investigation and, where it is determined that such inappropriate conduct has occurred, a prompt action shall be taken to eliminate the conduct and impose such corrective action as is necessary.
17. Your services shall be governed by the ISS Group Code of Conduct Policy as existing as of now and also as per the amendments effected from time to time. The copy of the said code of conduct is available on <http://www.in.issworld.com>. In case of any clarification, please contact your supervisor/manager for the same.
18. You will retire from the Company's services after attaining 60 years of age as per the Rules of the Company for the time being in force.
19. I hereby declare, that I am medically fit at the time of joining, please sign the copy of this letter as an acceptance.

Yours faithfully,
ISS Facility Services India Pvt. Ltd.
(AN ISS GROUP CO.)



Nivedita Nanda
Country Director - People and Culture



ISS Facility Services India Pvt. Ltd.
CIN - U74140MH20059TC163481

RegisteredOffice

THE QUBE , B 401/404 &A402,

Behind Taj Sats,Village Marol,

Web : www.in.issworld.com www.in.issworld.com Mumbai-400059

Tel : +91-22-6851 1111

+91-22-68511515

Email : info@in.issworld.com Sahar Road ,AndheriEast,

To,

Date: 05-04-2023

Mr. Akash Ashok Gawali,
At/Post-Shedgoan,
Tal-Shirgonda,
Dist-Ahmednagar
Email : agawali776@gmail.com
Mob : 7559320200

Dear Akash,

Sub : Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform that you have been selected for the position of "Junior Engineer - R And D" at Suprajit Engineering Limited - Unit-05, B-13, MIDC, Chakan Industrial Area, Pune - 410501. You will be reporting to Mr. Durgesh Dubhashi, Manager - R And D".

Your compensation and benefits mutually agreed during the meeting. A detailed appointment order confirming the compensation and benefits and other employment service terms and conditions will be issued to you at the time of your joining. You are requested to join the duty on or before 10th Apr, 2023.

Please bring following documents (hard copy) at the time of reporting for duty.

1. One copy of all your educational qualification certificates & marks sheets.
2. 3 Nos. of recent passport size photographs.
3. Identity Proof – Aadhar Card and PAN Card.
4. Relieving letter from your current employer.
5. Vaccination Certificate.

Kindly sign this letter in token of your having understood and accepted the same and return the same to us.

We wish you all the best and welcome you to "Suprajit Family".

Thank you.

Yours faithfully,
For Suprajit Engineering Limited



H.R. Badarinarayana
Vice President – Human Resource

Date: 05-04-2023

Confidential

Annexure-1

Akash Ashok Gawali
Junior Engineer - R And D
Unit 5, Chakan Pune

CTC (Cost to Company) Details

Sl.No.	Particulars	Per Month	Per Annum
1	Gross Salary		
	Basic Salary	15,000	1,80,000
	House Rent Allowance	6,000	72,000
	Conveyance Allowance	2,000	24,000
	Uniform Washing Allowance	1,000	12,000
	Gross Salary Total	24,000	2,88,000
2	Annual Benefits		
	LTA	0	-
	Benefits Total	-	-
3	Statutory		
	Provident Fund @ 13% on basic salary	1,950	23,400
	Bonus / Ex.Gratia*	3,000	36,000
	Gratuity*	122	8,658
	Statutory Total	5,672	68,058
4	Total CTC (Cost to Company) (1+2+3)	29,672	3,56,058

Other Benefits:

- 1) Group Personal Accident Policy Coverage of Rs.1,00,000/= per year.
- 2) Group Mediclaim Policy Coverage of Rs.1,00,000/= per year.

Note:

- a) *The gratuity will be paid as per Payment of Gratuity Act, 1972.
- b) The tax will be computed and deducted as per Income Tax Act
- c) **The payment of Variable Pay will be processed once in a quarter and it is subject to the performance of the plant (sales vs budget of the plant).
- d) Please note that the emoluments are strictly confidential matter between you and the company. Any breach of confidentiality shall be viewed with seriousness.
- e) The notice period is 02 (Two) months.

For Suprajit Engineering Limited



H R Badarinarayana
Vice President - HR



Akash Ashok Gawali

Emp. Code : 8222

Dept : R and D

Blood Group : O+

A handwritten signature in black ink, appearing to read "Akash" followed by a surname.

Authorised Signatory

Address & Emergency Contact
SUPRAJIT ENGINEERING LIMITED
B-13, MIDC, Phase - I, Chakan Ind. Area Mahalunge, Khed,
Pune - 410 501. Ph.No. +91-02135-679300



Genius Consultants Ltd.

Office:

504, Top Floor, Renaissance Business Centre,
14/A, Wellesley Road Camp, PUNE - 411001

CIN No: U74140WB1993PLC059586

Ph.: 020-6640 1306

Email :enquiry@geniusconsultant.com

Web. : www.geniusconsultant.com

Date: 13-07-2023

Mr. Nikhil Gopinath More
Location – Pune

SUB: OFFER LETTER

Dear Nikhil Gopinath More,

This is in reference to your application and subsequent interview with the authorized personnel at our client organization **COMAU INDIA PVT LTD.**

We are pleased to offer you the position of **ENGINEER** at **COMAU INDIA PVT LTD.** in the site office of our client as named earlier from the date **07-07-2023** and compensation, as discussed and agreed, between us. In case you fail to join on the date and venue as discussed and agreed between you and the authorized personnel of our client organization, then this offer will be treated as invalid.

You are also requested to submit the following documents to **Genius Office** on or before joining the company:

1. **Resume (Updated)** **2 copies
2. **ID Proof (Pan Card)****2 copies mandatory
3. **Address Proof (Aadhar Card)****2 copies mandatory
4. **Education Certificates (10th, 12th, ITI, Diploma, UG, PG)** **2 copies each
5. **Self-Photos (Stamp size)** **4 pieces
6. **Bank Account Proof, (front Bank Passbook/Cancelled Cheque/Bank Statement)** **2 copies
7. Previous Company **Resignation, Reliving** or **Experience letter** copy.

Further details about the job will be furnished on the appointment letter that would be given to you on joining the company.

Also please find the attached Salary Annexure for your reference. Kindly provide your acceptance on same.

Thanks & Regards

For Genius Consultants Limited



Authorized Signatory

RECEIVED & ACCEPTED



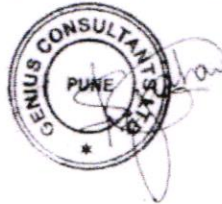
Genius Consultants Ltd.

Office:

504, Top Floor, Renaissance Business Centre,
14/A, Wellesley Road Camp, PUNE - 411001
CIN No: U74140WB1993PLC059586
Ph.: 020-6640 1306
Email :enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

ANNEXURE	
Deputed at: COMAU INDIA PVT LIMITED	
NAME:	Nikhil Gopinath More
With Effective Date	07-Jul-23
Designation	Engineer
LOCATION	Pune
COMPONENTS	MONTHLY
BASIC	15500
HRA	2325
DEPUTATION ALLOWANCE	2121
CONVEYANCE	1102
GROSS SALARY	21048
EMP PF (12%)	1800
EMP ESIC (0.75%)	0
PT	200
TOTAL DEDUCTIONS	2000
NET SALARY	19048
OTHER BENEFITS	
EMPR PF (13%)	1950
EMPR ESIC (3.25%)	0
INSURANCE (PA) -1L	60
MEDICALIM -50K	100
TOTAL CTC	23158
ANNUAL CTC	277896

For Genius Consultants Limited



Authorized Signatory



17th July 2023

Mr. Akshay
Mohan
Sonawane
A/p Shrigonda
Tal.shrigonda
dist.A.nagar

Offer Letter

This refers to your application for employment and the subsequent interviews with us.

We are pleased to offer you an employment on Fixed Term Contract Basis as "**Electrical Technician**" for a period of One Year. During the course of this Fixed Term Contract, you will be deputed to our client's office / project site, i.e., **Blue Star Limited at Cipla, Kurkumbh.**

You are requested to join us on or before **21st July 2023**. Your salary details are provided in the enclosed Salary Annexure.

This offer of employment on Fixed Term Contract has been made basis the information furnished by you. In case of any discrepancies, we retain the right to revoke this offer of employment.

A detailed Appointment Letter specifying terms & conditions of this Fixed Term Contract will be issued to you on your day of joining. Please note that in case you do not join duty within 7 days from the joining date specified hereinabove, it will be presumed that you are no longer interested in taking up this offer of Fixed Term Contract and accordingly, this offer of Fixed Term Employment shall stand withdrawn without any further communication to you.

Yours Sincerely

SHRMER HR & STAFFING SOLUTIONS PVT. LTD.

Amit Arvind Naik Digitally signed by Amit Arvind Naik
Date: 2023.07.17 14:26:54 +05'30'

Authorized Signatory

ENDORSEMENT

I hereby confirm acceptance of this offer for appointment.

Agreed and Accepted by

Signature and date:

Name:

SHRMER HR & STAFFING SOLUTIONS PVT LTD

SB-31, SECOND FLOOR, HIGH STREET CUM HIGHLAND CORPORATE CENTER, KAPURBAWADI, THANE, 400607.
PHONE NUMBER - +91 9136456858 / +91 9503951706 / +91 9136616858. e-mail: shrmer@shrmerhr.com.

Salary Annexure	
Name: Akshay Mohan Sonawane	
Salary Components	Amount Per Month in INR
Basic Salary	15000
House Rent Allowance	1500
Conveyance Allowance	0
Advance Statutory Bonus	0
Medical Allowance	0
Mobile Allowance	0
On-site Work Allowance	5500
Gross Salary (Per Month) - A	22000
Employer's Contribution to PF	1800
Employer's Contribution to ESIC	0
CTC - B	23800
Deductions - C	
Employee's Contribution to PF	1800
Employee's Contribution to ESIC	0
Professional Tax	200
Total Deductions (Per Month)	2000
Net Payable Salary (Per Month) – (A-C)	20000
Remarks: <u>Income Tax</u>, Professional Tax, Labour Welfare Fund deductions shall be over and above the deductions mentioned herein based on applicability.	

17th July 2023

Mr. Saurabh
Satish
Nagawade

A/p Shirgaon
Bodkha
Tal.shrigonda
dist.A.nagar

Offer Letter

This refers to your application for employment and the subsequent interviews with us.

We are pleased to offer you an employment on Fixed Term Contract Basis as "**Electrical Technician**" for a period of One Year. During the course of this Fixed Term Contract, you will be deputed to our client's office / project site, i.e., **Blue Star Limited at Cipla, Kurkumbh.**

You are requested to join us on or before **21st July 2023**. Your salary details are provided in the enclosed Salary Annexure.

This offer of employment on Fixed Term Contract has been made basis the information furnished by you. In case of any discrepancies, we retain the right to revoke this offer of employment.

A detailed Appointment Letter specifying terms & conditions of this Fixed Term Contract will be issued to you on your day of joining. Please note that in case you do not join duty within 7 days from the joining date specified hereinabove, it will be presumed that you are no longer interested in taking up this offer of Fixed Term Contract and accordingly, this offer of Fixed Term Employment shall stand withdrawn without any further communication to you.

Yours Sincerely
SHRMER HR & STAFFING SOLUTIONS PVT. LTD.

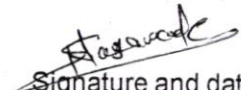
Amit Arvind Naik Digitally signed by Amit Arvind Naik
Date: 2023.07.17 14:26:54 +05'30'

Authorized Signatory

ENDORSEMENT

I hereby confirm acceptance of this offer for appointment.

Agreed and Accepted by


Signature and date:

Name:

Salary Annexure	
Name: Saurabh Satish Nagawade	
Salary Components	Amount Per Month in INR
Basic Salary	15000
House Rent Allowance	1500
Conveyance Allowance	0
Advance Statutory Bonus	0
Medical Allowance	0
Mobile Allowance	0
On-site Work Allowance	5500
Gross Salary (Per Month) - A	22000
Employer's Contribution to PF	1800
Employer's Contribution to ESIC	0
CTC - B	23800
Deductions - C	
Employee's Contribution to PF	1800
Employee's Contribution to ESIC	0
Professional Tax	200
Total Deductions (Per Month)	2000
Net Payable Salary (Per Month) – (A-C)	20000
Remarks: <u>Income Tax</u>, Professional Tax, Labour Welfare Fund deductions shall be over and above the deductions mentioned herein based on applicability.	

26th June 2023

Nilesh Gorakh Sangale

A/p-Jalapur,
Tal-Karjat,
Dist-A.Nagar,
414403

Dear Mr. Nilesh Gorakh Sangale,

Offer Letter

This refers to your application for employment and the subsequent interviews with us.

We are pleased to offer you an employment on Fixed Term Basis as "**Electrical Engineer**" for a period of five Year. During the course of this Fixed Term , you will be deputed to our client's office / project site, at **Cipla, Kurkumbh**.

You are requested to join us on or before **10th July 2023**. Your salary details are provided in the enclosed Salary Annexure.

This offer of employment on Fixed Term has been made basis the information furnished by you. In case of any discrepancies, we retain the right to revoke this offer of employment.

A detailed Appointment Letter specifying terms & conditions of this Fixed Term will be issued to you on your day of joining. Please note that in case you do not join duty within 7 days from the joining date specified hereinabove, it will be presumed that you are no longer interested in taking up this offer of Fixed Term Contract and accordingly, this offer of Fixed Term Employment shall stand withdrawn without any further communication to you.

Yours Sincerely

SHRMER HR & STAFFING SOLUTIONS PVT. LTD.

Authorized Signatory

ENDORSEMENT

I hereby confirm acceptance of this offer for appointment.

Agreed and Accepted by



Signature and date:

Name: Sangale Nilesh Gorakh

Salary Annexure	
Name: Nilesh Gorakh Sangale	
Salary Components	Amount Per Month in INR
Basic Salary	22000
House Rent Allowance	2000
Conveyance Allowance	0
Advance Statutory Bonus	0
Medical Allowance	0
Mobile Allowance	0
On-site Work Allowance	7900
Gross Salary (Per Month) - A	31900
Employer's Contribution to PF	1800
Employer's Contribution to ESIC	0
CTC - B	33900
Deductions - C	
Employee's Contribution to PF	1800
Employee's Contribution to ESIC	0
Professional Tax	200
Total Deductions (Per Month)	2000
Net Payable Salary (Per Month) – (A-C)	29900
Remarks: Income Tax, Professional Tax, Labour Welfare Fund deductions shall be over and above the deductions mentioned herein based on applicability.	

17th July 2023

Mr. Ithape
Suraj
Ramchandra

A/p Belwandi
Tal.shrigonda
dist.A.nagar

Offer Letter

This refers to your application for employment and the subsequent interviews with us.

We are pleased to offer you an employment on Fixed Term Contract Basis as **"Electrical Technician"** for a period of One Year. During the course of this Fixed Term Contract, you will be deputed to our client's office / project site, i.e., **Blue Star Limited at Cipla, Kurkumbh.**

You are requested to join us on or before **21st July 2023**. Your salary details are provided in the enclosed Salary Annexure.

This offer of employment on Fixed Term Contract has been made basis the information furnished by you. In case of any discrepancies, we retain the right to revoke this offer of employment.

A detailed Appointment Letter specifying terms & conditions of this Fixed Term Contract will be issued to you on your day of joining. Please note that in case you do not join duty within 7 days from the joining date specified hereinabove, it will be presumed that you are no longer interested in taking up this offer of Fixed Term Contract and accordingly, this offer of Fixed Term Employment shall stand withdrawn without any further communication to you.

Yours Sincerely

SHRMER HR & STAFFING SOLUTIONS PVT. LTD.

Amit Arvind

Authorized Signatory

Digitally signed by Amit Arvind Naik
Date: 2023.07.17 14:26:54 +05'30'

ENDORSEMENT

I hereby confirm acceptance of this offer for appointment.

Agreed and Accepted by



Signature and date:

Name:

SHRMER HR & STAFFING SOLUTIONS PVT LTD

SB-31, SECOND FLOOR, HIGH STREET CUM HIGHLAND CORPORATE CENTER, KAPURBAWADI,
THANE, 400607

Salary Annexure	
Name: Ithape Suraj Ramchandra	
Salary Components	Amount Per Month in INR
Basic Salary	15000
House Rent Allowance	1500
Conveyance Allowance	0
Advance Statutory Bonus	0
Medical Allowance	0
Mobile Allowance	0
On-site Work Allowance	5500
Gross Salary (Per Month) - A	22000
Employer's Contribution to PF	1800
Employer's Contribution to ESIC	0
CTC - B	23800
Deductions - C	
Employee's Contribution to PF	1800
Employee's Contribution to ESIC	0
Professional Tax	200
Total Deductions (Per Month)	2000
Net Payable Salary (Per Month) - (A-C)	20000
Remarks: <u>Income Tax</u>, Professional Tax, Labour Welfare Fund deductions shall be over and above the deductions mentioned herein based on applicability.	



17th July 2023

Maruti Ashok Gadhave

A/p-Bitkewadi,
Tal-Karjat,
Dist-Dharashiv,

Dear **Mr. Maruti Ashok Gadhave**,

Offer Letter

This refers to your application for employment and the subsequent interviews with us.

We are pleased to offer you an employment on Fixed Term Contract Basis as "**Electrical Technician**" for a period of One Year. During the course of this Fixed Term Contract, you will be deputed to our client's office / project site, i.e., **Blue Star Limited at Cipla, Kurkumbh.**

You are requested to join us on or before **21st July 2023**. Your salary details are provided in the enclosed Salary Annexure.

This offer of employment on Fixed Term Contract has been made basis the information furnished by you. In case of any discrepancies, we retain the right to revoke this offer of employment.

A detailed Appointment Letter specifying terms & conditions of this Fixed Term Contract will be issued to you on your day of joining. Please note that in case you do not join duty within 7 days from the joining date specified hereinabove, it will be presumed that you are no longer interested in taking up this offer of Fixed Term Contract and accordingly, this offer of Fixed Term Employment shall stand withdrawn without any further communication to you.

Yours Sincerely

SHRMER HR & STAFFING SOLUTIONS PVT. LTD.


Amit Arvind Naik Digitally signed by Amit Arvind Naik
Date: 2023.07.17 14:26:54 +05'30'

Authorized Signatory

ENDORSEMENT

I hereby confirm acceptance of this offer for appointment.

Agreed and Accepted by

Signature and date. 

Name: *Godhave Maruti*

SHRMER HR & STAFFING SOLUTIONS PVT LTD

SB-31, SECOND FLOOR, HIGH STREET CUM HIGHLAND CORPORATE CENTER, KAPURBAWADI, THANE, 400607.
PHONE NUMBER - +91 9136456858 / +91 9503951706 / +91 9136616858. e-mail: shrmer@shrmerhr.com.

Salary Annexure	
Name: Maruti Ashok Gadhve	
Salary Components	Amount Per Month in INR
Basic Salary	15000
House Rent Allowance	1500
Conveyance Allowance	0
Advance Statutory Bonus	0
Medical Allowance	0
Mobile Allowance	0
On-site Work Allowance	5500
Gross Salary (Per Month) - A	22000
Employer's Contribution to PF	1800
Employer's Contribution to ESIC	0
CTC - B	23800
Deductions - C	
Employee's Contribution to PF	1800
Employee's Contribution to ESIC	0
Professional Tax	200
Total Deductions (Per Month)	2000
Net Payable Salary (Per Month) – (A-C)	20000
Remarks: Income Tax, Professional Tax, Labour Welfare Fund deductions shall be over and above the deductions mentioned herein based on applicability.	



ALCOMEX SPRINGS PVT. LTD.

Gat No. 3362,
Talegaon Dhamdhere,
Tal. Shirur, Dist. Pune - 412 208.

T : +91 (2137) 666101/102
M : 9822844194

E : sandeep@alcomex.in
W : www.alcomex.ni
CIN : U28939PN2007PTC129745

Ref : ASPL/03/23-24

Date – 14.04.2023

Mr. Akshay Anil Khichade

Sangli

Offer Letter

Dear Mr. Akshay,

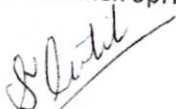
With reference to your application & the subsequent interview you had with us, we are pleased to inform that you have been selected for the position of **Maintenance Engineer**. Other terms & conditions we will inform you on joining company.

A formal letter of appointment will be issued to you upon joining our company. You have to join on or before **15.05.2023** & submit us the following documents in original for verification & copy of each for company record.

- A) All Certificates & testimonial pertaining to your academic background & experience.
- B) The School leaving Certificate/SSC for proof of age
- C) PAN Card; Aadhar Card; UAN & Bank Details
- D) Passport Size Photograph ---02

Yours Faithfully,

For Alcomex Springs Pvt Ltd


Sandeep Patil
Managing Director

Appointment Letter

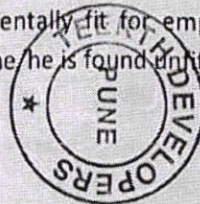
Date: 1st April 2024

Mr. Ishwar Pawar,

Dear Mr. Ishwar,

With reference to your application and subsequent interview with us regarding employment in our organization, **Teerth Developers, Pune**. We are glad to inform you that you have been appointed as **"MEP Supervisor"** with effect from **1st April 2024** you will be paid annual Salary of **Rs. 3,36,000/- (Three Lakh Thirty-Six Thousand Only)** CTC. For the salary breakup please refer Annexure I. The payment of your salary will be subject to deduction of Income Tax & Professional Tax applicable and any other deduction as per statutory requirement.

1. You will be on probation for a period of 3 months from the date of joining. During this period of probation and thereafter, you will be required to give 30 days' notice or salary in lieu thereof if you wish to leave. However, the Management has the right to terminate your services at any time without any notice or assigning any reason whatsoever. After successful completion of probation, you will be communicated in writing about confirmation. In the absence of such a confirmation, you will continue to remain on probation till confirmed.
2. Your working hours will be from 09:30 am to 6:30 pm you will be granted one weekly off at the discretion of the Management. You will use your discretion to extend your working hours or change your weekly off as per the requirement of your department.
3. After confirmation you will be authorized 11 days earned leave each year from 1stApr to 31stMar, or pro rata thereof. A max of 4 days PL at a time may be granted at the discretion of the Management. Leave taken in excess of 4 days at a time will be without pay. Leave taken in excess of 11 days in the period 1stApr to 31st Mar will be without pay.
4. The normal age of retirement from the services of the company is completion 60 years, if the employee continues to be physically and mentally fit for employment. The employee may be retired before completing the age of 60 years if she/he is found unfit for service due to physical or mental disability.



Offer Letter

Date: 8/12/2023

Dear Mr/Ms ROHAN PARSHURAM BHOTBAL

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 08th Jan 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.


RULES:


In order to participate in placement activities, certain rules must be adhered to diligently:


- 1. Attendance:** It is imperative to maintain a minimum attendance rate of **90%** for both classroom and practical sessions.
- 2. Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
- 3. Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
- 4. Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- 5. Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for **Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

 9513684738 / 9663035838 / 8951922956

 info@campus.qspiders.com

 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension, Kempegowda Nagar, Bengaluru, Karnataka 560019