


**INCUBATION OFFER LETTER**

Dear Sir,

Dated:

We are happy to inform you that Below Students from your college KCT'S Late G. N. Sapkal College of Engineering, Nashik been Selected in our Incubation Screening Drive.

Candidate Name	Mobile Number	Email ID	Degree	Degree stream	KCT'S Late G. N. S
Landage Sakshi Dattu	8975381967	sakshilandage84@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
Bhushan Ahire	9529137663	ahireb45@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
Saive Saiyamee Santosh	7796288694	saiyamees12@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
Kajal Ramesh Gaikawad	9403311628	kajalgaikawad34@gmail.com	BE	Electronics & Communication(E&C)	KCT'S Late G. N. S
Shubham Ganesh Nikam	8975535847	shubhamnikam000537@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
sudhay Sanjay Vedpathak	7038993730	sudhayvedpathak@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
Kshilij Gopal Tidke	7517383807	ktidke005@gmail.com	BE	Mechanical(ME)	KCT'S Late G. N. S
Pallavi Shivaji Patil	916574133	pallavipatil30@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
Pratik Shivaji Patil	916574133	pratikpatil30@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
Kareena rajendra more	9145327943	kareenamore023@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
NANNAVARE	9823365890	nannavare022@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. S
AMEY DEEPAK ZEND	7770080330	ameyzeind@gmail.com	BE	Electronics & Communication(E&C)	KCT'S Late G. N. S
Tejas Chavan	9503335167	tejaschavan1997@gmail.com	BE	Electronics & Communication(E&C)	KCT'S Late G. N. S

  
 Prof.(Dr.) Sahebrao B. Bagal  
 Principal  
 Late G. N. Sapkal College of Engineering  
 Anjaneri, Nashik-422 218.



## Offer Letter

Dear Deepali Shankar Bokad,

Issued on: 14th Dec. 2022

We are pleased to inform you that you have been selected for **Free Training & Placements**.  
Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card.
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: [e-cap@excelr.com](mailto:e-cap@excelr.com)

### Following are the details for Job Profile

For:

**QA Automation (Selenium) / Manual Tester**

Job Location : PAN India

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package\*: 2.8LPA to 5LPA

Best Regards,



Shyam Narayan


Director



\*Note : This offer is valid only when you satisfy all the criteria of the training and placement process.  
Final Package depends on the interview performance.

ExcelR Solution

40-1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068.

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





9021499

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Mr. Anil Jagadale

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TDK India Private Limited

Plot No E-22-25, 25/1, MIDC, Satpur,  
Nashik 422007

(1)

10

Date: 20th March 2023

Name of Candidate: **Mr. Ritesh Bhagwan Deore**

Subject: Offer Letter

Dear **Ritesh**,

We have pleasure in offering you a position of **"Assistant Sales Manager"** at Panvel Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **03rd May 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

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

For, **PropertyPistol Realty Pvt. Ltd.**

*A. N. Gaurwal*

**Authorized Signatory**

I accept the above offer of employment

Signature:

Name of candidate: **Mr. Ritesh Bhagwan Deore**

*Sahebrao B. Bagal*

**Prof.(Dr.) Sahebrao B. Bagal**  
Principal

Late G. N. Sapkal College of Engineering  
Anjneri, Nashik-422 212




Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
<b>Gross Salary</b>	<b>28000</b>	<b>336000</b>
Deduction		
P.T.	200	2500
<b>Net Salary</b>	<b>27800</b>	<b>333500</b>
Indicative Incentive *	40000	480000
<b>Total CTC (Including Incentive)</b>	<b>68000</b>	<b>816000</b>

**Note: -**

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an Indicative incentive.
- PF if applicable, shall be part of CTC.

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





Ashok More &lt;tpo.lgnscoe@sapkalknowledgehub.org&gt;

**Resume copy of BE Electrical Candidates**

pravin.mahire &lt;pravin.mahire@esmartlighting.com&gt;

Mon, Jul 31, 2023 at 11:42 AM

To: "tpo.lgnscoe@sapkalknowledgehub.org" &lt;tpo.lgnscoe@sapkalknowledgehub.org&gt;

Cc: nandkumar &lt;nandkumar@esmartlighting.com&gt;, "paresh.mehta" &lt;paresh.mehta@esmartlighting.com&gt;

Dear Sir,

Please check the list of BE/Diploma Electrical selected candidates below,

- 1] Mr. Aniket Kalunkhe
- 2] Mr. Sanket Birari
- 3] Mr. Rohit Valvi
- 4] Mr. Ritesh Deore
- 5] Mr. Vikas Bhagwat
- 6] Mr. Rushikesh Sawant
- 7] Mr. Prasad Khaimar

Regards...Pravin Mahire

**eSmart Energy Solutions Ltd.**

Plot No.: 68/1/2/3, MIDC, Satpur,

Nashik-422007

**From:** paresh.mehta <paresh.mehta@esmartlighting.com>**Sent:** Tuesday, July 25, 2023 3:02 PM**To:** pravin.mahire <pravin.mahire@esmartlighting.com>**Cc:** nandkumar <nandkumar@esmartlighting.com>**Subject:** Fw: Resume copy of BE Electrical Candidates

Hello Pravin,

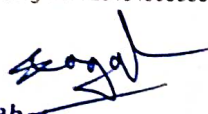
Pls do the needful as per below mail.

regards,

paresh

[Quoted text hidden]

<https://mail.google.com/mail/u/0/?ik=19b9e01d72&view=pt&search=all&permmsgid=msg-f:1772915490555866846&siml=msg-f:17729154905558668...> 1/1

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





## eSmart Energy Solutions Limited

(Formerly eSmart Energy Solutions Private Limited)  
68/1 & 68/2, MIDC, Salpur, Nashik - 422 007 (Maharashtra). Ph. : 0253-2351611-12  
Web : www.esmartlighting.com Email : info@esmartlighting.com  
CIN NO. U31908MH1979PLC021940 GSTIN : 27AACCS0489G1Z9

### OFFER/JOINING LETTER

To,  
**Mr. Sanket Madhukar Birari**  
Men Road, Shivaji Putala Javal,  
Dabhadi, Nashik-423201,  
Maharashtra

Date: 06/07/2023

Dear Mr. Sanket,

We are pleased to give you this Offer/Joining Letter based on your interview, appoint you as **"Trainee Engineer for Field Services / Panel Department"** in our organization, and your joining date will be on **06th July 2023**. The terms and conditions governing your training are given below:

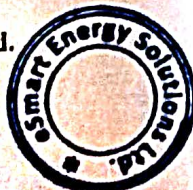
- 1. Training period:** You will be on training for a period of 6 months effective from your date of joining. After that, you will be six month probation period, which will be indicated to you.
- 2. CTC:** Your CTC will be **Rs. 2,30,000/- (Rupees Two Lakh Thirty Thousand.)** Your annual fixed cost to the company will be which include both parts of the provident fund and ESIC and Other deductions as per company rules.
- 3. Notice period during training:** The Company reserves the right to terminate the services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 7 of this letter and/or violation of any rules and regulations or standing orders of the Company by giving with immediate effect without any notice.
- 4. Posting:** Initially you will be posted at Panel Department- Nashik Plant. However, during this period of training, you can be transferred to any other Branch/Project/Department of the company, anywhere in India or overseas. You may also be assigned such other duties as may be eSmart Energy Solutions Ltd. at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.
- 5. Performance:** Your performance will be reviewed periodically during training. If your performance does not meet the training program's requirements, your training period would be extended by a maximum of six months with an interim review after three months.
- 6. Probation Period:** On successful completion of the training period after that you will be on six months probation period, later on, based on your performance during and at the end of the probation period, you will be confirmed in the services of the Company.
- 7. Discipline:** You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, it comes to light that any of the information is incorrect or any relevant information has been withheld, your services may be terminated by the company with immediate effect.
- 8. Leave:** you will be not entitled to any leave during the trainee period.

Please return the duplicate copy of this letter, duly signed as a token of your acceptance of the offer. We wish you all the best for a long and mutually beneficial association.

For eSmart Energy Solutions Ltd.

Accepted

Authorized Signatory



Regd. Off.: C/o Dalal Desai & Kumana, Union Co-Operative Insurance Building,  
2<sup>nd</sup> Floor, 23, P. M. Road, Fort, Mumbai - 400 001. Tel.: +91-022-22043085-89 Fax: +91-022-22872249

(Mr. Sanket Birari)

OFFER/JOINING LETTER

Date: 18/07/2023

To,  
**Mr. Rushikesh Dadaji Sawant**  
At. Gavati Post-Aghar BK,  
Tal-Malegaon, Dist-Nashik,  
Maharashtra-423201

Dear Mr. Rushikesh,

We are pleased to give you this Offer/Joining Letter based on your interview, appoint you as "Trainee Engineer for Field Services / Panel Department" in our organization, and your joining date will be on 18th July 2023. The terms and conditions governing your training are given below:

- 1. Training period:** You will be on training for a period of 6 months effective from your date of joining. After that, you will be six month probation period, which will be indicated to you.
- 2. CTC:** Your CTC will be Rs. 2,00,000/- (Rupees Two Lakh.) Your annual fixed cost to the company will be which include both parts of the provident fund and ESIC and Other deductions as per company rules.
- 3. Notice period during training:** The Company reserves the right to terminate the services of trainees on grounds of misconduct or breach of the terms and conditions of the Undertaking to be furnished by the trainee as per clause 7 of this letter and/or violation of any rules and regulations or standing orders of the Company by giving with immediate effect without any notice.
- 4. Posting:** Initially you will be posted at Panel Department- Nashik Plant. However, during this period of training, you can be transferred to any other Branch/Project/Department of the company, anywhere in India or overseas. You may also be assigned such other duties as may be eSmart Energy Solutions Ltd. at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.
- 5. Performance:** Your performance will be reviewed periodically during training. If your performance does not meet the training program's requirements, your training period would be extended by a maximum of six months with an interim review after three months.
- 6. Probation Period:** On successful completion of the training period after that you will be on six months probation period, later on, based on your performance during and at the end of the probation period, you will be confirmed in the services of the Company.
- 7. Discipline:** You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, it comes to light that any of the information is incorrect or any relevant information has been withheld, your services may be terminated by the company with immediate effect.
- 8. Leave:** you will be not entitled to any leave during the trainee period.

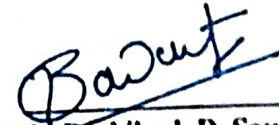
Please return the duplicate copy of this letter, duly signed as a token of your acceptance of the offer. We wish you all the best for a long and mutually beneficial association.

For eSmart Energy Solutions Ltd

Authorized Signatory



Accepted

  
(Mr. Rushikesh D. Sawant)



Date: 16-Jul-2022

**APPOINTMENT LETTER**

Date of Joining – 04-Aug-2022

Rushikesh Nageshwar Satbhai

Dear Rushikesh,

Welcome aboard!

With reference to our Interview and discussions, we are pleased to appoint you as **FL IV in SALES OFFICER - TW** in our **TWO WHEELER FINANCE** division of the Company. Your date of joining is **04-Aug-2022**. The following terms and conditions will be applicable to you:

**1. PLACE OF POSTING:**

Your posting will be presently at **NASHIK-COLLEGE ROAD**. However, during employment of the Company, you may be posted / transferred to any of the offices / projects / divisions / departments / units / subsidiaries / sister concerns of the Company, existing or to be set up at any other location in India or abroad, without any additional remuneration, in the interest of the Company without assigning any reasons.

**2. COMPENSATION & BENEFITS:**

Your Cost to Company [CTC] per Rs. **186,680/- (Rupees One Lac Eighty Six Thousand Six Hundred and Eightyonly)**, which will be inclusive of Basic Salary, Allowances and such other elements as may be applicable from time to time. Compensation and career progression shall be dependent on performance / conduct and in no case shall be construed to be a matter of right.

You will be governed at all times by the policies, procedures and rules of the Company related to the salary, allowances, benefits and perquisites which are applicable to you. Further, the Company, at its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

Your compensation review / increments and future prospects in the Company shall entirely depend on your performance and other relevant factors as Company may deem fit and in no case, they shall be automatic and / or a matter of right.

It is agreed between the Company and you that the incentive, payable if any, based on your performance and/or productivity is in lieu of any other bonus payable, including the bonus based on profits payable under any law. It is also expressly/ mutually agreed between the Company and you that the incentive payable if any, based on your performance and/or productivity shall be set off against the bonus payable based on profits under any law to the extent permissible under any law.

**3. PROVIDENT FUND SCHEME :**

You shall become a member of the Provident Fund immediately on joining and as per the rules in force from time to time. The Company contribution under this scheme is fixed at 12% of your basic with a matching compulsory contribution from you. You will be required to submit necessary forms to the Human Resources Department upon your joining.

**L&T Finance Limited**  
**Correspondence Address**  
Brindavan, CST Road,  
Kalina, Santacruz (East)  
Mumbai 400 098  
CIN: U65910WB1993FLC060810

**Registered Office**  
15th Floor, P5 SRIJAN Tech Park,  
Plot No 52, Block- DN, Sector-V,  
Salt Lake City, Kolkata – 700 091,  
District 24-Parganas North

T +91 22 6212 5000  
E customercare@ltps.com

www.ltps.com

Annexure I			
Name	Rushikesh Nageshwar Satbhal		
Grade	FL IV	Designation	SALES OFFICER - TW

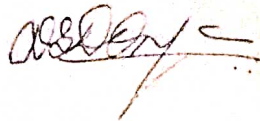
Sr. No.	Heads	Per Month (Rs.)	Per Annum (Rs.)
<b>Monthly Components</b>			
A.	Basic	6,223	74,072
	House Rent Allowance	3,734	44,803
	Leave Travel Allowance	4,098	49,171
	<b>Sub-Total (A)</b>	<b>14,054</b>	<b>168,646</b>
<b>Statutory Benefits &amp; Retirals</b>			
B.	Provident Fund (Employer Contribution 12% of Basic)	747	8,961
	ESI (Employer Contribution of 3.25% of monthly gross)	457	5,481
	Gratuity (4.81% of Basic)	299	3,592
	<b>Sub Total (B)</b>	<b>1,503</b>	<b>18,034</b>
<b>Total Fixed Pay (A + B)</b>		<b>15,557</b>	<b>186,680</b>
<b>Rs. One Lac Eighty Six Thousand Six Hundred and Eighty Only</b>			

# You are also eligible to participate in the company's incentive schemes, through which you may earn incentive based on your performance. Please note the incentive payable in any accounting year under the scheme, will be inclusive of amount to be paid in lieu of any other bonus payable, including the bonus based on profits payable under any statutory law. Thus, you will be eligible for a minimum amount of 0 per month and your maximum potential to earn incentive would be 7,070 per month. The Company reserves its rights to amend the incentive schemes from time to time.

In addition to the above, you will be covered under the following Group benefits:

1. Group Life Insurance Cover
2. Family Mediclaim Cover
3. Group Personal Accident Cover

**For L&T FINANCE LIMITED.**



**Nilesh Dange**  
Chief Human Resources Officer

**L&T Finance Limited**  
Correspondence Address  
Brindavan, CST Road,  
Kalina, Santacruz (East)  
Mumbai 400 098  
CIN: U65910WB1993FLC060810

**Registered Office**  
15th Floor, PS SRIJAN Tech Park,  
Plot No 52, Block- DN, Sector-V,  
Salt Lake City, Kolkata - 700 091,  
District 24-Parganas North

T +91 22 6212 5000  
E customercare@lifs.com

www.lifs.com

**Strictly Private and Confidential**

15th November, 2022

**Mr. Rushikesh Gangurde**

Dear Rushikesh,

**Subject: Conditional Offer for Employment.**

Armstrong Machine Builders Private Limited (the "Company") is pleased to offer you an opportunity for full-time employment in the position of Stores Officer on a probationary basis.

You shall report to the "Store Manager" and are required to follow directions given by the person(s) occupying that position or as delegated.

Your total all-inclusive gross annual compensation on a cost-to-company basis will be ₹ 254000 which shall include your basic salary and various allowances which may be claimed in compliance with and subject to limits under the applicable tax laws and Company policies and practices. All payments by the Company shall be subject to statutory deductions and contributions. Any provident fund and/or pension fund contribution that the Company shall be required to make on your behalf shall be deducted from your salary. Please refer to Annexure I.

The detailed terms and conditions of your employment with the Company are set out in your Employment Agreement which you will need to execute upon commencement of employment.

Please note that this offer for employment is contingent upon (1) successful completion by the Company of your background checks and (2) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment. The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it receives any negative background check results or determines that any contractual or other obligation may limit your ability to engage in business activities for the Company.

If you wish to accept our offer terms and conditions, please sign and return this letter within 3 days to the Company. This offer shall automatically lapse unless you confirm your acceptance of it and return a copy within the prescribed time. On your acceptance of this offer for employment and subject to successful completion of your background checks by the Company, you will be required to execute the employment agreement in the form provided to you concurrently with this offer letter, and join on 01/11/2022 or such later date as may be communicated to you by the Company.

Should you accept this offer, you are requested to provide the Company with copies of the following documents (unless provided earlier) along with 2 recent passport-sized photographs:

1. [Relieving letter issued by your most recent employer (if applicable)]
2. Most recent passport
3. Relevant educational certificates
4. Last drawn payslip (if applicable)
5. Permanent Account Number (PAN)
6. Provident Fund UAN
7. Aadhar card]

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer please contact Saeed Vijay Ahire (Email: ahire.saeed@armstrongitd.in)

Yours sincerely,

For Armstrong Machine Builders Private Limited

**Tejas Rakhmaji Londe**  
Sr. Manager-HR  
Authorised signatory

**Acceptance**

I hereby accept the terms and conditions of this offer for employment with Armstrong Machine Builders Private Limited and agree to join on such date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Signature :

Name :

Date :

**ANNEXURE I**

CTC Structure		
Components of Compensation	Monthly INR	Annually INR
Basic	₹ 13100	₹ 157200
HRA (House Rent Allowance)	₹ 655	₹ 7860
Attire	₹ 0	₹ 0
Education	₹ 0	₹ 0
LTA	₹ 0	₹ 0
Vehicle Reimbursement	₹ 0	₹ 0
Supplementary Allowance	₹ 2515	₹ 30180
<b>Subtotal I</b>	<b>₹ 16270</b>	<b>₹ 195240</b>
<b>Retirals</b>		
PF	₹ 1950	₹ 23400
Gratuity	₹ 631	₹ 7572
<b>Subtotal II</b>	<b>₹ 2581</b>	<b>₹ 30972</b>
Bonus	₹ 2620	₹ 31440
ESIC	₹ 529	₹ 6348
<b>Subtotal III</b>	<b>₹ 3149</b>	<b>₹ 37788</b>
<b>Fixed Pay</b>	<b>₹ 22000</b>	<b>₹ 264000</b>
Variable Pay at Maximum Potential	₹ 0	₹ 0
<b>Subtotal IV</b>	<b>₹ 0</b>	<b>₹ 0</b>
<b>Total Pay (I+II+III+IV)</b>	<b>₹ 22000</b>	<b>₹ 264000</b>

Deduction will be as per statutory norms and company schemes



