



Vidya Pratishthan's
Institute of Information Technology
We Shape Tomorrow...Today



NAAC
NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL

"B"
Grade
CYCLE II

AQAR 2022-23

Criteria V

5.2.1 *Number of placement of outgoing students during the year includes following things.*



Vidya Pratishthan's
Institute of Information Technology

We Shape Tomorrow...Today



NAAC
NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL

'B'
GRADE

Placed students from Batch 2022 and 2023

Sr. No	Company Name –	No. of students placed	Student name –	Package Offered	Batch
1	TeamLease Sevices Limited, Banglore	1	Vrushali Deokate	2.5 LPA	2022
2	FinDestination, Pune	3	Rutuja Doifode	3-3.5 LPA	2022
3	FinDestination, Pune		Swami Harihar	3-3.5 LPA	2022
4	FinDestination, Pune		Pratiksha Bhapkar	3-3.5 LPA	2022
5	Integrated Resources Staffing Pvt. Ltd	3	Siyon Divekar	2.4 LPA	2023
6	Integrated Resources Staffing Pvt. Ltd		Pranay Pawar	2.4 LPA	2023
7	Integrated Resources Staffing Pvt. Ltd		Maithili Inamdar	2.4 LPA	2023
8	Axis Bank	4	Onkar Lambate	4-4.5 LPA	2023
9	Axis Bank		Apurva Lad	4-4.5 LPA	2023
10	Axis Bank		Vaishnavi Jagdale	4-4.5 LPA	2023
11	Axis Bank		Vaishnavi Khaldkar	4-4.5 LPA	2023
12	Bajajfinserv	1	Yash Mane	4-4.5 LPA	2023
13	GNS Engineering	1	Shrutika Jadhav	3 LPA	2022



M. Deshmukh
Director
Vidya Pratishthan's
Institute of Information Technology
Vidyanagari, Baramati Dist, Pune

	India Pvt. Ltd				
14	Mayuresh Enterprise, Baramati	1	Ambika Thorat	4.5 LPA	2023
15	Kotak Mahindra Bank	1	Sanket Shahane	3.1 LPA	2023
16	ICICI, Pune	1	Durgsinh Gaikwad	4 LPA	2023
17	HDB Financial Services, Baramati	1	Ganesh Mane	2-2.5 LPA	2023
18	Syngenta India, Baramati	1	Tejas Pawar	3.4 LPA	2023
19	AU Small Finance, Pune.	1	Sandip Pansare	3 LPA	2023
20	Venture Steels Pvt Ltd.	1	Radhika Kale	1.8 LPA	2023
21	Venture Steels Pvt Ltd.	1	Shweta Yadav	1.8 LPA	2023
22	Mahindra and Mahindra	1	Vaishnavi Jagdale	3.5 LPA	2023



Deeshmukh
Director
Vidya Pratishthan's
Institute of Information Technology
Vidyanagari, Baramati Dist, Pune

Director
Institute of Information Technology
Vidyanagari, Baramati Dist, Pune

Date: 13 Dec 2022

Mrs Vrushali Deokate
Residency Zone, Samruddhi Apartment R20 Flat
No-5
Vidyanagari, Rui, Saval, Pune, Maharashtra 413133

Employee No: 2670794
Dear Mrs Vrushali Deokate

Appointment Letter

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

1. Your contract will commence from 13 Dec 2022 and expire on 12 Jun 2024 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 13 Dec 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

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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 13 Dec 2022 to 12 Jun 2024 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

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 Signature)

Signature and date:

Name: VISHAL DEKATE

Salary Annexure

Employee No: 2670794

Particulars	Amount
Basic	13738
House Rent Allowance	4304
Employer PF Contribution	1649
ESIC - Employer	624
Insurance	67
Statutory Bonus	1144
Total Amount	21526
Amount In Words(Rs)	Twenty One Thousand Five Hundred Twenty Six Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	13738
House Rent Allowance	4304
Statutory Bonus	1144
Gross Earnings	19186
DEDUCTIONS *	Amount
Employee ESI	144
Employee PF	1649
Professional Tax	200
Total Deduction	1993
Net Salary	17193

* 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://connect.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.



FinDestination

Destination For All Finance Needs

Ms. Rutuja Doiphode,
A2/11 Punyadham Society
Vadgaon Sheri
Pune
411014

Date: 06/02/2023

Dear Rutuja,

With reference to your interview dated 25.01.2023. We are pleased to offer you the position of Sales Executive in our organization.

Your joining date is confirmed at 16.02.2023 as per the following terms and condition.

- You are entitled to a CTC of 300000 p.a INR;
Fixed Salary: 240000 p.a INR
Performance Based Bonus: 60000 p.a INR
- You agree to comply with terms and conditions of Appointment.
- You agree to submit with us a signed copy of Marksheet, Pan Card, Adhar Card as well as Passport size Photograph and also bring the originals for verifications.

This is a Full time position. You will be in probation period for 3 months from the date of joining. That means that either you or Findestination are free to end the employment relationship at any time with or without notice during this tenure.

We look forward to mutually rewarding professional relationship with you.

For Findestination

Rakesh Mishra



FinDestination

Destination For All Finance Needs

RELIEVING LETTER

Date: 3rd April 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Swami Harihar** has worked with **Findestination** as a **Sales Executive** from 16th February 2023 to 24th March 2023.

In this period, he has shown sincerity and hard work towards his concerned job.

This is to inform that Mr. Swami Harihar has been relieved of all his duties. I wish him good luck and great future ahead.

Regards,



Rakesh Mishra

Director

Findestination.



FinDestination

Destination For All Finance Needs

Ms. Pratiksha Bhapkar,

At post :- Zargadwadl

Baramati, Pune

413102

Date: 06/02/2023

Dear Pratiksha,

With reference to your interview dated 25.01.2023. We are pleased to offer you the position of Sales Executive in our organization.

Your joining date is confirmed at 16.02.2023 as per the following terms and condition.

- You are entitled to a CTC of 300000 p.a INR;
Fixed Salary: 240000 p.a INR
Performance Based Bonus: 60000 p.a INR
- You agree to comply with terms and conditions of Appointment.
- You agree to submit with us a signed copy of Marksheet, Pan Card, Adhar Card as well as Passport size Photograph and also bring the originals for verifications.

This is a Full time position. You will be in probation period for 3 months from the date of joining. That means that either you or Findestination are free to end the employment relationship at any time with or without notice during this tenure.

We look forward to mutually rewarding professional relationship with you.

For Findestination

Rakesh Mishra



IntegratedResources...

Anuradha, +91 70386 31066, +91...



Shortlisted students are supposed to join only for 5 minutes
January 18, 2023
Id join it
8:33 PM

Shortlisted students are supposed to join only for 5 minutes
8:42 PM



+91 73919 02088

~ Dr. Vishal Kore, T... +91 86052 54254
Shortlisted students are supposed to join only for 5 minutes

On which link sir
8:44 PM



~ Dr. Vishal Kore, T... +91 86052 54254

- Pranay
- Siyon
- Munali
- Vaishnavi
- Maithali
- Raveena
- Shivani

kindly join for 5 minutes
8:44 PM

~ Dr. Vishal Kore, T... +91 86052 54254

Join conversation
teams.microsoft.com

<https://teams.microsoft.com>



Message





IntegratedResources...

Anuradha, +91 70386 31066, +91...



We will share interview results in 10 to 15 minutes. after that HR will once again explain salary structure with shortlisted students in a common meeting. It will not be an Interview just discussion on Salary mentioned in pdf.

8:33 PM

Shortlisted students should join it from Mobile also.

8:33 PM

Shortlisted students are supposed to join only for 5 minutes

8:42 PM



+91 73919 02088

~ Dr. Vishal Kore, ... +91 86052 54254

Shortlisted students are supposed to join only for 5 minutes

On which link sir

8:44 PM

D

~ Dr. Vishal Kore, T... +91 86052 54254

Pranay
Siyon
Munali
Vaishnavi
Maithali
Raveena
Shivani



Message





Integrated Reso...

siyon, +91 72498 48650,...



this mont February 4, 2023 12:33 PM

February 6, 2023



Smile Mam Hr

Ok 2:16 PM

Will update you 2:16 PM

February 15, 2023



Smile Mam Hr

Hi Vishal 8:39 AM

GM 8:39 AM

What is the status of your students joining? 8:40 AM

When they can join 8:40 AM

? 8:40 AM

Kindly confirm who is interested and when they can join will send them the offer letter 8:41 AM



~ Dr. Vishal Kore, T... +91 86052 54254

MBA and MSc students should mention their joining date

10:23 AM



Message





Integrated Reso...

siyon, +91 72498 48650,...



February 2, 2023



Smile Mam Hr
Hi Team Good afternoon 4:04 PM

Hope you all are set for 13th feb
4:04 PM



~ Dr. Vishal Kore, T... +91 86052 54254
Those who can join from 13th
should respond immediately
4:16 PM

If you need any other date for
joining kindly let us know. 4:17 PM

I think MBA students are having
joining at next month 4:24 PM

Hello mam good afternoon 4:34 PM ✓✓

Our mba exam is scheduled from 20th
of February to 20th of March 4:35 PM ✓✓

So we will be able to join after 20th of
March 4:36 PM ✓✓



Smile Mam Hr
What about those students who
can join in February 4:36 PM

? 4:36 PM





Integrated Reso...
siyon, +91 72498 48650,...



You

Hello mam , i am very excited and intersted to join our organization but our mba exam are end on 20th Marc...

What about other MBA students?

11:29 AM



Smile Mam Hr

Will give them a single date to join

11:40 AM

Either join after your semester end or in first or max second week of March

11:41 AM

August 3, 2023



~ Dr. Vishal Kore, T... +91 86052 54254

Bharat Financial Inclusion Limited (BFIL) subsidiary company of IndusInd Bank having openings for **MBA HR 2023 passout** students. Only Male candidates are expected to attend the interview process scheduled on 04th August 2023 at Pune

Reporting Time: 12.15pm sharp

Address: Rukhmai Niwas, S.



Message





AXISB/LOA/RH1579806/108227
22/08/2023

Onkar Shankar Lambate
9021283656

LETTER OF APPOINTMENT

Dear Onkar,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in RB - BB, RL & Products.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 3,75,874 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Mandatory Induction Certification

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
 - 6.3.1 You will not be able to join your team till you are Induction Certified.
 - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

7. Transfer

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

8. Separation/ Retirement

- 8.1 Separation during probation
 - 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
 - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 8.3 Separation arrangement
 - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

- 8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.
- 8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.
- 8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.**
- 8.4 Retirement
- 8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

9. Reimbursement of Notice Period Pay

- In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-
- 9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /Joining formalities:

- Your appointment and subsequent joining is subject to the following:
- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
- 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 10.3.2 Proof of date of birth
 - 10.3.3 Copy of Pan Card and Address Proof
 - 10.3.4 One recent passport size color photograph
 - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 1 month from the date of joining, failing which your salary after 1st month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.



Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Manisha Tupe

Manisha.Tupe@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anand Bardhan', with a horizontal line underneath.

Anand Bardhan,

Head - Talent Acquisition

Human Resources



AXISB/LOA/RH1586255/111586
09/06/2023

Apurva Jayant Lad
8459764382

LETTER OF APPOINTMENT

Dear Apurva,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Risk.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 4,01,446 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

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- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
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 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

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- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
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- 8.1 Separation during probation
 - 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
 - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
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- 8.3 Separation arrangement
 - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.
 - 8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to

the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

8.4 Retirement

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

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9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

10.3 Submission of all necessary documents:

10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

10.3.2 Proof of date of birth

10.3.3 Copy of Pan Card and Address Proof

10.3.4 One recent passport size color photograph

10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 1 month from the date of joining, failing which your salary after 1st month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.



For any further information / clarifications please feel free to contact:-

CHETHANA RAO

Chethana.Rao@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anand Bardhan', with a horizontal line underneath.

Anand Bardhan,

Head - Talent Acquisition

Human Resources



AXISB/LOA/RH1741793/111584
08/06/2023

Vaishnavi Vinayak Khaladkar
7057282710

LETTER OF APPOINTMENT

Dear Vaishnavi,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Risk.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 4,01,446 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

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the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

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The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.



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CHETHANA RAO

Chethana.Rao@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anand Bardhan'.

Anand Bardhan,
Head - Talent Acquisition
Human Resources



AXISB/LOA/RH1546614/110282
09/06/2023

Pranay Vikas Pawar
9511652874

LETTER OF APPOINTMENT

Dear Pranay,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Assistant Manager in Risk.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 3,96,446 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

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- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
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- 10.3 Submission of all necessary documents:
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CHETHANA RAO

Chethana.Rao@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anand Bardhan', written over a horizontal line.

Anand Bardhan,

Head - Talent Acquisition

Human Resources

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 24-03-2023

Dear Yash Ramesh Mane,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Functional Trainee" at **GB02 Band**.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **27-03-2023** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our **Kolhapur** office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

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Full Name	:	Yash Ramesh Mane
Consent Details	:	Accepted
Date & Time	:	24-03-2023 07:58:08 PM
Mobile	:	9021292106
IP Address	:	106.193.239.106

Bajaj Finance Limited

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Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.
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4. SALARY

- 4.1 Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3 You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

- 5.1. The employment can, subject to the policies of the Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **90 (Ninety days)** written notice to the other party. The notice period of **90 (Ninety days)** is part of the Employee Separation Policy which is available for your reference on the Company's HRMS.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time, without assigning any reason whatsoever, by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby, not to make any announcement of your termination/ resignation, unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. **Obligations arising out of termination:** You hereby agree that:
 - (a) On or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored / exchanged on social media (such as Twitter, Skype, Facebook, YouTube, Flickr, LinkedIn, Wikis, Google+ etc.) or any other networking platform, online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content ("**Digital Media**").

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- (b) After termination of employment, all or any information of the company shall be considered to be Confidential Information and you will continue to be under an obligation to maintain confidentiality about any tangible or intangible information of the Company. Accordingly, you shall refrain from indulging in spreading of any false / defamatory / instigating / abetting / unlawful content on "Digital Media" (as described in Clause 5.4 above) which may prejudicially impact (directly or indirectly) the reputation of the Company and /or its group companies, subsidiaries, affiliates, or other partnerships.
- (c) In the event that your employment is terminated by the Company or by you prior to 12 months from your employment Commencement Date, you hereby agree to pay back the entire lumpsum amount (whether in the form of sign on amount or joining bonus or notice period buy out or any other form of payment) if any received by you, within 30 days after such termination.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

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8. COMPANY POLICIES AND PROCEDURE

- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person, in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;

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- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company, under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

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12. CONFIDENTIALITY AND NON-DISCLOSURE

- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge, directly or indirectly, or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

- 14.1. If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation, you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.
- 14.2. Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

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15. GENERAL

- 15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.
- 15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.
- 15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

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Annexure - A

Detailed Salary Structure

Date : 24-03-2023
Name : Yash Ramesh Mane
Band : GB02

Particulars	Annually	Monthly
Basic	108,000	9,000
House Rent Allowance	54,000	4,500
Special Allowance	100,928	8,411
Statutory Bonus	35,472	2,956
Contributory Provident Fund	21,600	1,800
ESIC	0	0
Fixed Pay	320,000	26,667
Gratuity	5,195	
Indicative Performance Pay#	80,000	
Total Cost to Company	405,195	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

* The exact sum of all elements may mismatch up to Rs.10/-, in the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /-** (**Rupees Twenty Lakh only**). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /-** (**Rupees Twenty-five Lakh only**).
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /-** (**Rupees Three Lakh only**) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

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Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 27-03-2023.

By entering the one-time password ("OTP") sent by Bajaj Finance Limited or by submitting physical signature, I hereby confirm that I have read, understood and unconditionally agree and acknowledge to be bound by the terms of this letter

Name and OTP Acceptance, confirming acceptance of the above terms and conditions

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AUTHORISED SIGNATORY
BAJAJ FINANCE LIMITED



Digitally signed by
DS BAJAJ FINANCE
LIMITED 1
Date: 2023.03.24
19:58:13 +05:30
Reason: Security
Location: Pune

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To,
D/o- Mr. Sudhir Jadhav
A/P-Atit
Tal/Dist-Satara
Pin Code- 415519

Date: 02-01-2023

Appointment Letter

Dear Ms. Shrutika Jadhav,

We are pleased to appoint you as **HR-Executive** in our organisation in Pune on following terms and conditions with effect from **02-01-2023**.

1. Your consolidated salary will be **Rs.3,50,000/- Per Annum** (Three Lakh Fifty Thousand Only) details are mentioned in Annexure. This will be your aggregate CTC including of employer and employee Provident Fund, Medical Contribution, Canteen Allowance & Gratuity as per govt. norms etc.
2. You will be on probation in the first instance for a period of Six months from the date of joining. During the period of your training and probation, your services may be terminated by giving you 24 hours' notice or salary in lieu thereof. If your services are found unsatisfactory, the Company may, but is not bound to extend your probationary period. Based on successful completion of probation period, you will be eligible for salary increase.
3. If you discontinue the service within 24 months period from your date of joining, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other expenses. You will be required to sign an undertaking to that effect before you join the company.
4. During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the establishment where you are required to work. Your service conditions will be as per applicable to local labour laws.
5. Your services are transferable at short-notice to any branch, office, works or client site in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
6. The Company may from time to time provide you training through current employees, trainers or clients. If you discontinue the service within One-year period, the company reserves the right to recover the amount of rupees one lakh incurred for training and other related expenses.
7. The Company may from time to time send you for training overseas. After successful completion of training/assignment, you will be required to come back to India and work

GNS Engineering India Pvt Ltd.

Reg. Office: Bunglow L-1 | Culture Crest Society| Sector No. 6| Pradhikaran |
Moshi |Pune- 412105

Office Address: Om Chambers | Office -301-B T.29/31 | Bhosari Industrial Estate |
Telco Road | Near Toyota Showroom | Pune- 411026

Contact Details

Telephone No. 0091 -20-67121600
Email : mbox@gns-india.com

CIN : U74200PN2010PTC135464
PAN: AACDG6880A

for the Company for a minimum period of Two year. If you discontinue the service within that Two-year period, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other living expenses. You will be required to sign an undertaking to that effect prior to being sent overseas.

8. **Confidential:** During the continuance of your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors of the Company or their authorized representatives) your salary, increments and emoluments, as also all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the Company or any of its associates or branches, their customers and suppliers.
9. Although your normal work will consist of duties assigned to you in the capacity as mentioned Upon termination of your employment, you will return to the Company all tools, papers, literature, documents and any other articles and/or copies thereof belonging to the Company, which may at that time be in your possession.
10. You will not, during the continuance of your employment undertake nor carry on either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent, or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties with us.
11. The Company may, terminate your service by giving you one-month notice or salary in lieu of notice if performance found unsatisfactory however, that no notice or salary in lieu of notice will be required to be given in case of your services are terminated for any misconduct . Should you however, desire to sever connection with the Company, it will be necessary for you to give three-month notice to the Company of your intention to do so.
12. In case of resignation, salary for one particular month will be kept on hold and it will be disbursed at the time of Full and final settlement .
13. The Company holds the right to withhold the full & final settlement as well as the relieving documents if the notice period policy is not adhered to. However, in case of discharge due to misconduct and performance issues the notice period & remuneration in lieu of notice will not be applicable.
14. Any employee who intends to resign after availing medical benefits for his/her parents, will be liable to follow rules as per the company policy.
15. You may not, without the consent of the Company, seek employment with any client or supplier of the Company, for a period of twelve months, after severing your connections with the Company.
16. You will retire from the Company's services at the age of sixty years.

GNS Engineering India Pvt Ltd.

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Moshi | Pune- 412105

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Telco Road | Near Toyota Showroom | Pune- 411026

Contact Details

Telephone No. 0091 -20-67121600
Email : mbox@gns-india.com

CIN : U74200PN2010PTC135464
PAN: AADCG6880A

17. You will entitle to take leaves as per rules of the company.
18. In addition to the employment terms & conditions mentioned herein, all other standard & general rules, practices and policies of the company as existing now & which may be amended from time to time shall be applicable to you.
19. **Salary Increment Eligibility:** Only confirmed employees will be eligible for increment which would be effective from 1st of April every Year. For Trainee, salary revision is after 1 yrs excluding 3-month training period.
20. Any employee joining the company, will have to bear the cost for four-wheeler parking on his/her own on monthly basis as company will not be responsible for the same.

Your assignment entails **Human Resource Trainee** responsibilities, and this has been reflected in your compensation. We have every hope of your fulfilling our expectations as a member of our **Human Resource Trainee** team by continuously contributing towards achieving the goals of the company and that your performance will be satisfactory in all respects.

Please sign and return to us the enclosed duplicate copy of this letter in token of your acceptance of the terms contained herein.

For GNS Engineering India Private Limited



Sanjay Panwar
Managing Director

Acknowledged and accepted:

Date:

Signature of Candidate

GNS Engineering India Pvt Ltd.

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MAYURESH ENTERPRISES

G-132, MIDC, Tal-Baramati, Dist- Pune-413133

EMAIL: mayureshen@gmail.com

Mob no: 9922679008/

7387597521

GST NO. 27ABIFM6100A1ZT

PAN NO: ABIFM6100A

Date-

To,

Ambika Babasaheb Thorat,

Kumbharkarwasti, MIDC,

Baramati-413133

Dear Madam,

This is with reference to you application and the subsequent discussions you had us at the interview on March 20th 2020, on the following terms & conditions.

Designation: Accountant

Job Location: MIDC, Baramati

Commencement of Employment: Your employment will be effective with us since 1st April 2020.

Salary: Your salary will be Rs.15000 per month.

Working Hours: The working days will start normally from Monday and end on Saturday. The working hours for your profile will be 9:30AM to 5:30PM.

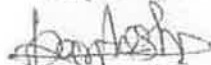
Your Responsibilities:

- Preparing a Tax Invoices
- Preparing accounts and tax returns.
- Monitoring spending & budgets
- Keeping accounts books and systems up to date

- Auditing and analysing financial performance
- Ensure that financial statements and record comply with laws and regulations.

We congratulate you on your appointment and wish you a long career with us. We assure you have a gre

Mayuresh Enterprises


Partner


Partner



Kotak Mahindra Bank

March 24, 2021

Dear Sanket Shahane

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you the position of **Assistant Manager**, at Grade **M1** in our organization at **Gunwadi**.

Your annual compensation in terms of fixed cost to company will be INR. 250,000/- (Two Lacs and Fifty Thousand). A detailed appointment letter will be issued to you, subsequent to acceptance of this offer.

Name	Sanket Shahane
Designation	Assistant Manager
Role	Service Officer
Function	Service Officer-RA RURAL BRANCHES-Service
State	Maharashtra
With effect from	26-Apr-21

	Components	P.M.	P.A.	Frequency	Remarks
a. Basic	Basic Salary	11,197	134,360	Monthly	Minimum 40% of Fixed Pay excluding Section d (Insurances Premiums) & Additional HRA (If any).
b. Housing	House Rent Allowance	4,423	53,081	Monthly	Upto 50% of Basic Salary
c. Allowances and Benefits	Fitness Allowance	1,000	12,000	Monthly	Paid Subject to updating the fitness goal for the year by clicking on our Health to the power infinity site by 10th of the month to start the allowance from that month onwards.
	Statutory Bonus	2,239	26,872	Monthly	
d. Insurances Premiums	Kotak Term Life + GPA		1,101	Annual	This denotes average Premium borne by the company. Life Insurance Policy: 1.5 times of CTC or grade-wise limit whichever is higher. Group Personal Accident Policy (GPA): 3L or 1 time CTC, whichever is higher. Refer Term Life Insurance Policy & Group Personal Accident Policy.

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC036137

Kotak Infini, Building No. 21,
Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Valdyia Marg,
Malad (C), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India



Kotak Mahindra Bank

e. Retirals	Contribution to Gratuity Fund		6,463	Annual	This amount is 4.81% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, exgratia is paid on pro-rata basis at the time of separation even if length of service is less than 5 years.
	Contribution to Provident Fund		16,123	Annual	Company's contribution towards PF @12% of Basic
Total Fixed Pay (a+b+c+d+e)	Total Fixed Pay	18,859	250,000		
f. Role Based Allowances/ Benefits	<ul style="list-style-type: none">- Shift Allowance - for employees working in shift as per Shift Working policy- Remote Working Allowance - for the roles as per Remote working Policy- Corporate Mobile SIM - for the roles as per Mobile Policy- Corporate Credit Card - In case your role and grades defined as per Corporate Credit Card policy- Laptop/ Desktop - as per the role eligibility and company policy.				
g. Potential Variable Pay	As per the variable pay policy applicable for your role.				
h. Other Benefits	<ul style="list-style-type: none">- Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details.				

Please note that this email is intended for your understanding of the salary components only and should not be construed as a formal offer of employment. We shall issue a formal appointment letter once you give your acceptance of the above to us either on email/system. After receiving your Appointment Letter you should initiate your resignation with your current employer.

Please note your employment is subject of the positive background verification of all the details provided by you including Employment/ Educational documents. Therefore, it is advised that you submit documents best to your knowledge.

Yours sincerely,

For Kotak Mahindra Bank Ltd,

Behnaz Patel
Manager
Human Resources

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC03S137

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Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
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Bandra (E), Mumbai 400051,
Maharashtra, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384286633
Applicant ID - 5242079

14-Jul-2022

Durgsingh Malojirao. Gaikwad

Dear Durgsingh,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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15/7/2022



PRIVATE AND CONFIDENTIAL

Reference No. - 1384286633

Applicant ID - 5242079

14-Jul-2022

Durgsingh Malojirao, Gaikwad

Dear Durgsingh,

We are pleased to make you an offer of appointment as Senior Officer in ICICI Bank. You will be placed in TRADE FINANCE OPERATIONS GROUP at MUMBAI - LOWER PAREL EMPIRE. Please note that your appointment is subject to your successful completion of the Post Graduate Program in Relationship Management.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 15-Jul-2022.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Fax: (91-22) 2653 1122
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CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Handwritten signature
15/7/22

Reference No. - 1384286633
Durgsingh Malojirao. Gaikwad

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

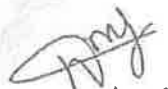
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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15/7/22

Reference No. - 1384286633**Durgsingh Malojirao. Gaikwad**

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment: Your services with the Bank are liable to be terminated:**
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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15/7/22



:4:

Reference No. - 1384286633
Durgsingh Malojirao. Gaikwad

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course- graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

SUNEETHA VENKATA
HR MANAGER

Digitally signed by G V SUNEETHA DEVI
Date: 2022.07.14 16:07:47 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms, conditions of the offer, and would like to confirm my acceptance.


Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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15/7/22

Reference No. - 1384286633
Durgsingh Malojirao. Gaikwad

Annexure:

Remuneration:

- Your Base Salary will be Rs. 96,000/- (Rupees Ninety Six Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is not serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 97,008/- (Rupees Ninety Seven Thousand Eight only) per annum. Supplementary allowance will include – Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 48,000/- (Rupees Forty Eight Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only) per annum.

:6:


Reference No. - 1384286633


Durgsingh Malojirao. Gaikwad

Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and two dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by G V SUNEETHA
DEVI
Date: 2022.07.14 16:07:47 +05:30
Reason: Offer Letter
Location: Mumbai


15/7/22
Signature of Applicant


15/7/22



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (Photocopies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - b. Resignation accepted letter from current organisation
 - c. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

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[Signature]
15/7/22



Remuneration Details

Name: Durgsingh Malojirao, Gaikwad

Position: Senior Officer

Group: OPERATIONS GROUP

	Senior Officer	
	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	8,084	97,008
Superannuation Allowance **	1,200	14,400
Total	21,284	2,55,408
Retirals		
Retirals (PF, Gratuity) ***	2,466	29,592
Total Fixed	23,750	2,85,000
Performance Linked Retention Pay#	2,167	26,004
Total CTC	25,917	3,11,004

* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Digitally signed by G V SUNEETHA DEVI
Date: 2022.07.14 16:07:48 +05:30

Reason: Offer Letter

Location: Mumbai



ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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Handwritten signature
15/7/22

Annexure A

 HDB FINANCIAL SERVICES		Compensation Breakup	
Salutation		Mr.	
Name		GANESH RAJENDRA MANE	
Role		SALES OFFICER	
Grade		G1	
Location		BARAMATI	
Reporting to		Sales Manager	
Date of Offer		October 29, 2022	
Annual Compensation Break up			HDBPS Monthly
Basic	66,000	5,500	
HRA	26,400	2,200	
Other Allowance	63,648	5,304	
Provident Fund (Employer's contribution)	15,552	1,296	
Gross Salary (A)	1,71,600	14,300	
ESIC (Employer's contribution)-----(B)	5,076		
Gratuity----- (C)	3,180		
Total Fixed Compensation (D=A+B+C)	1,79,856	14,988	
Note:			
This Offer is subject to positive reference checks & Credit Bureau check. Your consent for candidature of the Company will be considered as consent for accessing your Credit report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
I accept the terms and conditions as mentioned in the Appointment letter.			
eSigned using Aadhaar (Longivity.com - Jp2leTY) Ganesh Rajendra Mane Date: Wed Nov 02 14:58:16 IST 2022			
Ganesh Rajendra Mane		Ref: HDBFS/22-23/MRIC495288/Appt/301955	
			



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
www.manpoweronline.in

Date: **26/Apr/2023**

Name: **Tejas Sanjay Pawar**
Address: **Mhasobachiwadi, Tal- Indapur, Dist - Pune, Mhasobachiwadi, Pune, Maharashtra- 413130**
Employee ID: **100605099**

Subject: FIXED TERM CONTRACT

Dear Tejas Sanjay Pawar,

With reference to your appointment with **ManpowerGroup Services India Pvt. Ltd.**, we have pleasure in offering you the position of **MDO** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow:

Start date of Assignment: **26/Apr/2023**
End date of Assignment: **25/Apr/2024**
Gross Salary per month: **19059**

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.
All taxes will be deducted as applicable by law.

The terms and conditions of the contract and details of your salary break up are specified in Service Contract attached here to.

Kindly send the accepted copy of the same and your PAN number to ManpowerGroup. In case the signed acceptance is not received by ManpowerGroup within 7 days of the offer date, ManpowerGroup reserves the right to withdraw the offer.

For **ManpowerGroup Services India Private Limited**

Dipankar Das
Head Staffing Operations

Signature

Accepted By
Tejas Sanjay
Pawar



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
www.manpoweronline.in

FIXED TERM CONTRACT OF SERVICE

Temporary Staff

- 1.** This made between **ManpowerGroup Services India Pvt. Ltd., ("ManpowerGroup")** and **Tejas Sanjay Pawar ("Temporary Staff")** engagement:
- 2. Engagement**
The Temporary Staff is engaged by ManpowerGroup to perform specific fixed term work assignments ("Assignment") for ManpowerGroup customers ("Customer") under the terms and conditions of this Agreement and the Schedule A attached hereto for each new Assignment.
- 3. The Contract**
 - (a)** This agreement including Schedule A constitutes a fixed term contract of service between ManpowerGroup and the Temporary Staff and they govern each Assignment undertaken by the Temporary Staff. Upon acceptance of each Assignment by the Temporary Staff, ManpowerGroup and the Temporary Staff shall complete and sign Schedule A.
 - (b)** The Temporary Staff is expected to complete the Assignment once accepted.
 - (c)** No variation or alteration of these Terms shall be valid unless approved by ManpowerGroup in writing.
 - (d)** Fixed Term Contract of Service means and includes only Temporary Service.
- 4.** The Temporary Staff acknowledges that it is the nature of contract work that there may be periods when no suitable work is available and agrees that:
 - (a)** Suitability shall be determined solely by ManpowerGroup.
 - (b)** ManpowerGroup shall incur no liability towards the Temporary Staff should it fail to offer any Assignment at any point in time and failure to provide the Assignment will lead to automatic termination of the Temporary Staff.
- 5. (a)** ManpowerGroup shall pay the Temporary Staff remuneration calculated at an agreed rate for each period worked during an Assignment, to be paid or monthly in arrears subject to deductions for the purpose of Provident Fund and any other Statutory deductions which ManpowerGroup may be bound by any laws or regulations to make. In addition, ManpowerGroup shall be entitled at any time to make deductions from the Temporary Staff's remuneration in respect of sums due from the Temporary Staff to ManpowerGroup in relation to any overpayment of any kind or any other debt.
 - (b)** For all allowances paid requiring receipts for evidentiary purposes, the candidate is required to issue true and original documents to this office with the timesheet at the end of each month. Failure to do so will result in adjustments in your tax.
- 6.** It is clarified that the Temporary Employee would not be entitled for any Wages or Leave during the period he/she has not taken any Assignment.
- 7.** The Temporary Staff is not obliged to accept any Assignment offered by ManpowerGroup, but if he does so, during every Assignment and afterwards, as appropriate and as directed, he will:
 - (a)** Co-operate with Customer's staff and accept the direct supervision and instruction of any responsible person in the Customer's organization as to the services to be performed during an Assignment.
 - (b)** Observe any rules and regulations of the Customer's establishment to which attention has been drawn or which the Temporary Staff might reasonably be expected to ascertain.
 - (c)** Unless arrangements are made to the contrary, conform to the normal hours of work currently in force at Customer's establishment or such other hours as the Customer may require.



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
www.manpoweronline.in

- (d) Not engage in any conduct detrimental to the interests of Customer or ManpowerGroup. Take all reasonable steps to safeguard his own safety and safety of any other person who may be present or affected by his actions on the Assignment and comply with the health and safety policies of Customer.
 - (e) Not to claim any compensation or to receive any payments of any nature whatsoever from the customer due to the Assignment, unless expressly consented to by ManpowerGroup.
 - (f) In the event of the place of Assignment or the client getting changed, or for any reason whatsoever ManpowerGroup reserves the right to relocate the Temporary Staff at any other suitable location for undertaking the assignment and in such case, no additional remuneration or extra payment other than the remuneration payable as per the Contract of Temporary Service shall become payable subject to the condition that the Temporary Staff joins at the new location / Assignment and completes the assignment.
8. At the end of each work record period, (or at the end of an Assignment where an Assignment is for a period of less than the work record period or is completed before the work record period) the Temporary Staff shall deliver to ManpowerGroup his time sheet, duly completed to indicate the number of hours worked during the preceding period and signed by an authorized representative of Customer. ManpowerGroup shall not be obliged to make any payment to the Temporary Staff unless a properly authenticated time sheet has been submitted.
9. Due to the nature of the temporary work, ManpowerGroup may without notice and without liability or for any reason whatsoever terminate the assignment/ fixed term contract at any time and Temporary Staff shall have no claims whatsoever against ManpowerGroup or the customer, apart from receiving the remuneration for services rendered till the date of termination either in writing or verbal communication and he/ she shall not be entitled to or make any claim for any other compensation against ManpowerGroup or Customer
- (a) If for any reason, the client to whom the Temporary Staff is deputed stops paying for any reason irrespective of the period of assignment as a special case the temporary staff will be given one days notice with relevant pay till the date on which Temporary Staff attended duty at Clients place.
 - (b) At any rate the liability of ManpowerGroup in the event of further threat or claim and / or / by Court action by dissatisfied Temporary staff making any claim otherwise shall on no account exceed one months / net remuneration last paid to Temporary Staff which will be solely payable at the discretion of ManpowerGroup.
10. If the Temporary Staff is unable for any reason to work on an Assignment, he should inform ManpowerGroup as soon as possible, but no later than 9.30am on the first day of absence, to enable alternative arrangements to be made.
11. The Temporary Staff shall keep confidential and will not at any time divulge to any person, nor use for his own or a third party's benefit, any information of whatever nature including but not limited to employment, business affairs, transactions or finances in relation to ManpowerGroup or the Customer.
12. **On termination of an Assignment:**
- (a) The Temporary Staff shall immediately deliver to ManpowerGroup all correspondence, documents, specifications, papers and property belonging to ManpowerGroup or Customer, which may be in his possession or under his control.
 - (b) Temporary Staff agrees to provide ManpowerGroup with notice for termination or pay salary in lieu of notice should the Temporary Staff decide to end an Assignment earlier than the agreed duration.



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
www.manpoweronline.in

The notice period for termination shall be in accordance with the following schedule:

Duration of Assignment	Notice Period
2 weeks or less	3 days
> 2 weeks to 1 month	1 week
1 month to 6 months	2 weeks
> 6 months	1 month

- (a) Information / detail/s provided by Temporary Staff to ManpowerGroup and in his/her resume which is taken as correct especially the information pertaining to age, educational qualifications, experience marital status and previous employment.
- (b) If relieving letter of previous employer is not provided / submitted , the offer and acceptance is subject to production of relieving letter within the time granted by ManpowerGroup.
- 15.** In the event of any discovery / information made known to or available with ManpowerGroup with reference to any fraud , mis-statement ,incorrect particulars or misinformation or suppression of any detail / material fact on any account leading to the mistaken offer of fixed term contract of service having been made / acted upon by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses ,expenses, damages caused to ManpowerGroup apart from Temporary compensating the actual loss suffered by them on account of such act/s.
- 16.** In the event of Temporary Staff not producing the relieving letter from his / her previous employer[if applicable] within the stipulated time or due to any indulgence granted by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to ManpowerGroup apart from Temporary Staff compensating the actual loss suffered by them on account of such act/s.
- 17.** This Agreement shall be governed by and construed in accordance with the laws of India and the relevant State Govt and all disputes shall be subject to New Delhi Courts Jurisdiction.

I CONFIRM THAT I HAVE CAREFULLY READ THROUGH AND UNDERSTOOD ALL THE ABOVE TERMS AND CONDITIONS OF ENGAGEMENT HEREIN AND I UNDERTAKE TO ABIDE BY THE SAID TERMS AND CONDITIONS.

For **ManpowerGroup Services India Private Limited**

Signature


Dipankar Das
Head Staffing Operations

Accepted By
Tejas Sanjay Pawar



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
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Schedule A

Assignment Details:

Customer : **SYNGENTA INDIA PRIVATE LIMITED...**
Place of Assignment : **Lasurne**
Start date of Assignment : **26/Apr/2023**
End date of Assignment : **25/Apr/2024**

Salary Break-up

Salary Header	Amount
Basic	14300
HRA	3651
Bonus Monthly	1108
Insurance Pay	484
PF	1716
PF Admin	71.5
EDLI Charges CM	71.5
EESICER	620
Total CTC	22022.0
Gross Salary	19059
ESICEE	143
EPFEE	1716
Net Salary	₹17200

- * Labor Welfare Fund (Rs. 12) will be deducted from employee's salary as per state Government norms and applicability period.
- * Labor Welfare Fund (Rs. 36) towards employer's contribution as per state Government norms and applicability period.
- * Income tax and Professional tax as applicable will be deducted. All taxes will be deducted as applicable by law. Your salary is strictly confidential.

For ManpowerGroup Services India Private Limited

Signature


Dipankar Das
Head Staffing Operations

Accepted By
Tejas Sanjay Pawar



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001
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Declaration

1. I declare and clearly understand that the offer for Temporary Employment by ManpowerGroup is founded on the Declaration provided by me in respect of the following :
 - (a). Information/detail/s provided by me to ManpowerGroup and in my resume which is taken as correct by ManpowerGroup especially the information pertaining to age, educational qualifications, experience marital status and previous employment and my being a Major.
 - (b). If relieving letter of previous employer is not provided / submitted, the offer and acceptance is subject to production of relieving letter within the time granted by ManpowerGroup.
2. I further declare that in the event of any discovery / information made known to or available with ManpowerGroup with reference to any fraud, mis-statement, incorrect particulars or misinformation or suppression of any detail / material fact on any account leading to the mistaken offer of fixed term contract of service having been made / acted upon by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with/without any reference/notice to me with retrospective effect from the date of offer and making me liable to make good all losses, expenses, damages caused to ManpowerGroup apart from my compensating the actual loss suffered by them on account of such act/s.
3. I further declare that in the event of my not producing the relieving letter from my previous Employer [if applicable] within the stipulated time or due to any indulgence granted by ManpowerGroup, the Contract of Temporary Service shall stand automatically terminated with/without any reference / notice to me with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to ManpowerGroup apart from my compensating the actual loss suffered by them on account of such act/s.
4. I have clearly understood that due to the nature of the temporary work, ManpowerGroup may without notice and without liability or for any reason whatsoever terminate the assignment / fixed term contract at any time and I shall have no claim whatsoever against ManpowerGroup or the Customer. Apart from receiving the remuneration for services rendered till the date of termination either in writing or verbal communication and I shall not be entitled to or make any claim for any other compensation against ManpowerGroup or Customer.

Signature

Accepted By
Tejas Sanjay Pawar



SANDIP ▾

Job Offer Accepted



HR-Rec: /23-24/4386019

Date: May 31, 2023

Sandip

Sandip Kanifnath Panasare, Shirsupal , pune , Maharashtra, PUNE-413102, Maharashtra, INDIA

Sub -: Offer cum Appointment letter for the post of Sales Officer - DST

Dear Sandip,

This is with reference to your application for the above mentioned position. As per our discussions with you; we are pleased to offer you, your appointment as **Sales Officer - DST** at our **Kharadi Asset Center**. Your **Grade** shall be **A2** and HR designation would be **Senior Executive** in **Sales Department**. This offer of appointment is subject to the terms and conditions not limited to below mentioned terms but also include the Annexure(s) attached hereto and/or any form of communication or office orders, circulars, communicated or to be communicated to you:

- A. Your basic salary plus allowances in accordance with the Bank's rules that are in force for the time being and from time to time shall be as per the enclosed Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.
- B. Annexure II lists out the broad terms and conditions of service governing your employment with the Bank. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Bank as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.
- C. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer cum appointment letter within **Three** days from the date of this letter, this conditional appointment shall become absolute. In case of your failure to fulfil any or all of these terms and conditions within the aforesaid period of **Three** days from the date of this letter, this offer cum appointment letter shall be automatically revoked and no claim and/or disputes shall be entertained.
- D. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The Bank reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third-party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

- E. This offer is valid subject to your **acknowledgement** & acceptance within "72 hours", sharing of resignation-submission copy from current employer within seven days and resignation acceptance copy from current employer within "2 weeks" of receiving this offer. Each one of these terms are interrelated and breach of anyone shall be considered as breach of all the terms and conditions, which will lead to revoking of the offer made and all the terms & conditions of this offer to be treated as null and void.

You will **Report** to **Mr. Syed Sahed Ali**. You are requested to report at the following address:

AU SMALL FINANCE BANK LIMITED.

Nucleus Mall, 3rd Floor, Unit No. T9, Sadhu Vaswani Road, Agarkar Nagar, , Pune, Maharashtra, IN-411001

This offer cum appointment is valid subject to your joining on or before **DOJ: June 8, 2023**.

Please sign and return the duplicate of this letter to your recruiter partner in token of acceptance of the offer cum appointment letter. We look forward to work with you at AU SMALL FINANCE BANK LIMITED.


Yours faithfully,

For AU Small Finance Bank Limited



Authorized Signatory

Annexure I		
AU SMALL FINANCE BANK LIMITED		
SALARY BREAK-UP SHEET		
NAME	Sandip	
HR DESIGNATION	Senior Executive	
FUNCTIONAL DESIGNATION	Sales Officer - DST	
GRADE	A2	
DATE OF JOINING	June 8, 2023	
BUSINESS UNIT	Credit Card Business	
PRODUCT	Credit Card	
DEPARTMENT	Sales	
JOB FAMILY	DST	
LOCATION	Kharadi Asset Center	
PARTICULARS	CTC Amount (Rs)	
SALARY COMPONENTS	Monthly	Annually
Basic	10,894.00	130,722.00
House Rent Allowance	5,447.00	65,361.00
Education Allowance	200.00	2,400.00
Leave Travel Allowance	907.00	10,884.00
Special Allowance	4,340.00	52,080.00
Statutory Bonus	0.00	0.00

TOTAL GROSS PAY (A1)		21,787.00	261,444.00
RETIRAL BENEFITS			
Employer PF Contribution	Minimum	1,950.00	23,400.00
Gratuity		524.00	6,288.00
TOTAL RETIRAL BENEFITS (A2)		24,261.00	291,132.00
INSURANCE BENEFITS			
Group Mediciam (GMC)		480.00	5,760.00
Group Personal Accident Insurance (GPA)		25.00	300.00
Group Term Life Insurance (GTLI)		234.00	2,813.00
TOTAL INSURANCE BENEFITS (A3)		739.00	8,873.00
TOTAL FIXED PAY (A1+A2+A3)		25,000.00	300,005.00
* PERFORMANCE LINKED PAY (A4)		<i>To be decided by Management basis Performance</i>	
BENEFITS DESCRIPTION			
Appraisal	You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from date of Joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.		
Targets	Performance Tenure Based. Cascaded from the Bank's overall goals and objectives.		
Performance Linked Pay	If any, would be given out at the end of the Performance Tenure basis Performance Ratings. Exception decisions & approval to be provided by Performance Oversight Committee.		
Group personal Accident Policy	Covered under GPA policy of sum assured as per Company Policy, effective from the date of endorsement in policy.		
Group Term Life Policy	Covered under GTLI policy of sum assured amount by the company, shall effective from the date of endorsement.		
Mediciam Policy	You will be eligible for Mediciam as per Company mediciam policy.		
Conveyance	Conveyance expense will be reimbursed for official visits as per company policy.		
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.		
NOTE			
Professional Tax as per rules shall be deducted			
For AU SMALL FINANCE BANK LIMITED			
			
Authorized Signatory			

ANNEXURE II

Terms and Conditions of Appointment

1. Performance Linked Pay

The performance payment is calculated and paid by two methods; The first method is an annual amount dependent on the rating that one receives during the annual appraisals. The pay is calculated taking into account four factors: joining date of employee, Salary, grade, performance of the employee (i.e. the rating) and performance of the Bank (a Bank factor is decided every year depending on the performance of the Bank in the previous financial year). **The second method is monthly/quarterly/ any other frequency decided by the management time to time for Pay Calculation. Under this method Payout will be calculated on the basis of Performance Rating with Performance Scorecard being the pillar for evaluation and paid as per the deferral / holdback conditions highlighted in the policy. Exception under this method is subject to approval from the Performance Oversight Committee.**

You will be eligible for the performance linked payment only if all the performance related criteria are being met. A serving notice period / resigned / Inactive employee shall not be entitled for any Performance Linked Payments i.e. Annual bonus or any other frequency base performance linked pay.

2. Travel allowances

The employees undertaking travel on official business are entitled to certain travel allowances depending on their grade as per our travel policy. The details of these allowances are available with the Human Resources and Administration Department.

3. Provident Fund

You would be eligible to become a member of the Provident Fund Scheme as per terms and conditions governing such benefits, on your appointment. On becoming a member, you will contribute every month an amount as prescribed under the Provident Fund Rules, the Bank contributing a like amount.

4. Probation

You shall be on probation period as per the probation policy. You will be deemed to be confirmed after completion of probationary period if your work and conduct are found satisfactory. In case of non-performance or behavioral issues, your probation period may be extended on management discretion. You would be notified in writing in such condition.

The Management reserves the right and shall have the sole discretion either to extend the probationary period or to dispense with your services at any time during the probation period by a written notice applicable to your grade, if your performance or conduct does not come up to Bank's expectations. You can resign from the Bank's services during the probationary period by giving written notice for a period as applicable to your grade. After confirmation either party will be required to give notice period, as defined in policy, according to your grade, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy.

5. Remuneration

The agreed remuneration shall be paid to you through a transfer of funds to a Bank account which you will need to open. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including, if applicable, any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The remuneration shall be paid monthly in arrears and net of any withholding taxes and other deductions (whether in respect of set-off, counterclaim, duties, taxes including service tax if applicable, charges, levies or otherwise). The Bank shall provide you with a certificate of tax deduction at source in respect of all amounts withheld from amounts payable to you.

It is agreed and understood that the remuneration payable by the Bank to you shall constitute full and adequate compensation for all employment and other services rendered by you to the Bank. You shall not be automatically entitled to receive from the Bank or its affiliates, any additional payments, commissions, bonuses or compensation for employment and other services rendered to the Bank. Payment if any of the above nature will be solely at Bank's discretion.

The Bank shall be entitled to deduct from the remuneration or compensation or any other amounts payable to you as per this appointment letter any and all amounts as may be owed by you to the Bank, including advances and loans.

6. Service subject to rules

Your services would be governed by the Bank policies, rules and regulations in force for the time being and from time to time. You agree to comply with all the Bank policies, rules and procedures as may be applicable to the employees of the Bank from time to time.

During the period of your employment with the Bank, you shall not engage in any other profession, employment, occupation, consultancy or other business and shall endeavor your best to promote the Banks interests.

7. Transfer

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred, to any of the Banks establishments, divisions and/or associates/affiliates situated in any part of India, in such capacity as the Bank may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

8. Withholding of increments

The increments in your grade will not be automatic but will be subject to performance and as per our performance appraisal and merit increase guidelines applicable that year plus regular attendance and good conduct.

9. Termination

The Bank may terminate your employment with the Bank at any time due to just cause per bank policies, by providing prior written notice, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy of the Bank. Please note that all the policies are in addition to but not in derogation with each other.

You agree that, at the time you leave the employment of the Bank, you will deliver to the Bank (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, other documents or property, or reproductions of any aforementioned items developed by you pursuant to your employment with the Bank or otherwise belonging to the Bank, its affiliates, successors or assigns. You shall have no right of retention of the assets or documents of the Bank.

Please note any Joining Bonus /Sign on Committed Bonus, Onetime Expenses (e.g. Notice period buy out Or Relocation Reimbursement) paid to you has a lock-in period of 1 Year from your date of Joining and in case of your early exit prior to the completion of 1 year period. Bank shall have full right to recover all such amount(s) from you.

10. Notification to new employer

Upon termination of your employment with the Bank for any reason, whatsoever you hereby grant consent to notify to any of your subsequent employer(s).

11. Certificates and Testimonials

Certified copies of your certificates and testimonials, including the proof of your age, together with originals, may please be submitted for verification, to the Human Resources Department.

12. Change in Status

You should keep the Bank informed about any change in your address, educational qualifications and marital status.

13. Declaration under Companies Act

In accordance with provision of Companies Act, 2013, you are requested to make a declaration whether you are in any way related to or you have business connections with any of the Directors of the Bank.

14. Weekly Working

Your working week will be as per the practice followed in the establishment/department/section in which you are posted. The Bank shall not be required to pay any overtime wages to you for employment services performed outside working hours or on public holidays.

15. Leave

You will be entitled to paid leave in accordance with the leave policy of the Bank. The facilities, amenities and leave granted to employees in excess of the statutory requirements do not form part of the conditions of service and are subject to change at the discretion of the Management.

16. Public Holidays

The Public Holidays observed by the Bank are subject to adjustment or reduction from time to time.

17. Confidentiality

Maintaining confidentiality is a condition to your employment. During your employment, you will not store, possess, use or disclose confidential/ personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or

data into the Bank. You will not, either during your employment with the Bank or after termination of such employment, divulge to anyone any information, secret, accounts or dealings relating to the Bank's business, its affairs or its clients, service providers, sub-contractors or vendors, other than to the Directors of the Bank or their authorized representatives. During the period of your employment, you shall not, without the written authority of the Bank, publish any written articles or deliver any talk on any subject related to your profession or participate as a member of any organization connected with your profession. During the period of your employment, you shall not make any public statement, or author any book, report or writing, in relation to the business or affairs of the Bank. You shall also not make any statement in writing, verbal, audio/visual & visual on social media.

On discontinuation of your employment, you will return to the Bank, all papers and documents and all other property pertaining to the Bank or affairs of the Bank or its client or any of its associates or branches, which may be in your possession, and will not retain any copy or extract therefrom. In case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be personally liable to the Bank, our customers and third parties.

18. Inventions

All work product developed or invented by you in the course of performance of your employment with the Bank shall belong to the Bank. You hereby assign and agree to assign to the Bank all of its intellectual property rights (including moral rights) in and to any products developed, inventions, written materials, electronic data and other materials and documents created in the course of your employment with the Bank. You shall not retain any rights or interest in any property, materials, products, data or documents created in the course of your employment with the Bank.

Both during and after the termination of your employment with the Bank, you agree to execute without any compensation all such other deeds and documents and do all such acts as may be reasonably required by the Bank for further and better protecting the Bank's rights to all and any property, materials, products, data or documents created by you in the course of your employment with the Bank.

Both during and after the term of your employment with the Bank, you agree not to publish, directly or indirectly, except with the prior written consent of the Bank, any information in relation to any intellectual property, confidential information or trade secrets of the Bank.

19. Data Protection

For the purposes of the data protection by signing of this letter, you consent to the Bank and such other persons and entities designated by the Bank collecting, holding and processing personal data relating to you whether provided to the Bank or otherwise received by the Bank for all purposes, including, but not limited to: administering and maintaining personnel records; paying and reviewing salary and other remuneration and benefits; providing and administering benefits; undertaking performance appraisals and reviews; maintaining sickness and other absence records; taking decisions as to your fitness for work; providing references and information to future employers, and if necessary, governmental and quasigovernmental bodies for social security and other purposes; providing information to future

purchasers of the Bank or of the business(es); surveillance where criminal activity is suspected; monitoring email/internet usage; transferring information about you to a country or territory outside India.

20. Non-Disparagement

At all times while dealing with the customers or prospective customers of the Bank you shall represent yourself as an employee of the Bank, and all agreements entered by you with them shall be for and on behalf of the Bank.

You shall not make any communication or engage in any conduct that is or can be reasonably be construed as disparaging of the Bank or their Officers, Directors, Employees, Agents, Shareholders Strategic business partners, products or services.

21. Remedies

In the event of a breach or a threatened breach the Bank shall in addition to any other remedies provided herein or otherwise available by law have the right and remedy to have covenants specifically enforced by any court having equity jurisdiction.

22. Agreement not to Solicit Employees, Suppliers and Customers

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any supplier of the Bank or any of its affiliates to cease to supply or restrict or vary the terms of supply.

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any customer or client of the Bank or

any of its affiliates to cease to procure such products and/ or services.

During the term of your employment and after termination of your employment with the Bank, you will not directly or indirectly solicit, recruit, induce or persuade any of the employees of the Bank or any of its affiliates to leave their employment or take away such employees, or attempt to solicit, induce, recruit, encourage to leave their employment or attempt to take away employees.

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or "anything of value" in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

23. Prohibitions under FCPA and PCA

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or anything of value in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

24. Arbitration, Governing Law and jurisdiction

1. In the event that the employee and Bank are unable to resolve any claim, dispute, default or differences arising out or in connection the terms of employment, whether during its subsistence or thereafter between the parties including any dispute or difference relating to the interpretation of the terms of this Appointment letter or any clause thereof, the dispute shall be referred to arbitration conducted by a sole Arbitrator appointed by the Bank at its sole discretion. The award of the Arbitrator shall be final and binding on the Parties. The Arbitration and Conciliation Act, 1996, or any statutory modification thereof, shall apply to the arbitration proceedings, which shall be held in Jaipur and conducted in the English language.

2. This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Jaipur (Rajasthan) whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of whatsoever nature.

25. Force Majeure

Notwithstanding anything to the contrary herein contained, the Bank shall have the right to terminate this Offer letter prior to the date of your joining if either party is prevented from discharging its obligations hereunder due to any cause arising out of related to any Act of God or Act of State, war, riot, civil commotion, epidemic, pandemic terrorism or any order of any governmental or semi-governmental or local authority or similar cause ("force majeure events") beyond the control of Bank. Nothing contained in this clause shall not be deemed to be a breach of the terms stated in this offer letter. In the event of the continuance of a force majeure event beyond a period of 30 days, Bank shall be at liberty to terminate this Offer Letter.

26. Retirement

The last date of employment for a retiring employee at AU Small Finance Bank has to be the last working day of the month in which the employee completes 60 years of age.

"I hereby affirm that I shall comply with the Code of Conduct on Prohibition of Insider Trading Policy ("**Code**") of Bank and Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 2015 ("**the Regulations**") including any amendment made therein from time to time. In case of having access to any Unpublished Price Sensitive Information ("**UPSI**") then I shall comply with the Code and shall ensure confidentiality of the UPSI received about AU SMALL FINANCE BANK LIMITED."

For AU Small Finance Bank Limited



AUTHORIZED SIGNATORY

Acknowledgement and Acceptance

I hereby accept this offer-cum-appointment letter on the above-mentioned terms and conditions and agree to abide by the rules & regulations of the Bank as are in force from time to time. The current issue of the rules has been read and understood by me before signing this letter.

Joining Date : _____

Candidate Name : _____

Candidate Signature : _____

Date of acceptance : _____

 Download

LINK 1 LINK 1 LINK 2 LINK 2 LINK 3 LINK 3



VSPL/HR/23-24/1085

Date: 16.10.2023

Radhika Santosh Kale
Ap Krushnayog Township i wing
1st floor, Flat No.01, Suryanagari
MIDC, Baramati
Tal : Baramati Dist : Pune
Email Id : kaleradhika0909@gmail.com
Mo No : 7020719818/7058483241

Subject: Appointment letter.

Dear Radhika,

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you the post of Trainee Account Asst. (Grade-ET) in our organization with effect from 15th October 2023 on the following terms and conditions:



1. Duration of the Training period will be 12 month from the date of joining.
2. During the trainee period you will be paid a monthly salary CTC Rs.15000/- p.m. (Rupees Fifteen Thousand Only).
3. Other terms and conditions governing this offer are given in Annexure - A.

Kindly confirm your acceptance by signing the duplicate copy and returning it to us along with 3 copies of recent passport size photographs, on or before 18th October 2023. Please also submit one photocopy of each of your educational certificates and service experience certificate, Address proof, ID proof etc. at the time of joining.

Thanking you,

Yours faithfully,

For **VENTURE STEELS PVT. LTD**



AUTHORIZED SIGNATORY
Sr. Executive H.R.

Encl : Annexure - A

Keeping milk safe and healthy for decades !



VSPL/HR/23-24/1087
Date: 27.10.2023

Shweta Hanumanth Yadav
A/c. Ushmiratna Residency,
Flat No 301, Suryanagar, MIDC
Tal. Baramati Dist. - Pune 413102
Email Id : yadavshweta2105@gmail.com
Mo No : 9850802163/8787370989

Subject: Appointment letter

Dear Shweta,


This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you the post of Trainee H.R.Aest. (Grade-ET) in our organization with effect from 27th October 2023 on the following terms and conditions:

1. Duration of the Training period will be 12 month from the date of joining.
2. During the trainee period you will be paid a monthly salary CTC Rs.15000/- p.m. (Rupees Fifteen Thousand Only).
3. Other terms and conditions governing this offer are given in Annexure - A.

Kindly confirm your acceptance by signing the duplicate copy and returning it to us along with 3 copies of recent passport size photographs, on or before 29th October 2023. Please also submit one photocopy of each of your educational certificates and service experience certificate, Address proof, ID proof etc. at the time of joining.

Thanking you,

Yours faithfully,
For VENTURE STEELS PVT. LTD


AUTHORIZED SIGNATORY
Sr. Executive H.R.



Encl.: Annexure - A.

Keeping milk safe and healthy for decades!

Plot No. C- 56, 57, 58, 69, 70 & 71 MIDC, Baramati | Contact - (02112) 243686 | info@venturedairyworld.com

Date: 25th April 2023

Name - Vaishnavi Rupchand Jagadale
Address - At/p Dhamner, Tal - Koregaon,
Dist. - Satara, Maharashtra - 415511

OFFER LETTER

Dear Vaishnavi,

We have pleasure in offering you the position of "Staff Trainee - HR" for Mahindra CIE Automotive Ltd - Stampings Division Kanhe Plant. Your role shall be primarily based at Pune; however, you may be required to travel to different locations as a part of your role.

You will be paid emolument as per agreed terms and a detailed appointment letter confirming your position and showing emolument with description will be given to you on the date of joining the organization.


Please bring all the testimonials as per Annexure - A on the date of joining.

We expect you to join the organization on or before 02nd May 2023. Beyond this the offer is not valid.

Request you to acknowledge the acceptance of this offer letter. Acceptance of this letter is the precondition to issuance of appointment letter.

Best Wishes,

For, Mahindra CIE Automotive Ltd
Stampings Division, Kanhe


Pradeep Chougule
Manager - HR & IR



NEXA

Date 20/10/2022

Sub: Offer Letter.

Dear Ayesha,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected for the post "Relationship Manager" for our NEXA Baramati location on the terms and conditions Mentioned below:-

We will offer you salary as decided in the interview inclusive of all benefits as per company rule. The split up of your basic salary and allowances will be in appointment letter

In addition to salary, you shall be eligible for Incentives in accordance with the rules of the company prevailing at present and as amended from time to time. You shall be required to join your duties and report at our showroom on or before 20th Oct 2022

The appointment is given subject to the submission of all attested documents mentioned below.

- 1 Educational qualification
- 2 Cancel Cheque
- 3 Residential Proof
- 4 Identity Proof
- 5 Experience Certificates (if having experience in concerned field)
- 6 Identity size 4 Photographs
- 7 Salary certificate or Latest three Months Salary Slip of previous Company.
- 8 Present UAN/ PF account No. if any
- 9 NOC / Clearance certificate / Relieving letter from the present employer
- 10 Medical / Fitness Certificate

Looking forward to have you on board!!!

Yours sincerely,

For Mahalaxmi Automotives Vehicles Pvt. Ltd.

Manager - HR & Admin

I have read and understood the above terms and conditions/I have been read out and explained the above terms and conditions and I have fully understood the same I do hereby agree to abide by the same. I have subscribed my signature hereunder, in token of having accepted the same.

Ms.Ayesha Shaikh



Mahalaxmi Automotives Vehicles Pvt. Ltd
(A Mahalaxmi Group of Company)
Sr.No 39/1 B-2, Karbhari Complex, Karbhari Circle, Kasaba,
Baramati, Pune 413102 Ph: 9922101857



ACHAL INDUSTRIES

Works & Correspondance :

56/6, D-2 Block, M.I.D.C. Chinchwad, Pune 411 019.

Phone : 020-46771026 E-mail : achalindustries@hotmail.com

APPOINTMENT LETTER

Date : / /

Date: - 29/11/2020

Dear Miss, Nikita Nanaware

With reference to your application & subsequent discussion you had with us, we are pleased to appoint you as "PPC Planner." in Achal Industries. On the following terms & conditions w.e.f. date of joining.09.09.2020.

1) Your emoluments will be given as under: -

1)	BASIC SALARY	Rs.	6800/-
2)	HRA	Rs.	1700/-
3)	ATTENDANCE BONUS	Rs.	1700/-
4)	INTIME BONUS	Rs.	1700/-
5)	OUTTIME BONUS	Rs.	1700/-
6)	CONVEYANCE ALLOWANCE	Rs.	1700/-
7)	OTHER ALLOWANCE	Rs.	1700/-
8)	PERFORMANACE ALLOWANCE	Rs.	AS PER ANNEX
	TOTAL	Rs.	17000/-PM

- 1) ATTENDANCE BONUS: Attendance Bonus is given based on your monthly attendance performance.
- 2) WEEKLY BONUS: Weekly bonus will be consider on your full attendance of a week, for a single day absentee, your weekly bonus will be deducted.
- 3) INTIME BONUS: In time Bonus is consider on your timely attendance .If the company observed Untimely attendance more than twice a month your in time bonus would be deducted.
- 4) OUTTIME BONUS : Out time Bonus is consider on your timely attendance .If the company observed untimely attendance more than twice a month your out time bonus would be deducted.

NOTE :-

- Your Gross salary is Rs 17000/-

2) RETIREMENT BENEFITS:-

Provident Fund, Gratuity as per Statutory Regulations or our Company Policies. Your retirement age is 55 years. Extension up to 3 years may be granted subject to you are

Regd. Office : "Niket", C-49, Abhimanshree Housing Society, Pashan Road, Pune 411 008.

Tel: 020-25657375

Mrs. Anuradha
Kadam
Placement File
03/11/2020

physically fit. You will retire automatically without any notice on completion of your extension period.

3) GENERAL:-

- a. You will not, without the Company's written permission carry any work for remuneration during your spare time.
- b. You will not divulge any of the Company's trade secrets to any unauthorized person.
- c. You will be liable to be transferred from one place to another / or from one department to another, either existing or to set up in future or sister organization.
- d. Your appointment and /or continuance in employment will always be subject to you are medically found fit & the management will have the right to get you examined / re-examined from any registered medical practitioners whose findings shall be final & binding upon you.
- e. Notice period will be 1 months after your resignation is accepted.
- f. You are requested to submit the following at the time of your joining:

Certificate of fitness from a medical practitioner.

Release letter, last month's salary slip / service certificate from present employer.

Recent passport size photographs – 3Nos.

Copies of certificates, testimonials, pertaining to your age education & experience.

You're ESI A/C No.

Please return the enclosed duplicate copy to us within indicating your acceptance about the terms & conditions within 2 days & the joining date with a copy of your resignation letter acknowledged by your employer or a copy of the letter of the acceptance of your resignation. Our appointment letter would be treated as cancelled, if no communication / acceptance is received by us in the stipulated period.

We welcome you to Achal Industries Pvt. Ltd. (Crankshaft Division) & look forward for an elongated & a contented working relationship.

Yours Faithfully,

For Achal Industries

ACHAL INDUSTRIES

56/6, D-II Block, M.I.D.C
Chinchwad, Pune-411014

Ph. No.: 30625515 / 17

Authorized signatory



A/P Granules India Limited
Sy No. 160/A, 161/E, 162 & 174/A
Gagillapur Village, Dundigal-Gandmalsamma Mandal,
Medchal-Malkajgiri District – 500 043, Telangana, India

DATE: 18/02/2022

OFFER ID: 64643-239278-227392

Mr. Krishna Laxman Bhalerao
Near Kavi Moropant School, Baramati.
Shriram Nagar, Baramati-Bhigwan Road, 413102
Dear Krishna Laxman Bhalerao,

Welcome to Granules India Limited!

Over the last eight decades, Granules India Limited has been built on the foundation of care. With our pioneering work in the Indian Pharmaceutical industry, we have become the preferred choice of doctors, patients and employees. We have a **strong legacy** and we are all set for a **stronger future**. We welcome you in our journey as we progressively transcend into an integrated, forward looking and agile organization with "*Caring for Life*" at its core.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,

A handwritten signature in black ink, appearing to read "Vinay Kumar Bassi".

Vinay Kumar Bassi
Head HR - Operations



01/04/2023

Appointment Letter

Mr. Krishna Laxman Bhalerao
Near Kavi Möröpant School, Baramati.
Shriram Nagar, Baramati-Bhigwan Road, 413102
Dear Krishna Laxman Bhalerao,

Welcome aboard!

We are delighted to offer you the position of **Senior Executive - A I** in our **Manufacturing, Formulation** team at Granules India based in **Gagillapur Unit-1**. You will be assigned a role of **"Senior Officer - Production"**. Your scheduled date of employment with us will be **30/05/2023**.

Here are the terms and conditions of our offer:

1. Your Total Salary will be Rs.43,333/- per month. The details of the salary are provided in Annexure A.
2. You will be eligible for various benefits like Leave, Health Insurance and Group Life Insurance etc. of the Company. You can know more about the same on the employee self service portal. You will be eligible for further review of the emoluments as per the Company Policy.
3. You will be governed by all the rules and regulations of the Company including for employment, hours of work, holidays, discipline and general work practices applicable to the establishment / Location where you are posted for work and as amended from time to time. For details of the rules, please visit the Granules India HR site or seek assistance of the Human Resource department.
4. As per the policy of the Company, we expect all our full-time employees to devote their full-time attention and effort to the business of the Company and to continuously develop their professional skills in the mutual interest of the individual as well as the Company. We clearly disapprove of any employee directly or indirectly engaging himself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. The only exception that is permitted in this regard is honorary services that may be rendered by the employee on a reasonable and part-time basis, without interfering with the responsibilities entrusted to him by the Company, in regard to :

A/P Granules India Limited Sy No. 160/A, 161/E, 162 & 174/AGagillapur Village, Dundigal-Gandimaisamma Mandal,
Medchal-Malkhajgiri District – 500 043, Telangana, India

- a. Social & Community Services
- b. Professional Services
- c. Sports and Welfare
- d. Educational Activities

If however, any of these activities are proposed to be taken up, prior written permission of the Company should be obtained.

5. We would like you to be conscious of possible conflict of interest in cases where an employee may also own holdings of interest in a firm or corporation or a like, which supplies or offers to supply goods or services to us. Such interest may not necessarily be financial but also personal. You are required to disclose to us, to the best of your knowledge, your interest, if any, in any firm, or corporation or suppliers or a like with whom the Company deals. So also, you are required to voluntarily disclose any such interest that may arise in future.
6. Our operations, as you know, are subject to application of various laws. It, therefore, becomes necessary that you are fully aware of the implications of various laws that are applicable to the responsibility you are handling. Nevertheless, it is mentioned that compliance of law applicable to your assignment is your personal responsibility and you have to make sure that there is no cause whatsoever of violation of any of these laws. You should seek help of your superiors or the Company Secretary as and when necessary.
7. During your tenure with the Company, you will come across various information including but not limited to information pertaining directly or indirectly to any commercial or manufacturing activity, research, development, finance, business, property, contract, method, working process, trade secret, transaction or affairs of the Company. All the aforesaid belongs solely to the Company. During your employment with the Company and/or after you cease to be in employment of the Company for any reason whatsoever, you shall not use any information of the Company for your benefit or for any third party, disclose to any person, firm or Company any of the aforementioned information, except as authorized in writing by the Company or as ordered by a court of competent jurisdiction. Under this covenant, the disclosure shall include but not limited to demonstrating, lecturing upon, publishing or divulging technical information, know-how, recipe, formula, process, research, result, method, specifications of any materials or of any machinery, design, layout or arrangement of plant or equipment composition, ideas or any other knowledge, information or document whatsoever which you may have acquired during the course of or incidental to your employment with the Company.
8. You must always act in the best interest of the Company and respect all property, material and documentation of the Company. You shall be solely responsible for the manner in which you will perform your services.
9. Further during the course of your employment with the Company and whether or not during your hours of employment and whether or not with the use of Company's facilities, materials or personnel, you either alone or jointly with any other person/persons in the service of the Company, conceive, make or devise any invention, discovery, process or improvement (whether patentable or not) or compile any data relating to any research, development, technique, method of manufacture, process, appliance, machinery or project now used, made or dealt in by the Company or hereafter to be used made or dealt in by the Company or which may be substituted for or used in conjunction with any research, development, technique, method of manufacture, process, appliance, machinery or project now or to be hereafter used, made or dealt in by the Company or suggested by or resulting in any task assigned to you or work performed by you for or on behalf of the Company, the following provisions shall have effect:

- a. You shall disclose fully to the Company such invention, discovery, process, improvement or data and shall deliver to the Company a complete description of the nature of any such invention or process or improvement and the mode of operating and using the same and all papers, working drawings, statistics, formula or specifications relating thereto, which may be in your control, possession or custody.
 - b. Make any statement/s on behalf of the Company to press, media or any third party, without the express prior written consent of the Company;
 - c. You hereby agree that the right, title and interest in such inventions, improvements and ideas shall belong to the Company. You shall, if and whenever required by the Company, execute, acknowledge and deliver all such papers and documents and do and perform all such acts, deeds and things as may be necessary, desirable or requisite in the opinion of the Company for enabling the Company to make applications for obtaining and registering Patents in India and in any and all other countries and for publishing or otherwise protecting the said inventions, improvements and ideas and for vesting title to the said inventions, improvements, ideas and any Patents that may have been obtained in respect thereof absolutely in the Company.
 - d. You shall have no right whatsoever, in respect of the use of any such invention, discovery, improvement, process, data, techniques, methods or manufacture, appliances or machinery, whether during the continuance or after cessation of your employment with the Company for any reason whatsoever.
10. In the event of your acting in any manner contrary to or in breach of conditions of your appointment during the course of your employment with the Company or thereafter, the Company will be at the liberty to initiate appropriate action to safeguard the interest of the Company.
11. You will not undertake either directly or indirectly any activity which is contrary to or inconsistent with your obligations to the Company or in the Company's interest.
12. You must not at any time misappropriate files or documents of any kind belonging to the Company or make copies, duplicates or excerpts of these for private or any other purposes unrelated to your employment.
13. Your date of birth as recorded by the Company on the basis of documentary evidence produced by you at the time of your appointment is 24/06/2000. You are requested to take note that this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
- As per the policy of the Company the age for superannuation is 60 years. You will be superannuated as on 23/06/2060.
14. Your employment is subject to you being declared medically fit in the medical check-ups conducted by the Company at the time of your joining (through the medical test / declaration provided by you) and periodically thereafter. On being found medically unfit, your services are liable to be terminated.
15. You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.
- 16.

You shall comply at your own expense with all applicable provisions of law and taxation. You agree to indemnify and hold the Company and its affiliates harmless from and against any and all such liabilities or claims including but not limited to interest assessed or penalty and reasonable attorney's fees incurred arising from your failure to comply with any legal compliance or to pay any taxes etc. In case of any claim against the Company in this regard, you shall indemnify the Company for the same.

17. You represent and warrant that you have not executed any secrecy, non-compete agreements or arrangements in the past, or with your previous employers. You further represent that you are not engaged in any litigation, arbitration or other proceedings or investigations that could reasonably be expected to have any adverse effect on your ability to honour this engagement in full.
18. Your services are transferable to any of the existing establishments / location of the Company as well as to any new establishments / locations that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.
19. During your engagement, you shall not directly or indirectly be working for, advising or employed in any competitive / other business. Further, you or your family shall not directly or indirectly provide or offer or agree to provide (whether as employee or consultant, independent consultant, owner, officer, partner, principal, joint venture, shareholder, director, member, manager, investor, agent or otherwise) to any business any service similar to any service that you are providing to the Company during the term. Also, you undertake that you shall not interfere with, attempt to interfere with, or attempt to affect in any adverse manner relationship of the Company with any customer or third party that the Company is then doing business with or actively seeking to do business with or that the Company did business with or actively sought to do business with during the term.
20. During the term of your employment, you shall not
 - a. Negotiate or enter into any oral or written contract, agreement or arrangement on behalf of or in the name of the Company, sign any cheques on behalf of or authorize any payments by the Company, or otherwise bind the Company, without the express prior written consent of the Company;
 - b. Make any statement/s on behalf of the Company to press, media or any third party, without the express prior written consent of the Company;
 - c. Engage in any conduct, or cause the Company to engage in any conduct that would result in the Company's breach or violation of any agreement, law, ordinance or regulation.
21. The Company will be entitled to terminate your services without assigning any reason by giving you 60 days notice or payment of 60 days basic salary in lieu of notice. In the event you desiring to leave the services of the company, you will give the company a written notice of 60 days or in the alternative you may pay to the company 60 days basic salary and seek to be relieved upon the company being able to take charge or make alternative arrangements within a reasonable time frame. However, the company has a right to waive the period of notice after adjusting the available leave eligibility to your credit, if any, and relieve you immediately on receipt of your notice, in which case no salary will be payable for the period of notice so waived.

22. The Company reserves the right to terminate your employment / services with immediate effect without any notice or any compensation in lieu thereof, if found guilty for serious misdemeanor as per the applicable service rules to you.
23. Upon termination of your employment with the Company for any reason whatsoever, you shall be bound to inform the Company the name, full address and such other particulars as may be required by the Company of the person, persons, firm, Company, body corporate or other organization with whom you propose to take up employment or be otherwise associated in business immediately after the termination of your services with the Company or at any time in future within a period of 3 months. The Company shall always have the right to draw specific attention of such employer(s) and/or associates of yours to the various provisions of this employment contract and in particular to your obligations and commitments as agreed upon by you.
24. On termination of your employment, you are required to deliver safely to the Company all documents, data, keys, stationery and items which are the Company's property which may be in your possession or under your control.
25. The Company reserves the right in its absolute discretion to deduct from your salary or other benefits payable to you or require payment from you any money which you directly or indirectly owe to the Company.
26. You shall not,
 - a. Exercise any competing activities, either by conducting your own business or by being employed by a competing company, which may damage the interests of the Company by using knowledge acquired from the Company for your own interests or for those of a competing company or
 - b. Solicit the custom of any person, firm or company who is or has at any time during the continuance of this Agreement been a customer of the Company for the purposes of offering to that person, firm or company goods or services similar to or competing with those of the business carried on by the Company. As compensatory indemnity, the Company shall pay you an amount equal to 6 months' gross salary, unless the Company renounces the application of the non-competition obligation within 15 days after the termination of your employment.
27. The Company expressly disclaims any liability including criminal liability which may arise to the Company as a result of any of your unlawful acts or deeds and you further agree to keep the Company indemnified against all claims and liabilities which may arise there under.
28. If one or more of the provisions in this Letter of Appointment are deemed void by law, then the remaining provisions will continue in full force and effect. Any dispute that may arise between the Company and you in relation to your employment with the Company shall be subject to Mumbai jurisdiction only.
29. This Letter of Appointment overrides all prior discussions, negotiations and communications made with you with regard to your employment with the Company and this Letter shall form a final basis of your employment with the Company.
30. The Annexure forms an integral part of this Letter of Appointment.



Once again, a warm welcome to the Granules India.

family! For Granules India Ltd

A handwritten signature in black ink, appearing to read "Vinay Kumar Bassi".

Vinay Kumar Bassi
Head HR - Operations

I acknowledge that I have read, understood and agree to be bound by the terms and conditions. I have understood them and I hereby accept the employment on the said terms and conditions.

Signature of Employee:

Employee Code: 150790

Date:

A/P Granules India Limited

Sy No. 160/A, 161/E, 162 & 174/A, Gagillapur Village, Dundigal-Gandimaisamma Mandal,
Medchal-Malkajgiri District – 500 043, Telangana, India



ANNEXURE A

Name: Krishna Laxman Bhalerao	Designation: Senior Executive
Division: Manufacturing	Department: Formulation
Region: Gagillapur Telangana	Location: Unit-1

COMPONENTS	PER MONTH(RS)	PER ANNUM(RS)
BASIC	16956	203472
HOUSE RENT ALLOWANCE	6978	83736
BASKET OF ALLOWANCES	14281	171372
TOTAL A	38213	458556
PROVIDENT FUND	2918	35016
BONUS	2200	26400
TOTAL B	43333	519996
VARIABLE PAY/PERFORMANCE BONUS		0
VARIANCE	0	4
TOTAL CTC	43333	520000

In addition to the above you will get the following:

- Hospitalization benefits for self, spouse and 2 dependent children
- Group Life Insurance for Self
- Gratuity as per law

A/P Granules India Limited

Sy No. 160/A, 161/E, 162 & 174/A, Gagillapur Village; Dundigal-Gandimaisamma Mandal,
Medchal-Malkhajiri District – 500 043, Telangana, India



Training and Placement Summary Report MCA Batch 2021-23

Placed Students

Sr. No	Company Name	No. of students placed	Student name	Package Offered	Batch
1	DevCreate Solutions LLP	1	Shubham Shitole	2.4 LPA	2021-23
2	Prxis Info Solutions Pvt. Ltd, Pune	1	Bhagyashri Kulkarni	2.4 LPA	2021-23
3	Dogra Technologies Pvt.Ltd, Pune	1	Vaibhav Sarode	2.4 LPA	2021-23

Students Selected in Free Training and Placement Programs

Sr. No	Company Name	No. of students placed	Student name	Package Expected	Batch
1	Qspiders,Pune	8	Shubham Shitole	4.2-4.8 LPA	2021-23
2			Anjali Ahirekar	4.2-4.8 LPA	2021-23
3			Bhagyashri Kulkarni	4.2-4.8 LPA	2021-23
4			Vaishnavi Taware	4.2-4.8 LPA	2021-23
5			Mohit karonde	4.2-4.8 LPA	2021-23
6			Vaishnavi Bora	4.2-4.8 LPA	2021-23
7			Om Rai	4.2-4.8 LPA	2021-23
8			Monisha Arumugam	4.2-4.8 LPA	2021-23
9	ExcelR	1	Monika Kale	3- 6 LPA	2021-23


Percentage of Student Selection through T&P Cell: 17.64 %


Mr. Rakesh Kulkarni
Placement Coordinator


Dr. Mayank Kothawade
HOD


Dr. Anand A. Deshmukh
Director




Director
Vidya Pratishthan's
Institute of Information Technology
Vidyanagari, Baramati Dist, Pune



DevCreate Solutions LLP

Nrusinh Krupa, Lane No.6,
Sudarshan Nagar, Pimple Gurav,
Pune – 411061
Mobile: 9657986475
LLPIN: AAR-5260

Date: 03-July-2023

Subject: Offer Letter

Dear Mr. **Shubham Shitole**,

We refer to your application and the subsequent discussion-cum-interview on 28 June 2023. We are pleased to appoint you in our organization on a probation basis for 1 year with effect from **1-08-2023** on the following terms & conditions: -

1. You shall be designated as **Jr. Software Developer** and shall be entrusted with the responsibilities pertaining to areas/ assignments explained to you at the time of the interview and assignments given to you by the management from time to time, subject to the requirement and the necessity of your services and deployment to other related areas also.
2. You shall be entitled to receive monthly emoluments as per the rules of the company applicable to your grade, as mentioned in Annexure-I.
3. Your attention is specifically drawn to the points listed herein below
 - a) Your remuneration package is strictly confidential between you and the Company and should not be disclosed with anyone or divulged to anyone in any manner whatsoever.
 - b) In the event of the termination of the services by either party, the applicable notice period will be 15 days. In case you do not serve the complete notice period, the company reserves the right to recover the shortfall in the notice period from your full and final settlement.
 - c) In the event of your serving on the company a notice of termination of employment by submitting a resignation letter, your release will be governed by the General Terms and Conditions of Employment in force at that point in time, subject to satisfactory handling of your duties, responsibilities, company documents.
 - d) Employees may be required to work in shifts or on holidays and weekends depending on the nature of the project.



DevCreate Solutions LLP

Nrusinh Krupa, Lane No.6,
Sudarshan Nagar, Pimple Gurav,
Pune – 411061
Mobile: 9657986475
LLPIN: AAR-5260

- e) All the absent days during this probation period shall be considered as "leave without pay."
- f) However, you will be entitled to avail 10 paid holidays during the calendar year (January to December).
- g) Employees are paid their monthly Salary through Bank Transfer on the first day of the month, for which employees must open a bank account. If already have one, convey the same to Company.
- h) You will be required to submit to the Company a certain set of documents (already conveyed to you).
- i) If the terms and conditions offered herein are acceptable to you, please confirm duly signing the offer letter.
- j) The company may consider the extension of the Probation Period depending on your work performance.

We welcome you to the DevCreate Family and wish you a successful career with us.

For DevCreate Solutions LLP

Anupama Ramnavmiwale
Director



DevCreate Solutions LLP

Nrusinh Krupa, Lane No.6,
Sudarshan Nagar, Pimple Gurav,
Pune – 411061
Mobile: 9657986475
LLPIN: AAR-5260

Annexure - I

Salary Monthly	Monthly Rupees	Yearly Rupees
BASIC	6,000	72,000
HRA	2,400	28,800
CONVEYANCE	2,000	24,000
ADDNL SPECIAL ALLOWANCE	7,600	91,200
GROSS SALARY	18,000	2,16,000
Yearly Bonus (To be given on a Year Completion)		24,000
Gross CTC		2,40,000
Deductions: (Rs 200 per month, except for the month of Feb Rs 300)	200	2500
In Hand	17,800	

4G

0.2K/s

8:46 PM

LTE 66%



Praxis HR & Admin... Jul 28

to me ▾



Show pictures

Dear Bhagyashree,

Congratulations!!, on your selection with Praxis Info Solutions Pvt. Ltd.

It's my pleasure to welcome you to Praxis.

We look forward to meeting you on 10th Aug 2023 at 9.30 am

The documents are needed to complete your joining formalities

- One passport-size color photograph.

- Photocopies of Certificates along with mark sheets supporting your educational qualifications

- Photocopies of Schooling certificate in support of age / Birth certificate

- Photocopy of Aadhar Card and PAN Card

- Salary Statements of previous employers showing deductions & taxable income

- Photocopy of a valid passport

- Relieving and experiencing letters from previous organizations. If applicable.



Registered Office:
Dogra Technologies
Pvt. Ltd. No. 82
Parande Nagar
Dhanori, Pune -
411035, Maharashtra
India
MOB: + 91 9810325162

PRIVATE & CONFIDENTIAL

May 24, 2021

Vaibhav Sarode , Pune

Dear Vaibhav,

Welcome to Dogra Technologies Pvt. Ltd.

It was a pleasure meeting you to explore a career opportunity with Dogra Technologies. Based on our discussions, we are pleased to offer you the position of **Angular developer** in our organization. We would be paying you a CTC of INR 2, 40,000/- (Two lakh forty thousand only) per year. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

At Dogra Technologies Pvt. Ltd. we believe we have an opportunity of building a world class company. We also believe we are very unique in several ways – our equal strengths in Applications; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us at our Pune office on or before **June 1, 2021**.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned by either mailing it or handing it over to us.

Yours Sincerely,

Meena Dogra
Associate Leader- Staffing
From Dogra Technologies Pvt.Ltd.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

Maharashtra-9663035838/8867795674

[Note- This mail is a final confirmation of your selection. No Commercial is involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ . Spiders]



Thanks & Regards,

L Devika Rani Shelke
Business Manager

QSpiders Campus Connect

E-Mail: devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | Pune | Mumbai | Kolkatta | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

Vaishnavi Taware <vaishnavitaware1325@gmail.com>

Draft to: devikarani.l@qspiders.com

On Tue, 20 Dec 2022, 6:58 pm, <devikarani.l@qspiders.com> wrote:

Hello Sir/Mam,

Good Evening

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2023 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & we will post you the date of Joining ASAP.

download **Campus Connect**

A Unit of Test Yantara Software Solutions India Pvt Ltd

INCUBATION OFFER LETTER

Dated:

Dear Sir,

We are happy to inform you that Below Students from your college Vidya Pratishthan's Institute Of Information Technology Baramati been Selected in our Incubation Screening Drive

Candidate Name	Mobile Number	Email ID	Master Degree	Master Degree stream	Master Degree aggregate	Master [YCI
Shubham Namdev Shitole	8975460802	shubhamshitole199@gmail.com	MCA	Master in Computer Applications	80.57	202
Arijati Ahirekar	9322731988	arijakate_08@gmail.com	MCA	Master in Computer Applications	9.2	202
Bhagyashree Prahsant Kulkarni	7517711202	Bhagyashree322@gmail.com	MCA	Master in Computer Applications	8.94	202
Vaishnavi anil taware	7401022525	Vaishnavitaware1325@gmail.com	MCA	Master of Computer Application	73.35	202

Mohit Koronde	9325851202	9325851202	MCA	Master of Computer Application	7.45	202
Vaishnavi Bora	9075117049	9075117049	MCA	Master In Computer Applications	8	202
OMKAR RAI	9919195485	9919195485	MCA	Master in Computer Applications	7.5	202

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate.
- No other programs are included in this training module

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10th 12th /PUC & Degree [Till Now], Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

-Maharashtra-9663035838/8867795674

[Note: This mail is a final confirmation of your selection, No Commercials involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ Spiders]

Signature latest- Namratha

Thanks & Regards,

L. Devika Rani Shelke
Business Manager

QSpiders Campus Connect

E-Mail:- devikarani@qspiders.com

www.qspiders.com | www.jspiders.com

Bangalore | Mysore | Chennai | Hyderabad | AP | Pune | Mumbai | Kolkata | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

INCUBATION OFFER LETTER

Dated:

Dear Sir,

We are happy to inform you that Below Students from your college **Vidya Pratishthan's Arts Science & Commerce College** been Selected in our Incubation Screening Drive.

Candidate Name	Mobil Number	Email ID	Degree	Degree stream	Degree college	Degree aggregate	Degree YOP	Status
Monisha Arunajam	7020438968	monishiarunajam7020@gmail.com	BCA	BCA	Vidya Pratishthan's Arts Science & Commerce College Baramad	9.92	2023	Selected
Sachin Aji Thakur	8483829620	arnobosus479@gmail.com	BSC	Computer Science(CS)	Vidya Pratishthan's Arts Science & Commerce College Baramad	69	2023	Selected
Sonupoojini Pokharel	9834956795	sonupoojiniwad@gmail.com	BSC	Computer Science(CS)	Vidya Pratishthan's Arts Science & Commerce College Baramad	68.89	2023	Selected
Sakshita	7057644360	sakshita2210@gmail.com	BSC	Computer Science(CS)	Vidya Pratishthan's Arts Science & Commerce College Baramad	74.94	2023	Selected
Meenal Kulkarni	8539648105	meenalpatri9094@gmail.com	BSC	Computer Science(CS)	Vidya Pratishthan's Arts Science & Commerce College Baramad		2023	Selected

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development & General Aptitude.**
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

Offer Letter

Dear Kale Monika Jalindar,

Issued on: 09/12/2022

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,

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

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Locations: **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*: **3LPA to 6LPA**

Best Regards,




Srinivas Gurrala
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 Solutions

49, 1st Cross, 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068

Email: enquiry@excelr.com | 1800-212-2120 (Toll Free)

www.excelr.com