

3rd April 2019

To,
Aishwarya Pagare
N/42/CF/2-26/1,
Saraswati Chowk,
Cidco, Nashik-422008

Sub: Principle letter of offer

Dear Aishwariya,

With reference to your application and subsequent interview you had with us during your College Campus selection in month of February 2019 in SITRC. We are pleased to inform that you are shortlisted to join our organization as Junior Recruiter - ORS US

You would be located at our office at Ahmedabad. Your date of joining would be not later than 8th July 2019. Your gross annual package (annual cost to the company, all inclusive) would be Rupees 2,04,018/- per annum (Rupees Two Lakh Four Thousand and Eighteen Only). You shall be entitled to benefits as per company rules.

In the event of cessation of services within first 30 days of training due to non-satisfactory performance, or due to termination of service for negligence, or for the act of candidate, the Company reserves the right to forfeit all dues/payments/salaries/ and such other emoluments payable to the candidate by the Company for recovery of damages/losses.

Looking forward to having you in our organization.

For, Interactive Manpower Solutions Pvt. Ltd

S/d

Authorized Signatory

This is the computer generated documents hence no signature required. For verification please confirm with HR.




Head Office:
301, President Plaza,
Nr. Thaltej Cross Road, S.G. Highway,
Ahmedabad-380054, Gujarat, India.

Registered Office:
Ground Floor, 1, Raghupati Niketan,
Opp. Ishita Apartment, Navrangpura,
Ahmedabad-380009, Gujarat, India.

+91 79 3011 4444
info@imspeople.com
CIN: U74990GJ2006PTC048000

www.imspeople.com
www.imsnewworld.com


Prof. (Dr.) Sathebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 212.



Aishwarya Pagare

Particulars		Amnt
Basic		3400
HRA	50%	1700
Conveyance	40%	1360
Medical Allowance	40%	1360
Uniform Allowance	40%	1360
Children Education Allowance	20%	680
Statutory Bonus	20%	680
Other Allowance	--	4760
Gross Salary (A)		15300
Deductions :		
Employee's PF Contribution	12%	408
Professional Tax	--	200
Employee's ESIC Contribution	1.75%	268
Total Deductions (B)		876
Net Take Home (A) - (B)		14424
Employer Contribution & Benefits		
PF	13.01%	442
ESIC	4.75%	727
Leave Benefit	11.50%	391
Gratuity	4.16%	141
Total Benefits (C)		1702
Performance Incentive	As per project	
CTC (A) + (C)		17002
CTC p.a.		204018

Note:

*Other Allowances include allowances as per company policy and applicable law

*The Net Take Home Salary is subject to changes in statutory rates

*1st six months your salary will be Rs.17,000/- CTC monthly then your salary will be revised to Rs.22,150/- CTC monthly subject to your satisfactory performance and confirmation of services. Also your designation will be changed to Recruiter.



Head Office:
301, President Plaza,
Nr. Thaltej Cross Road, S.G. Highway,
Ahmedabad-380054, Gujarat, India.

Registered Office:
Ground Floor, 1, Raghupan Nichean,
Opp. Ishita Apartment, Navrangpura,
Ahmedabad-380009, Gujarat, India.

+91 79 3022 3444
info@imspeople.com
CIN: U74990GJ2006PTC048000

www.imspeople.com
www.imsoneworld.com

[Signature]
Prof.(Dr.) Sanheer B. Segal
Principal
Laxmi N. Sapkal College of Engineering
Anjaneri, Nashik-422 212.





EPITOME COMPONENTS PVT. LTD.

(Formerly Known as Epitome components LTD)

To,
Mr. Swapnil Ashok Dhage,
At Dhumalwadi, Akole,
Ahmednagar.

DATE: 15/09/2022

Subject: Appointment order as Probationer

Dear Mr. Swapnil,

This has reference to your application and subsequent interview you had with us, we hereby appoint you on probation on the following terms and conditions.

1. The Probation shall initially be for a period of 6 months from 15/09/2022 on the post of "Maintenance Engg."
2. You are offered salary of Rs. 198000/- Per Annum CTC. You shall be paid Salary as under, Basic - Rs. 7169/- p.m, House Rent Allowance- Rs 4301/- p.m and Washing Allowance-Rs 2869/- p.m.
3. The salary/wages as above said shall be subject to punctuality, attendance, and achieving the minimum levels production/productivity.
4. Your Probation shall stand automatically extended till such time you are informed about the further decision of the management. However such extended period of Probation shall not exceed another period of 6 months, i.e. total 12 months whereupon you services as a Probationer shall stand automatically discontinued.
5. You shall have no right of employment with the Company on your completion of the initial or extended period of Probation. However subject to your overall performance, behavior and other parameters during the Probation and on our finding you suitable to occupy any such post, we may confirm your service through an order in writing. Our decision in the matter shall be final and binding on you.
6. You are required to report to the plant Manager/Production Supervisor during the Probation on day to day basis and shall follow his /their instructions.
7. The place of your posting, ordinarily, would be at our factory. You may be required to undergo training in all such trades, Departments, Sections, Processes, Places or time schedules as may be directed from time to time, by your superiors.
8. If and when so directed by us, you shall be required work at any other place/places at you shall do so without any demand extra remuneration.

REGISTERED OFFICE : G- 17, MIDC, Ahmednagar, Maharashtra 414111.
CIN: U32106PN1994PTC080977 TEL - 91-241-2777881/4, FAX - 91-241-2778241.
E-Mail : hr@epitomeindia.com, Website: www.epitomeindia.com



EPITOME COMPONENTS PVT. LTD.

(Formerly Known as Epitome Components LTD)

9. You shall follow the safety rules, code of conduct, discipline and punctuality as observed and applicable to our factory and/or the place where you are posted.
10. You will not engage yourself directly or indirectly to any other job, employment, trade or business, with or without any remuneration, either part-time or full-time basis.
11. You shall not divulge the techniques, technologies or any information gathered or acquired by you relating to our company to any outsider.
12. You shall keep us informed about the change of residential address, we shall enter into correspondence on the last known address only.
13. You shall also inform us about the change in any particulars and information as provided in the bio-data from.
14. Your Probation shall be discontinued without notice.
 - a) On your failure to abide by any of the terms and conditions of this offer.
 - b) On our finding you to be undisciplined, lethargic or disinterested in your work.
 - c) On your finding you not making the progresses in imbuing the required standard of skill and /or overall performance.
 - d) For any reason, whatsoever which any force us to discontinue your Probation.
15. This offer is subject to the correctness information and particulars stated by you in the application, bio-data and at the time of interview and is based on the verification signed by you. If we find that any such particular/information is untrue or any document/certificate/testimonial is fabricated, your service shall be terminated without notice.
16. If this offer is acceptable to you in totality, please sign and return the duplicated copy, as a token of your acceptance of the offer.

For EPITOME COMPONENTS PVT LTD

DIRECTOR

I am in receipt of the original of this offer letter, I have gone through/understood the content
I sign and return the copy, having accepted the offer completely.

Ahmednagar

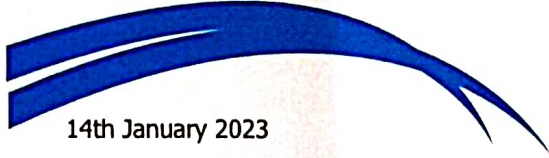
Date :

67

STYAVA



Styava Private Limited
403 Royal Grace, 22 Aundh Road, Pune, Maharashtra, INDIA 411020



14th January 2023

Mr. Manoj Gajare
Gajarwadi,
Nasik,
Maharashtra 422 303

Dear Manoj

With reference to your application and successful completion of internship, we are pleased to offer you the position of on the following terms and conditions:

- 1. Salary & other benefits:** Your basic salary and other benefits shall be as per attachment 1, which forms a part of this appointment letter.
 - 2. Posting:** You will be posted as **Backend Developer** and report to **Senior Software Engineer** based at **Pune**.
 - 3. Joining:** Your appointment becomes effective from the date of your joining the services of the Company but no later than **17th January, 2023**
 - 4. Probation:** You will be on probation for a period of three months from your date of joining. You will be deemed to be on probation until you are given a letter confirming your services in the Company. During the probation period one month notice is required on resignation or termination from the services. However, you will be required to give two months notice after confirmation
- General Provisions:** The general provisions governing your employment in **STYAVA PRIVATE LIMITED** will be as per the attachment 2, which also forms a part of this appointment letter.

At the time of joining, you need to bring all the documents given in attachment 3.

You are required to signify your acceptance of the offer by signing and returning the duplicate copy of this letter.

(62)

STY//AVA

Styava Private Limited
403 Royal Grace, 22 Aundh Road, Pune, Maharashtra, INDIA 411020

Attachment 1

Mr. Manoj Gajare
Position – Backend developer

Particulars	Monthly CTC (in INR)	Yearly CTC (in INR)
Basic Salary	10,000	1,20,000
HRA	5,000	60,000
Organisation Allowance	10,000	1,20,000
Gross Salary	25,000	3,00,000
Less: Professional Tax	200	2,500
Net Salary	24,800	2,97,500

65

CK BIRLA GROUP

birlasoft

BSL/HR/APPT/2022-792110

Rushabh Dnyaneshwar Godse
OM NAMAHSIVAY RH NO 8,
Nashik, Maharashtra, 422012

Letter of Offer-cum-Appointment

Dear Rushabh Dnyaneshwar Godse,

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer (3B) with Birlasoft Limited ("Birlasoft").

We take this opportunity to appreciate your decision to join Birlasoft family. As mutually agreed upon, your joining will be on or before June 6, 2022.

This Letter of Offer-cum-Appointment and its terms will become effective only from the date of your joining and post issuance of \ Letter of Confirmation of Appointment\ by HR upon your joining.

The emphasis in our journey together will be aligned to our Core Values of being "Engaged, Dependable and Challenger" , and in this journey we will establish benchmarks that others may follow. We remain dedicated to maintain a workplace that respects and values people from diverse backgrounds and facilitates all employees to do their very best. Our inclusive work environment uniquely combines the talent, experience, and perspectives of each employee that make us successful. We are confident that Birlasoft and you will make a great team.

Your employment with us will be governed by the terms and conditions as detailed in Annexure A. Your compensation would be as outlined in Annexure B.

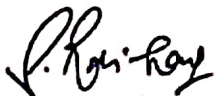
Employment as per this offer for appointment is subject to your confirmation and acknowledgement made during the interview that you are medically fit to perform your regular duties. In case you are not medically fit on the above mentioned date of your joining, this offer will stand automatically withdrawn.

It is a precondition to your joining that on or before the date of joining, you would be required to furnish filled in 'Employment Application Form' along with photocopies of all documents as listed in Annexure D.

During the course of your employment with the Company, you will be subject to terms and conditions set out in this offer letter and the Company's policies, practices and procedures, as notified to the employees of the company, from time to time.

We are proud to welcome you as a Birlasoftian, and wish you a long, productive and satisfying career at Birlasoft.

Yours sincerely,
For and behalf of Birlasoft Limited.



Ralhan Shahzada
Assistant Vice President Talent Acquisition

66

ANNEXURE B

NAME: Rushabh Dnyaneshwar Godse
SALARY COMPENSATION w.e.f. DATE: June 6, 2022

Sr.No	Salary Components	Yearly Amount (INR)
1)	Basic Salary	181,200.00
2)	Monthly Bonus [^]	36,240.00
3)	Basket of Allowance [*]	153,767.00
3A)	HRA	9,060.00
3B)	Additional / Special Allowance	144,707.00
4)	Employer's contribution to Provident Fund	21,744.00
5)	Fixed Compensation	392,951.00
6)	Variable Performance Incentive ^{**}	0.00
7)	Medical Insurance Premium	7,049.00
8)	Total Target Compensation	400,000.00
9)	Notional Provision for Statutory Gratuity ^{***}	8,716.00
10)	Cost to Company	408,716.00

[^]Monthly Bonus is a fixed bonus paid to employees monthly. It will accounts towards payment of bonus act (POBA)

^{*}Basket of allowances consists of Special allowance and all other components like HRA, Leave Travel Allowance, Child Education Allowance, Meal Allowance, Fuel & Maintenance Allowance, Driver's Salary, Professional Development Allowance, National Pension Scheme and Telephone Reimbursement. Special allowance is residual amount after deducting the amount to other allowances.

^{**} Variable Performance incentive shown here is an indicative amount at 100% and actual payout may vary based on the defined goals or score card's Business Unit performance / Individual Performance / Company Performance, as applicable. This will be payable as per the Incentive Policy of the organization. The Frequency is also stated in the policy.

^{***} Gratuity will be payable on completion of five years of continuous services with the Company, as per the Payment of Gratuity Act, 1972

For employees who are eligible for ESIC (Employees State Insurance Corporation), both Employer and Employee will contribute the amounts as applicable as per the ESIC Act.

All the above remuneration including any variable pay will be subject to deduction at sources as per the income tax act.

63



HR/ Sal Revision/ Sept 2022

PRIVATE & CONFIDENTIAL

Sept 28,2022

Vishal Tulshidas Jadhav

Emp no: 2502301

Dear Vishal,

Congratulations! In recognition of your performance and the contributions you have made in our success, we are pleased to inform you that your annual compensation will be revised to INR 4,50,000 effective Sept 01, 2022.

Based on the upcoming changes in statutory guidelines, pay components that are applicable for India employees are expected to undergo a change. To comply with these changes, we have re-structured your pay components effective Sept 01, 2022. Please see the below annexure for details.

All other terms and conditions of your service remain unchanged. Please note that your compensation structure is personal to you and you are requested not to share details of the same with others.

We wish you the very best in your career with us. We are confident that your continued efforts and commitment will take Mphasis to newer heights and enrich your abilities as a professional.

With warm regards,

for Mphasis Ltd

Ravi Vasantraj
Global Delivery Head

Note:This is a system generated document and will not have signature.

(64)

ANNEXURE I

COMPENSATION DETAILS

Name	Vishal Tulshidas Jadhav
Band	5
Level	1
Effective Date	Sept 01, 2022
Particulars	Amount in INR
Basic	15,352
House Rent Allowance	9,671
Special Allowance	3,515
Ex-Gratia/Bonus*	4,775
Total Fixed Cash	33,313
Variable Pay**	1,354
Target Cash Compensation	34,667
Provident Fund Contribution (PF)	2,250
Group Mediciclaim/ Termlife/ Personal Accident***	583
Cost to Company	37,500
Cost to Company (per annum)	4,50,000

Note:

* As per the statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is a monthly figure that is payable on 100% Target achievement measured quarterly. The company and unit/function performance achievement against the target shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

*** Group Mediciclaim/Term life/Personal Accident has been revised to INR 7000 pa

Note: As per the organizational policy, the notice period for all campus hires is three months.

Note: This is a system generated document and will not have a signature.

Date: 25 April, 2022

To,
Mohini Abhiman Kadam
N-41 A-C-D-1-5/6, Torna Nagar, Cidco Nashik
Mobile Number: +91 9657391586

CONSULTANT LETTER

Dear Mohini,

We are pleased to appoint you as Web Research Consultant on retainer ship basis in our organization on the following terms and conditions:

1. **Duration of the contract:** Your consultancy period shall be for a period of **Six months**, beginning from **02nd May, 2022**, which can be extended further or terminated earlier with **15 days' notice** on either side, without assigning any reason.
2. You will be working as a "**Web Research Consultant**" based at our Nashik office.
3. **Remuneration:** You will receive a remuneration of **10,000/- per month** as consulting fees.
4. If at any time in our opinion, which is final in this matter you are found guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, the Company reserves its right to terminate the agreement at any given point of time, with immediate effect, without any compensation or notice.
5. **Leave:** You will be eligible for leaves at the rate of 2 days per month during the period of this agreement. The leaves have to be availed with appropriate approval by your manager.

For Worldbridge Solutions Private Limited


Authorized Signatory


(Mohini Abhiman Kadam)

Registered Address:
2C 1206, Dheeraj Dreams CHS,
L.B.S Marg, Bhandup (W),
Mumbai 400078
CIN - U74999MH2016PTC287120

USA Office:
28 Old Rudrick Lane
Dover, Delaware
19901

60

BSL/HR/APPT/2022-792110

Rushabh Dnyaneshwar Godse
OM NAMAHSIVAY RH NO 8,
Nashik, Maharashtra, 422012

Letter of Offer-cum-Appointment

Dear Rushabh Dnyaneshwar Godse,

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer (3B) with Birlasoft Limited ("Birlasoft").

We take this opportunity to appreciate your decision to join Birlasoft family. As mutually agreed upon, your joining will be on or before June 6, 2022.

This Letter of Offer-cum-Appointment and its terms will become effective only from the date of your joining and post issuance of \ Letter of Confirmation of Appointment\ by HR upon your joining.

The emphasis in our journey together will be aligned to our Core Values of being "Engaged, Dependable and Challenger" , and in this journey we will establish benchmarks that others may follow. We remain dedicated to maintain a workplace that respects and values people from diverse backgrounds and facilitates all employees to do their very best. Our inclusive work environment uniquely combines the talent, experience, and perspectives of each employee that make us successful. We are confident that Birlasoft and you will make a great team.

Your employment with us will be governed by the terms and conditions as detailed in Annexure A. Your compensation would be as outlined in Annexure B.

Employment as per this offer for appointment is subject to your confirmation and acknowledgement made during the interview that you are medically fit to perform your regular duties. In case you are not medically fit on the above mentioned date of your joining, this offer will stand automatically withdrawn.

It is a precondition to your joining that on or before the date of joining, you would be required to furnish filled in 'Employment Application Form' along with photocopies of all documents as listed in Annexure D.

During the course of your employment with the Company, you will be subject to terms and conditions set out in this offer letter and the Company's policies, practices and procedures, as notified to the employees of the company, from time to time.

We are proud to welcome you as a Birlasoftian, and wish you a long, productive and satisfying career at Birlasoft.

Yours sincerely,
For and behalf of Birlasoft Limited.



Rajhan Shahzada
Assistant Vice President Talent Acquisition

(61)

ANNEXURE B

NAME: Rushabh Dnyaneshwar Godse
SALARY COMPENSATION w.e.f. DATE: June 6, 2022

Sr.No	Salary Components	Yearly Amount (INR)
1)	Basic Salary	181,200.00
2)	Monthly Bonus [^]	36,240.00
3)	Basket of Allowance [*]	153,767.00
3A)	HRA	9,060.00
3B)	Additional / Special Allowance	144,707.00
4)	Employer's contribution to Provident Fund	21,744.00
5)	Fixed Compensation	392,951.00
6)	Variable Performance Incentive ^{**}	0.00
7)	Medical Insurance Premium	7,049.00
8)	Total Target Compensation	400,000.00
9)	Notional Provision for Statutory Gratuity ^{***}	8,716.00
10)	Cost to Company	408,716.00

[^]Monthly Bonus is a fixed bonus paid to employees monthly. It will accounts towards payment of bonus act (POBA)

^{*}Basket of allowances consists of Special allowance and all other components like HRA, Leave Travel Allowance, Child Education Allowance, Meal Allowance, Fuel & Maintenance Allowance, Driver's Salary, Professional Development Allowance, National Pension Scheme and Telephone Reimbursement. Special allowance is residual amount after deducting the amount to other allowances.

^{**} Variable Performance incentive shown here is an indicative amount at 100% and actual payout may vary based on the defined goals or score card's Business Unit performance / Individual Performance / Company Performance, as applicable. This will be payable as per the Incentive Policy of the organization. The Frequency is also stated in the policy.

^{***} Gratuity will be payable on completion of five years of continuous services with the Company, as per the Payment of Gratuity Act, 1972

For employees who are eligible for ESIC (Employees State Insurance Corporation), both Employer and Employee will contribute the amounts as applicable as per the ESIC Act.

All the above remuneration including any variable pay will be subject to deduction at sources as per the income tax act.



Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 802651/2047463/ELTP

25-MAR-2022

Mr. Rahul Arun Jadhav
Nashik (Mah) - 422012
Mobile: 7887448701

Subject: Offer of Appointment

Dear Mr. Rahul Arun Jadhav

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1'** under **ELTP Scheme**. However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



59

ANNEXURE - A

NAME	Mr Rahul Arun Jadhav	
TITLE	Associate Software Engineer	
BAND	U1	
LOCATION	PUNE	
	COMPONENTS	Per Annum (All figures in INR)
	BASIC (@40% OF TOTAL FIXED PAY)	89393
	HRA (@70% OF BASIC)	62575
	BONUS / STATUTORY BONUS	48000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10727
	FLEXIBLE COMPONENTS OF TFP	12787
	TOTAL FIXED PAY..... (A)	223482
	TOTAL VARIABLE PAY (TVP)..... (B)	24831
	ADDITIONAL BENEFITS..... (C)	11687
	GRATUITY	4300
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAL)	7387
	TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	260000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

56



February 27, 2023

Mr Vishal Mahatme
At Po Limba, Tal Pathri, Parbhani 431506

Dear Vishal,

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 Ranjangaon 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 March 27, 2023. 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 - Human Resources

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 : _____

57



Annexure II - Compensation Structure

Name : Mr Vishal Mahatme
Grade : B2

Sr. No	Components	Per Month	Per Annum
A	Monthly Components		
1	Basic Salary	12,000.00	144,000.00
2	House Rent Allowance	3,600.00	43,200.00
3	Conveyance Allow	1,600.00	19,200.00
4	Personal Pay	17,173.00	206,076.00
5	Medical Allowance	1,250.00	15,000.00
6	Leave Travel Allowance	1,000.00	12,000.00
	Total Gross Pay	36,623.00	439,476.00
B	Annual Benefits		
1	Bonus / Ex-gratia		7,000.00
	Total Annual Benefits		7,000.00
C	Annualized Retirals		
1	Provident Fund		21,600.00
2	Gratuity		6,924.00
	Total Annualized Retrials		28,524.00
	Total Cost to Company (A + B + C)		475,000.00

FOR Tata AutoComp Systems Limited - Interiors and Plastics Division

S. Anantha Rama Krishnan
Senior General Manager - Human Resources

Mr Vishal Mahatme

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Dipak Pawar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
INCENTIVE COMPONENTS				
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	
	1,250	2,500	align="center">5,000	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

59

INTOSYS
Navigate your next
December 1, 2021

HRD/3T/1002059015/21-22

Mr. Dipak Pawar
Near Gajanan Maharaj Temple,
Burhanpur Road
Jalgaon jamod-443402
India

Ph: +91-9767398759

Dear Dipak,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

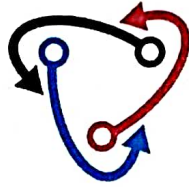
We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
=Richard.Lobo@infosys.com, Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.12.01 10:08:11 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



Amber Technologies

Dhampur Polymers Private Limited

Office: G-10, Plot No H-25, Sector 63, Noida, Uttar Pradesh - 201307

CIN: U74899DL1988PTC033175

Contact: contact@ambertech.in

OFFER LETTER

13th April, 2023

Manoj Gajare

Dear Manoj,

Further to the various discussions you have had with us, it is my pleasure to extend the following offer of employment. You are appointed to the position of **Software Development Engineer-1** with **Amber Technologies**, a Dhampur Polymers Private Limited venture. You will be receiving information about your Reporting Manager post joining and training completion. You are expected to join duty on 17th April, 2023 and the offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

As a Software Development Engineer-1, your total CTC per annum would be **Rs. 3,00,000/- (Rupees Three Lakhs only)**. Income Tax/ TDS will be applied on this as applicable.

Annexure B

1. During the term of employment, you are not allowed to be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business.
2. You shall be eligible for a total of 12 privileged leaves + 6 sick leaves in a financial year. The entitlement shall be as per the company leave policy subject to change from time to time. There will be no carry forward of leaves to the next financial year.
3. You will be on a probation period of six months from the date of your appointment. Confirmation in the service is subject to satisfactory performance during the probation period.
4. During the probation period this contract of employment is terminable by the company by giving a notice of 30 days. You are not entitled to any leaves during the probation period. Any leave taken during probation will attract loss of pay.
5. The company is not liable to pay salary if the employee leaves within the probation period. The employee may be asked to pay total expenses borne by the company on training the employee, including their monthly salaries, as training fee if left within the probation period.
6. If any declarations given or furnished by you to the company prove to be false or if you are found to have willfully suppressed any material information, you will be liable to be removed from service without any notice.

53

of notice period. However, if there is a case of misconduct, non-performance, excessive tardiness or absenteeism, violation of policy, office closing etc, the company may decide to terminate the employment with immediate effect.

8. After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability. You shall receive your payments within the 10th day of every subsequent month.
9. As an employee you must abide by the terms noted in this offer letter along with the terms of services noted in your signed NDA.
10. The shift timings will be 10AM to 7PM Monday to Friday and subject to change as per changing requirements of the Company. There will be no overtime pay provided by the Company for any extra hours worked by the employee unless specifically intimated by the Company on a case to case basis.
11. There is no cab or transportation facility provided by the Company. The employee will commute to and from the office on his own expenses.
12. Education certificates and other necessary documents will be reviewed by the Company for verification and documentation.

We look forward to an enduring and fruitful relationship with you.

Pranshu Agarwal

On behalf of Amber Technologies, a venture of Dhampur Polymers Private Limited

I have read and understood the offer letter, and agree to all the terms mentioned.

I accept the offer,

Manoj Gajare

Infosys®



Aditya Ujawane

1241582

49



SARGAM
In Quality - and it is reflected in our work

Appointment letter

Date: 4-Jan-21

Subject: Letter of appointment as "Quality Assistant".

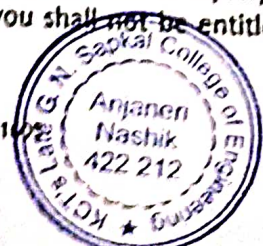
Dear Mr. Sagar Khare,

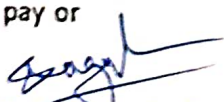
We refer to your employment application in September 2020 and the subsequent interviews you had with us, we are pleased to appoint you as "Quality Assistant" in our company situated at Satpur, Nashik; w.e.f. 1-Oct-20 on the following terms and conditions: -

1. That you will be on Probation for a period of 6 months from the date of joining. It is expected to have 100% attendance during this probation period except for medical emergencies. In case of such leaves your probation by default stands extended by those many days. The benefit of "Yearly Paid Leaves" shall not be applicable during this probation period.
2. That after the expiry of the aforesaid probation period, you will be absorbed in permanent vacancy in the event of availability of permanent vacancy if any, provided your performance is found up to satisfaction by the management as well as found suitable for the post otherwise either your probation period will be extended further in writing for a reasonable period and / or in the absence of the same, your service shall automatically stand terminated after expiry of the probation period without any notice to termination or any reasons to that effect. The management shall have right to curtail or extend your probation period considering your performance.
3. That you will be entitled to the remuneration as mutually decided during your interview. The management shall have the right to review your remuneration at any given point in time considering your performance.
4. That during the tenure of your probation period, you are liable to be transferred from one department to another and/ or to any other place and /or associate under the same management and/ or the place where the company has got vested interest without affecting your existing wage and other service conditions. You may be required to be on any shift as directed on time to time.
5. That you will take charge and shall be responsible for the safe custody of the company's property given under your control and you shall be liable to give account of the same. The management shall have a right to deduct the cost of the property lost/damaged from your salary or any amount due and payable to the company from you.
6. That you will not at any time, hereafter without the management's consent in writing divulge to any person or make publications, any of the account, transaction or the activities or the dealing of the company or any of the subsidiaries /associates of the company.
7. That you shall keep the management informed of the day to day development/ progress of the work under your control and / or supervision.
8. That during your service period at any time your work character and/or conduct are found to be unsatisfactory of which the company shall be sole judge, the company shall have the right to terminate your service forthwith & in that case, you shall not be entitled to any notice, pay or damage.

SARGAM INDUSTRIES

F-40, MIDC Area, Satpur, Nashik-422017, Maharashtra (India) Tel: +91 253 2350005 / 2351422




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

vodant plaza, Wild Orcade Socioty, Tidke Colony, Nashik, Maharashtra 422001

Appointment Letter

10th January, 2022

To,

Avinash Ravindra Thakare
Mothiwala collage , behind hanuman Nagar, Canol road Plot no -1535.

Subject: Letter of Appointment

Dear Mr.

This has reference to your application and subsequent interviews you have had with Smartx Brains solution. We are pleased to appoint you as **Frontend Developer** . Your employment will be governed by the following terms and conditions:

1. Monthly Gross Salary

You will be paid a monthly gross salary of Rs. 20,000/- (Rupees Twenty Thousand Only) per month.

2. Working Hours

Your working hours will be 10 am to 6:30 pm as per the current company policy. The company observes a 6 day work week.

3. Date of Appointment

Your date of appointment as per company records is 10st January 2022.

4. Salary Increase

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

5. Probation Period

You will be on probation for a period of **3 months** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

6. Leave

You will be governed by the current Leave Policy of the company for permanent employees.

7. Travel

Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

8. Responsibilities

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.

9. Retirement Age

The normal retirement age for all employees is 60 years.

10. Notice Period

While on probation, this appointment may be terminated by either side by giving seven days' notice, or seven days salary in lieu of notice period.

On confirmation, this appointment may be terminated by either side by giving one month's notice or one month's salary in lieu of notice period.

Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.

11. Transfer

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

12. Other work

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.

13. Conflict of Interest

You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.

14. Confidential Information

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

15. Contract/Bond with Previous Employers.

It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

48

16. On termination

On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formula, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

17. General

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the Smartx Brains solution family and trust we will have a long and mutually rewarding association.

SMARTX INNOVATIONS

Yours faithfully,

 Proprietor

Sheetal Sonawane
(Hr manager)
(+91 9503422126)



ISO
9001-2008

HIND RECTIFIERS LTD

Plot No. 110, E-16th Road,
M.I.D.C., Satpur, Nasik-422 007



Name : Sachin J. Mahajan

Emp. No. : 00150

Blood Group: B+ve

D.O.B. : 02/11/1995

Authorised Signatory