

MARATHWADA MITRA MANDAL'S
COLLEGE OF COMMERCE

Affiliated to Savitribai Phule Pune University, Re-Accredited by NAAC with "A" Grade,
ISO 9001:2008 Certified, Awarded as Best College by Savitribai Phule Pune University



Dr. Devidas Golhar
Principal

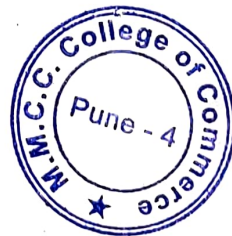
Date: 12/1/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the attached list of 64 students placed in the Academic Year 2021-22 is true to the best of my knowledge and based on the offer letter or other evidence submitted by the concerned students.

Dr. Devidas Golhar
Principal

ENCL: List of placed students A.Y. 2021-22





“येथे बहतांचे हित”

MARATHWADA MITRA MANDAL'S

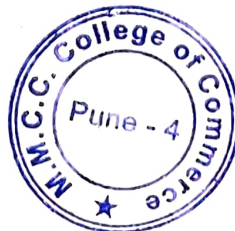
COLLEGE OF COMMERCE

Affiliated to Savitribai Phule Pune University, Re-Accredited by NAAC with “A” Grade
ISO 9001:2015 Certified, Awarded as Best College by Savitribai Phule Pune University
202/A, Deccan Gymkhana, Pune – 411004
principal@mmcc.edu.in, enquiry@mmcc.edu.in, www.mmcc.edu.in

Date: 12/1/2023

List of students placed A.Y. 2021-22

Sr. No.	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
1	Aarti Shinde	B.Com	S R B C & CO LLP	Rs.8,28,750 p.a.
2	Shailendra Laxman Nikalaje	B.Com	IBM	Rs.7,55,052 p.a.
3	Anuja Diwane	M.Com	RBSM-Accountants & Advisors	Rs.4,20,000 p.a.
4	Shivam Gaikwad,	B.Com	Reliance SMSL Limited	Rs.3,98,940 p.a.
5	Anushka Parshuram Maladkar	B.Com	WNS Global Services Pvt. Ltd.,	Rs.3,87,200 p.a.
6	Neel Halbe	BBA	Northern Trust	Rs.3,55,000 p.a.
7	Shravani Jutla	M.Com	XL Dynamics	Rs.3,50,004 p.a.
8	Neha Asif Tamboli	M.Com	WNS Global Services Pvt. Ltd.,	Rs.3,08,525 p.a.
9	Sudhir Dnyanoba Kamble	M.Com	Infosys BPM Limited	Rs.3,00,000 p.a.
10	Mahendra Pawale	M.Com	Nemade Engineers Pvt Ltd	Rs.2,75,383 p.a.
11	Vibhavari Ande	B.Com	Tech Mahindra Business Services Ltd.	Rs. 2,95,997 p.a.
12	Shubham Lokhande	M.Com	WNS Global Services Pvt. Ltd.,	Rs.2,93,325 p.a.
13	Nikita Madhukar Kongari	M.Com	Go Digit General Insurance Limited	Rs.2,80,000 p.a.
14	Manjiri Chahande,	M.Com	Mphasis	Rs.2,40,000 p.a.
15	Aakash Dilip Kadam	M.Com	WNS Global Services Pvt. Ltd.,	Rs.2,20,325 p.a.
16	Nikhil Sunil Dalvi	M.Com	Indiabulls Finance	Rs.2,09,904 p.a.
17	Himanshu Anil Mhaske	B.Com	CONNEQT Business Solutions Limited	Rs.2,23,790 p.a.



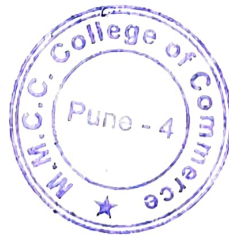
18	Vaishnavi Santosh Maind	M.Com	Exl Service.com (India) Private Limited	Rs.1,20,000 p.a.
19	Ramkrishna Rekulwad	M.Com	Gallagher	Rs.2,39,309 p.a.
20	Shon Bhaisade	B.Com	Reliance SMSL Limited	Rs.1,38,660 p.a.
21	Prasad Tukaram Jagtap	B.Com	Calibehr	Rs.2,25,072 p.a.
22	Sanket Ande	B.Com	Team Ultima Services Pvt.Ltd	Rs.2,04,000 p.a.
23	Mane Suraj Sakharam	M.Com	Indian Oil Corporation Limited	Rs.1,20,000 p.a.
24	Aditya Jadhav	B.Com	Oris Technologies India Pvt.Ltd.	Rs.1,48,000 p.a.
25	Nawaz Momin	M.Com	Esanchalak Solutions & Services Pvt. Ltd.	Rs.1,08,000 p.a.
26	Mangesh Malve	B.Com	Teamlease Services Ltd.	Rs.1,84,920 p.a.
27	Mrunal Dhekane	B.Com	Snap-Zed Universe.	Rs.84,000 p.a.
28	Ashitosh Shankar Bansode	B.Com	Avon Solutions & Logistics Pvt. Ltd.	Rs.1,50,612 p.a.
29	Sneha Naresh Jadhav,	B.Com	Securitykart	Rs.1,20,000 p.a.
30	Snehankit Ramkisan Choudhar	B.Com	STARTEK	Rs.1,85,082 p.a.
31	Atharva Mohan Daswadkar	B.Com	Quess(RL & P MAB SERVICE FOS)	Rs.1,83,912 p.a.
32	Shubham Suryawanshi	B.Com	FINNWIZZ	Rs.1,44,000 p.a.
33	Benazeer Sayyad	M.Com	Sahyadri National School	Rs.1,92,000 p.a.
34	Anuja Sakhare	B.Com	Astute Corporate Services Pvt. Ltd.	Rs.1,44,000 p.a.
35	Shubham Dhone	M.Com	Oris Technologies India Pvt.Ltd.	Rs.1,80,000 p.a.
36	Tanmay Pandurang Khade	M.Com	exl Service.com (India) Private Limited	Rs.2,10,000 p.a.
37	VAISHNAVI BORAWKE	B.Com	Teamlease Services Ltd.	Rs.1,99,908 p.a.
38	Shraddha Ghadage	B.Com	Ison	Rs.1,20,000 p.a.
39	Megha Waghmare	B.Com	Pune Nagar Vachan Mandir	Rs.96,000 p.a.
40	Mayur Jadhav	B.Com	Apex Logistics	Rs.1,68,000 p.a.
41	Shubham Jadhav	B.Com	Kaka Halwai	Rs.1,98,000 p.a.
42	Sujit Vilas Jetithor,	B.Com	EINZIGARTIG BPO & LPO	Rs.1,20,000 p.a.
43	Mansi Shelke	M.Com	Allstate Solutions Pvt. Ltd.,	Rs.2,50,000 p.a.
44	Hritik Avinah Pawtekar	M.Com	Amit K. Ganar & Co.	Rs.1,20,000 p.a.
45	Yash Ashok Agarwal	B.Com	CLEARSPACE	Rs.1,44,000 p.a.



46	Mandar Shamsundar Gholap	M.Com	VLCC	Rs.3,00,000 p.a.
47	Vidya Choure	M.Com	iHUM capital Pvt.Ltd	Rs.1,20,000 p.a.
48	Samprada Vilas Kamble	M.Com	A. R. BAGDIYA &CO.	Rs.96,000 p.a.
49	Saurabh Panchal	M.Com	D-MART	Rs.1,88,460 p.a.
50	Sudeshna Sudesh Nagpure	B.Com	DBS Mintek Pvt. Ltd.	Rs.1,36,560 p.a.
51	Shubhada Mansoor Shinde,	B.Com	"BDO India LLP"	Rs.1,33,356 p.a.
52	Pranav Shinde	B.Com	Rawat Enterprises	Rs.1,92,000 p.a.
53	Siddharth Pawar	BBA	Kotak Mahindra	Rs.2,55,000 p.a.
54	Taher Inamdar	BBA	Northern Trust	Rs.3,55,000 p.a.
55	Manasi Kasture	BBA	Happy Karma	Rs.2,50,000 p.a.
56	Shivani Thakur	BBA-IB	Accolite	Rs.4,55,000 p.a.
57	Shweta Kande	BSC CS	Business Development-Executive	Rs.2,40,000 p.a.
58	Shubham Kadam	BBA CA	Business Development-Executive	Rs.2,40,000 p.a.
59	Jayesh Chaudhari	BBA CA	CTC	Rs.2,50,000 p.a.
60	Ruturaj Dhole	BBA CA	Zinoit ITES Pvt.Ltd.	Rs.2,40,000 p.a.
61	Tushar Kalamkar	BSC CS	Wipro	Rs.2,56,000 p.a.
62	Aarti Kale	BSC CS	Business Development-Executive	Rs.2,40,000 p.a.
63	Omkar Surve	BBA CA	Business Solutions Pvt.Ltd.	Rs.3,75,000 p.a.
64	Gandharv Zunjurke	BBA CA	Business Solutions Pvt.Ltd.	Rs.2,70,000 p.a.



Dr. Devidas Golhar
Principal



17-Sep-2021

Aakash Dilip Kadam

Kadam, Sr.No.53/2/1, Lane No. 2

Netaji Nagar, Near Ganpati Mandir, Pimplegurav, Pune City, Pune, Aundh Camp, Maharashtra, 411027

India

Letter of offer

Dear Aakash,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - F&A** in **WNS Global Services Pvt. Ltd.**, based at our **Pune-Phursungi** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - F&A**.

Compensation: Your Total Gross Pay will be **INR 2,20,325 (Indian Rupees Two Lakh, Twenty Thousand, Three Hundred And Twenty Five Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **20-Sep-2021**.

Place of work: Your place of work will be **Pune-Phursungi**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA

COSTA RICA

INDIA

THE PHILIPPINES

ROMANIA

SRI LANKA

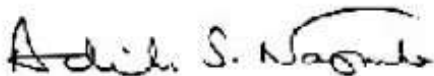
UAE

UK

USA

For WNS Global Services Pvt. Ltd.

Accepted and Agreed



Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

29 March 2022

Ms. AARTI SHINDE

Your appointment as Executive in Assurance

Dear AARTI SHINDE ,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **S R B C & CO LLP** subject to the following terms and conditions.


1. Job Title

You shall be designated as **Executive** in HR Band **5**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 8,28,750 per annum (Rupees Eight Lakh Twenty Eight Thousand Seven Hundred and Fifty Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Your eligibility to performance linked bonus is driven by firm's performance bonus policy. This component, if eligible, is in addition to your annual compensation.
- c. The performance bonus scheme is subject to revision at the discretion of the Firm's Management.
- d. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.

	<h1>Offer Letter</h1>	Document No:- ITSM/HR/F01
		Revision No:- 00
		Date :- 12/10/2015

19/05/2022

To,
Aarati KaleKadam ,
Pune- Maharashtra.

Subject: - Offer letter

Dear Aarati Kale

This has reference to the job discussions you had with us.

We are pleased to make a provisional offer of appointment designated as "**Business Development- Executive**". Your Joining date will be **1st June 2022**

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate, last employer's salary certificate and relieving letter of the last employer.

You are required to confirm the Company on or before **27th May 2022**. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

For Knowlathon IT Services Pvt Ltd

Accepted & Agreed

HR-Manager

Mr. Kaustubh Otari

Signature:-:.....

Aarati Kale

Remuneration structure - w.e.f. 19 May 2022

Aarati Kale

	Monthly		Annual
Basic Salary	₹ 4,000		₹ 48,000
HRA	₹ 3,000		₹ 36,000
Education allowance	₹ 1,000		₹ 12,000
Conveyance allowance	₹ 1,000		₹ 12,000
Medical Allowance	₹ 1,000		₹ 12,000
Other allowance	₹ 1,800		₹ 21,600
Performance Linked Pay	₹ 6,000		₹ 72,000
Annual Performance Bonus	₹ 2,000		₹ 24,000
Profession Tax	₹ 200		₹ 2,400
Gross Salary	₹ 20,000		₹ 2,40,000

I have understood and accepted all components in this remuneration.

Sign

Date



CONFIDENTIAL

Shivani Balusingh Thakur

Pune
18th January 2022

Dear **Shivani**,

Accolite Digital India Private Limited is pleased to extend you an offer on retainership basis as a **Recruitment Coordinator** in work from **Bangalore** Office as work location.

Please see the terms and conditions noted in this letter for details. Once you have reviewed the letter in full, please sign each page of this letter in acceptance of the terms and conditions.

We very much look forward to welcoming you to Accolite.

Warm regards,

Milind Mutalik
Head of HR – Employee Experience
Accolite Digital India Pvt. Ltd

Signature _____



Accolite Digital India Private Limited, (Hereinafter, "Accolite")

Terms and Conditions

1. You will be paid gross compensation of **INR 450000/- PA.**

Income, GST and other statutory deductions will be as per the rules and regulations of the income tax act and other acts as applicable. You are required to submit the approved invoice to finance team on or before the 7th of every month for the previous month. Any adjustment to the payment (if any) would be done in the subsequent month's payout.

2. Your contract period shall be for a period of **12 months**, beginning **from 18 January 2022 till 17 January 2023.**
3. Your contract is subject to termination by company giving thirty (30) days' notice. Company is not bound to give any reason thereof. The Company reserves the right to pay salary in lieu of the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period with or without compensating for the un-expired period and is not bound to give any reason thereof. On acceptance of the separation notice, before you are relieved, you will hand over to the Company all the information and data of the Company including, but not limited to, correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings and you shall not use, reproduce or retain any copies of these items.

You are required to serve a minimum notice period of Thirty (30) days on resignation from the services of the Company. Notice period shall commence from the date of resignation. Company may at its absolute discretion, either reduce this notice period or permit the consultant to compensate Company to the extent of the notice period or reduce the notice period, as the case may be computed at the prevailing salary of that consultant.

4. Your place of work will be at **Bangalore** Office but during the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Company's establishment in India or outside, at the sole discretion of the Management.
5. You will not (except in the normal course of the company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of recruitment documents, commercial offer, design documents, Technology, Software packages license, companies' policies, Company's patterns & Trademark and company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your assignment with Accolite shall not be disclosed, divulged or made public by you even thereafter.
9. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

Signature _____

Date: Nov 20, 2021
Offer No : QS2392337

AKASH KIRAN KHAJEKAR
PUNEN
PUNE
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **AKASH KIRAN KHAJEKAR**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to DUNZO DIGITAL PRIVATE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from NOV 22, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from NOV 22, 2021 to OCT 21, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:



Ikya Confidential

Page 1

This is a system generated letter

Offer No : QS2392337

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2392337** Associate Name: **AKASH KIRAN KHAJEKAR**
 Designation: **STORE EXECUTIVE** Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12286	147432
House Rent Allowance	1916	22992
Statutory_bonus	583	6996
Gross Salary	14785	177420

Employer's Contribution		
Employer_esi	481	5772
Employer Provident Fund	1597	19164
Total Contribution	2078	24936
Cost to Company: (CTC)	16863	202356

Deduction: (Subjected to change)		
Employee Esi	111	1332
Provident Fund	1474	17688
Professional Tax	200	2400
Total Deduction	1785	21420
Net Take Home	13000	156000

DECLARATION OF COMPANY IT ASSETS

Date:

I, AKASH KIRAN KHAJEKAR, presently working as STORE EXECUTIVE with Quess/Dunzo, confirming that Company assets issued by Dunzo during joining will have to be returned as it is, upon separation from the company. Failing which legal actions will be taken



Ikyo Confidential

Page 7

This is a system generated letter

Offer No : QS2392337

QUEST Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

21-Apr-2022

Anushka Parshuram Maladkar

B - 105 Venkatesh Classic Society Handewadi Road

Nhavale Nagar Autadwadi Handewadi Pune Maharashtra 412308

India

Letter of offer

Dear Anushka,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta SEZ** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 3,87,200 (Indian Rupees Three Lakh, Eighty Seven Thousand, Two Hundred Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **22-Apr-2022**.

Place of work: Your place of work will be **Pune - Magarpatta SEZ**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

For WNS Global Services Pvt. Ltd.

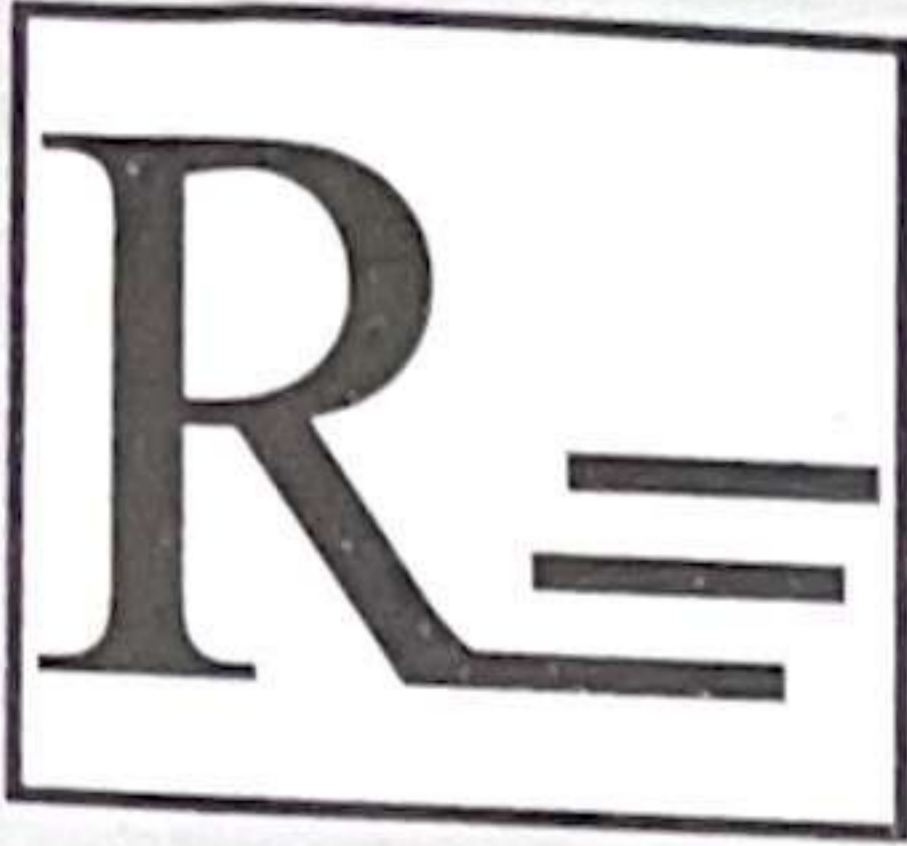
Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

Accepted and Agreed

Anushka Parshuram Maladkar
Candidate's Name & Signature

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196



Rawat Enterprises

Address: 13, MG Road, Pune Cantonment, Pune, Maharashtra-411001
GST: 27DDJPK9051E1ZE E-mail: rawatenterprisespune@gmail.com

OFFER-CUM-APPOINTMENT LETTER

Mr. Pranav Sanjay Shinde

Shivajinagar,

Behind ZP School,

Kedgaon,

Ahmednagar,

Maharashtra -414005

UID: 2517-9237- 6426

[01/05/2022]

Subject: Offer-cum-Appointment Letter

Dear Mr. Pranav,,

We are pleased to offer you the position of **CRO (Customer Relationship Officer)** with **M/S Rawat Ent.** hereinafter referred to as the 'Employer' subject to the following terms and conditions:

1. You will receive a gross salary of INR 16000 /- per month (Inclusive of Incentives). All other allowances and benefits as applicable to you. You will also be eligible for monthly sales incentives. Salary inclusive of incentives and allowances would be receivable on or before 7th of the subsequent month.
2. Your job title will be **C.R.O.**, and you will report to **Mr. Girish Dhabalia (Store Manager)**.
3. You will be posted at **Pune-MH** and will be associated with **Titan World** brand at the outlet situated at **13th MG Rd, Pune**. You may be transferred to any other store as per business requirements of the firm.
4. The offer of employment stands to be applicable only on clearing the necessary training and assessments and as certified by the training team.

1 | Page

For

internal

circulation

only



Date: May 14, 2022

Name: Aasiya Ramjan Mulani

Location: Pune

LETTER OF OFFER

Dear Aasiya,

We are pleased to offer you the position of **Team Member - Hourly** with us for **West** region.

Your date of joining will be on or before **May 14, 2022**,

Your Cost to the Company will be **Rs 187200/- per annum**

(Rupees One Lakh Eighty Seven Thousand Two Hundred Only). A detailed appointment letter will be issued to you upon your joining us.

This offer is subject to you being declared medically fit and clearance of reference check / background verification.

We welcome you to our Organization and look forward to a mutually beneficial association.

For **Burger King India Limited**

A handwritten signature in blue ink that reads "Sandipa".

Authorized Signatory

SALARY SUBJECT TO STATUTORY DEDUCTIONS

BURGER KING INDIA LIMITED

Office No.- 1003 to 1007, B Wing, 10th Floor, Mittal Commercial, Asan Pada Road,
Chimatpada, Marol, Andheri (East), Mumbai – 400059.

CIN: U5204MH2013FLC249986 | info@burgerking.in



Date :28 February 2022

Himanshu Anil Mhaske

Kashid colony,Pimple gurav,Pune

Pune-411061

Sub: Employment Letter

Dear Himanshu,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **CCE** in the **Operations** with **CONNEQT Business Solutions Limited** (The Company) with effect from **28 February 2022** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. **223790.00** In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs **19000.0** This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

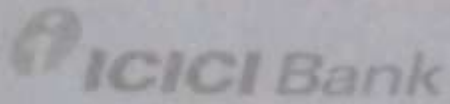
The above mentioned offer shall be valid if you join us on **28 February 2022**.Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune - Kharadi** Office. The Company may transfer your services to any of the existing office (s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque



PRIVATE AND CONFIDENTIAL

Reference No. - 1384148851

Applicant ID - 4914916

01-Nov-2021

Sneha Sidram Ghugari

Dear Sneha,

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
Old Bank Square
Sneha Kulkarni Complex
Mumbai 400 067 India

Tel: 022-2643 1114
Fax: 022-2643 1122
Website: www.icicibank.com
CIN: L65190DL19950221212

Registered Office: ICICI Bank Tower
Sagar Chamber Complex
Old Park Road
Mumbai-400 007 India

Remuneration Details

Name : Sneha Sidram Ghugan

 Position: **Officer**

Group: RETAIL BANKING GROUP

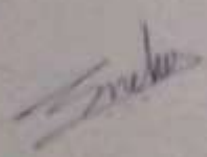
	Officer	
	Monthly	Annual
Basic	6,000.00	72,000.00
HRA	3,000.00	36,000.00
Supplementary Allowance*	5,450.00	65,400.00
Superannuation Allowance **	900.00	10,800.00
Total	15,350.00	1,84,200.00
Retirals		
Retirals (PF, Gratuity) ***	1,874.00	22,488.00
Fixed CTC	17,224.00	2,06,688.00
Performance Linked Retention Pay#	1,500.00	18,000.00
Total CTC	18,724.00	2,24,688.00

*Supplementary allowance will include Conveyance / Travel Allowance, LTA, Medical Reimbursement, 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.

Date: 01-Nov-2021





Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Marketing Executive

1 message

EQL HR <hr@eqlsoft.com>
To: vishalamb100@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Fri, May 6, 2022 at 1 24 PM

Dear Mr. Vishal,

With reference to your job application, you have been called for an interview for "Marketing Executive", to market & develop software business in Business Development & Project Management Division of our Company.

Job Description:

Marketing (Business Development) Executive Job Roles & Responsibilities includes business development activities, Direct B2B & B2C marketing, handle business lead generation activities, liaising with Govt & Private Officials, handling key account management, internet market research & analysis, doing competitor research & evaluation activities, development of business associate network, managing Pre & Post sale activities, achieving marketing targets, team performance management, hot lead negotiation & closing activities, project CRM activities, managing project coordination activities, product presentation / demo, handling CRM activities, handling online tender documentation, online digital social media marketing, online liaising corporate & govt network, ISO & Tender documentation, internet mailing activities, handle project reporting & coordination activities assisting Company management in business development (marketing) & various project management activities, etc.

Specific Interest in Travelling, TWO WHEELER COMPULSORY

If you are willing to work as per Company Policy and having proficiency in Business Development (Marketing) & Project Management activities, you are requested to walk in for interview on 9th May 2022 at 10 30 pm at the following address.

Please bring your updated resume, educational documents, photograph, any other certification. You have to bring your present & past employers offer / appointment letter, experience letter & latest salary certificates at the time of interview.

Your interview mail ticket no is EQL/ME/22/05/012

HR Manager
EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park, Off Mumbai-Satara Road,
Narhe, Pune - 41. Mobile - 9371015860
www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company"



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Marketing Executive

1 message

Fri, May 6, 2022 at 1:18 PM

EQL HR <hr@eqlsoft.com>
To: partesp09@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Dear Mr. Sarthak,

With reference to your job application, you have been called for an interview for "Marketing Executive", to market & develop software business in Business Development & Project Management Division of our Company.

Job Description:

Marketing (Business Development) Executive Job Roles & Responsibilities includes business development activities, Direct B2B & B2C marketing, handle business lead generation activities, liaising with Govt & Private Officials, handling key account management, internet market research & analysis, doing competitor research & evaluation activities, development of business associate network, managing Pre & Post sale activities, achieving marketing targets, team performance management, hot lead negotiation & closing activities, project CRM activities, managing project coordination activities, product presentation / demo, handling CRM activities, handling online tender documentation, online digital social media marketing, online liaising corporate & govt network, ISO & Tender documentation, internet mailing activities, handle project reporting & coordination activities assisting Company management in business development (marketing) & various project management activities, etc.

Specific Interest in Travelling, **TWO WHEELER COMPULSORY**

If you are willing to work as per Company Policy and having proficiency in Business Development (Marketing) & Project Management activities, you are requested to walk in for interview on 7th May 2022 at 10:30 pm at the following address.

Please bring your updated resume, educational documents, photograph, any other certification. You have to bring your present & past employers offer / appointment letter, experience letter & latest salary certificates at the time of interview.

Your interview mail ticket no is EQL/ME/22/05/010

HR Manager
EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park, Off Mumbai-Satara Road,
Narhe, Pune - 41. Mobile - 9371015860
www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview

"Dedication, Consistency & Loyalty will be Rewarded in IT Company"



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Marketing Executive

1 message

EQL HR <hr@eqlsoft.com>
To: omkarsurve309@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Fri, May 6, 2022 at 1:17 PM

Dear Mr. Omkar

With reference to your job application, you have been called for an interview for "Marketing Executive", to market & develop software business in Business Development & Project Management Division of our Company.

Job Description:

Marketing (Business Development) Executive Job Roles & Responsibilities includes business development activities, Direct B2B & B2C marketing, handle business lead generation activities, liaising with Govt & Private Officials, handling key account management, internet market research & analysis, doing competitor research & evaluation activities, development of business associate network, managing Pre & Post sale activities, achieving marketing targets, team performance management, hot lead negotiation & closing activities, project CRM activities, managing project coordination activities, product presentation / demo, handling CRM activities, handling online tender documentation, online digital social media marketing, online liaising corporate & govt network, ISO & Tender documentation, internet mailing activities, handle project reporting & coordination activities assisting Company management in business development (marketing) & various project management activities, etc

Specific Interest in Travelling, **TWO WHEELER COMPULSORY**

If you are willing to work as per Company Policy and having proficiency in Business Development (Marketing) & Project Management activities, you are requested to walk in for interview on 7th May 2022 at 10.30 pm at the following address.

Please bring your updated resume, educational documents, photograph, any other certification. You have to bring your present & past employers offer / appointment letter, experience letter & latest salary certificates at the time of interview.

Your interview mail ticket no is EQL/ME/22/05/011

HR Manager
EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park, Off Mumbai-Satara Road,
Narhe, Pune - 41. Mobile - 9371015860
www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company"



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Dot Net Software Developer

1 message

EQL HR <hr@eqlsoft.com>
To: rudu2401@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Fri, May 6, 2022 at 12:49 PM

Dear Rudransh,

With reference to our telephonic conversation, you have been shortlisted & called for personal interview for "Trainee (.Net) Software Developer" post in our Software Development, Support & Project Management Division of our Company.

"Trainee Dot Net Software Developer" Job profile includes working on various software development projects, developing various software's using ASP.Net, C#.Net, VB.Net & other Web Design & Development Technologies, working on various database softwares like SQL, Oracle, MS SQL & Access, etc, working on various software technologies in all the SDLC Phases, design & development of various project MIS & Crystal reports, software projects functional & technical documentation, handling various software projects support, implementation & training activities, managing CRM activities, handling product presentation, assisting Company Management in handling various software project's management & support activities, having interest in onsite project implementation, training & technical support will be an added advantage etc.

You are requested to walk in for a personal interview on 7th May, 2022 at 10.30 am at the following Company address.

Please bring your updated resume, educational documents, photograph, .Net Certification.

Your interview mail ticket no is EQL/TSD/22/05/09

Company Address:-

EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park,
Off Mumbai-Satara Road, Narhe, Pune - 41.

HR Mobile - 9371015860

www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company".



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Dot Net Software Developer

1 message

EQL HR <hr@eqlsoft.com>
To: sahilhaske75@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Fri, May 6, 2022 at 12:47 PM

Dear Mr. Sahil,

With reference to our telephonic conversation, you have been shortlisted & called for personal interview for "Trainee (.Net) Software Developer" post in our Software Development, Support & Project Management Division of our Company.

"Trainee Dot Net Software Developer" Job profile includes working on various software development projects, developing various software's using ASP.Net, C#.Net, VB.Net & other Web Design & Development Technologies, working on various database softwares like SQL, Oracle, MS SQL & Access, etc, working on various software technologies in all the SDLC Phases, design & development of various project MIS & Crystal reports, software projects functional & technical documentation, handling various software projects support, implementation & training activities, managing CRM activities, handling product presentation, assisting Company Management in handling various software project's management & support activities, having interest in onsite project implementation, training & technical support will be an added advantage etc.

You are requested to walk in for a personal interview on 7th May, 2022 at 10.30 am at the following Company address.


Please bring your updated resume, educational documents, photograph, .Net Certification.

Your interview mail ticket no is EQL/TSD/22/05/08

Company Address:-

EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park,
Off Mumbai-Satara Road, Narhe, Pune - 41.

HR Mobile - 9371015860

 www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company".



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Dot Net Software Developer

1 message

EQL HR <hr@eqlsoft.com>
To: janhvisawant2020@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Fri, May 6, 2022 at 12:45 PM

Dear Ms. Jayashree,

With reference to our telephonic conversation, you have been shortlisted & called for personal interview for "Trainee (.Net) Software Developer" post in our Software Development, Support & Project Management Division of our Company.

"Trainee Dot Net Software Developer" Job profile includes working on various software development projects, developing various software's using ASP.Net, C#.Net, VB.Net & other Web Design & Development Technologies, working on various database softwares like SQL, Oracle, MS SQL & Access, etc, working on various software technologies in all the SDLC Phases, design & development of various project MIS & Crystal reports, software projects functional & technical documentation, handling various software projects support, implementation & training activities, managing CRM activities, handling product presentation, assisting Company Management in handling various software project's management & support activities, having interest in onsite project implementation, training & technical support will be an added advantage etc.

You are requested to walk in for a personal interview on 7th May, 2022 at 12.30 pm at the following Company address.

Please bring your updated resume, educational documents, photograph, .Net Certification.

Your interview mail ticket no is EQL/TSD/22/05/07

Company Address:-
EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park,
Off Mumbai-Satara Road, Narhe, Pune - 41.
HR Mobile - 9371015860
www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company".



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Dot Net Software Developer

1 message

EQL HR <hr@eqlsoft.com>
To: kiranshinde27012002@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Fri, May 6, 2022 at 12:40 PM

Dear Kiran,

With reference to our telephonic conversation, you have been shortlisted & called for personal interview for "Trainee (.Net) Software Developer" post in our Software Development, Support & Project Management Division of our Company.

"Trainee Dot Net Software Developer" Job profile includes working on various software development projects, developing various software's using ASP.Net, C#.Net, VB.Net & other Web Design & Development Technologies, working on various database softwares like SQL, Oracle, MS SQL & Access, etc, working on various software technologies in all the SDLC Phases, design & development of various project MIS & Crystal reports, software projects functional & technical documentation, handling various software projects support, implementation & training activities, managing CRM activities, handling product presentation, assisting Company Management in handling various software project's management & support activities, having interest in onsite project implementation, training & technical support will be an added advantage etc.

You are requested to walk in for a personal interview on 7th May, 2022 at 10.30 am at the following Company address.

Please bring your updated resume, educational documents, photograph, .Net Certification.

Your interview mail ticket no is EQL/TSD/22/05/04

Company Address:-
EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park,
Off Mumbai-Satara Road, Narhe, Pune - 41.
HR Mobile – 9371015860
www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company".



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Dot Net Software Developer

1 message

EQL HR <hr@eqlsoft.com>
To: kolhetejasvi90@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Fri, May 6, 2022 at 12:39 PM

Dear Tejasvi,

With reference to our telephonic conversation, you have been shortlisted & called for personal interview for "Trainee (.Net) Software Developer" post in our Software Development, Support & Project Management Division of our Company.

"Trainee Dot Net Software Developer" Job profile includes working on various software development projects, developing various software's using ASP.Net, C#.Net, VB.Net & other Web Design & Development Technologies, working on various database softwares like SQL, Oracle, MS SQL & Access, etc, working on various software technologies in all the SDLC Phases, design & development of various project MIS & Crystal reports, software projects functional & technical documentation, handling various software projects support, implementation & training activities, managing CRM activities, handling product presentation, assisting Company Management in handling various software project's management & support activities, having interest in onsite project implementation, training & technical support will be an added advantage etc.

You are requested to walk in for a personal interview on 7th May, 2022 at 10.30 am at the following Company address.

Please bring your updated resume, educational documents, photograph, .Net Certification.

Your interview mail ticket no is EQL/TSD/22/05/03

Company Address:-

EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park,
Off Mumbai-Satara Road, Narhe, Pune - 41.

HR Mobile – 9371015860

www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company".



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Interview Schedule - Dot Net Software Developer

1 message

Fri, May 6, 2022 at 12:36 PM

EQL HR <hr@eqlsoft.com>
To: nikhilgupta1203@gmail.com
Bcc: pranita.raskar@mmcc.edu.in

Dear Mr. Nikhil,

With reference to our telephonic conversation, you have been shortlisted & called for personal interview for "Trainee (.Net) Software Developer" post in our Software Development, Support & Project Management Division of our Company.

"Trainee Dot Net Software Developer" Job profile includes working on various software development projects, developing various software's using ASP.Net, C#.Net, VB.Net & other Web Design & Development Technologies, working on various database softwares like SQL, Oracle, MS SQL & Access, etc, working on various software technologies in all the SDLC Phases, design & development of various project MIS & Crystal reports, software projects functional & technical documentation, handling various software projects support, implementation & training activities, managing CRM activities, handling product presentation, assisting Company Management in handling various software project's management & support activities, having interest in onsite project implementation, training & technical support will be an added advantage etc.

You are requested to walk in for a personal interview on 7th May, 2022 at 10.30 am at the following Company address.


Please bring your updated resume, educational documents, photograph, .Net Certification.

Your interview mail ticket no is EQL/TSD/22/05/02

Company Address:-

EQL Business Solutions Private Limited
B-102, Siddhivinayak Gardenia, Near Balaji Park,
Off Mumbai-Satara Road, Narhe, Pune - 41.

HR Mobile – 9371015860

 www.eqlsoft.com

Please confirm by return mail & bring the print copy of this mail ticket at the time of interview.

"Dedication, Consistency & Loyalty will be Rewarded in IT Company".

Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN – U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



Date: 09-March-2022

Letter of Intent

Dear Taher Aslam Inamdar,

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as “**Analyst I**”, in our **Pune** office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.
Salary	Your Annual Fixed Pay will be ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: <ul style="list-style-type: none">• Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme• Private Health Insurance for self, spouse, children and either of parents or parents in law;• Accident insurance and• Life assurance
Conditional Offer	Your appointment as “ Analyst I ” with Northern is conditional upon: <ol style="list-style-type: none">1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;





April 1, 2022

Mansi Shelke
 E3B Vishnupuram society ghule nagar vadgaon bk sinhgad road Pune., pune,
 Maharashtra,
 India, 411041
 Dear Mansi,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "AssociateOperations", in our "PUNE", center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate-Operations
Location	PUNE
Start Date	On or before May 5, 2022
Probation	6 Months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash	Rs.233,645.00
Annual Incentive Plan	Rs.16,355.00
Total Target Cash	Rs.250,000.00

Reference Annexure A for detailed salary break up and highlights of benefit schemes.

Annexure A

April 1, 2022

Dear Mansi Shelke

Designation: Associate-Operations

Band: A1

Start Date: On or before May 5, 2022

Work Location: PUNE

Compensation and Benefits:

Total Targeted Cash		INR 250,000.00
Breakup- Total Guaranteed Cash		
Components		Annual (INR)
Basic		180,000.00
House Rent Allowance		12,582.00
Statutory Bonus		19,463.00
Provident Fund (Employer Contribution)		21,600.00
Flexi Benefit Plan*		0.00
Total Guaranteed Compensation		233,645.00
Annual Incentive Plan**		16,355.00
Total Targeted Cash		250,000.00
Other Benefits / Perquisites		
Gratuity	8,658.00	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000.00	Not a Reimbursement
Medical Insurance, GAI and GTLI	36,000.00	Not a Reimbursement – (Average Premium)
Annual Health Checkup	4,050.00	Not a Reimbursement
Certification Reimbursement	30,000.00	Applicable as per the Policy
Internet Reimbursement	21,000.00	Applicable as per the Policy



KPMG Assurance and Consulting Services LLP
9th Floor, Business Plaza,
Westin Hotel Campus,
38/3-B, Koregaon Park Annex,
Mundhwa Road, Ghorpadi,
Pune - 411001, India

Telephone: +91 (20) 6747 7000
Fax: +91 (20) 6747 7100
Internet: www.kpmg.com/in

11-May-2022

Mayur Gutte

**The Leaf, Katraj Kondhwa Road, , Yewalewadi Pune,
Pune - 411048,
(Maharashtra) India**

Dear **Mayur**,

On behalf of **KPMG Assurance and Consulting Services LLP** (the '**Firm**'), I am pleased to offer you the position of **Analyst in Forensic-PEBC** with the Firm.

You shall be based in **Pune** and can be transferred to any other office of the Firm at any other place or city in India or outside India, or to any affiliate or associate entity of the Firm, as decided by the Firm from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **16-May-2022**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Firm's Personnel Policy, for the time being in force ('**Firm Policy**'). At the end of the Probation Period, the Firm may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

19.05.2022 10:33

PRIVATE AND CONFIDENTIAL

Date: December 3, 2021

Ms. Vaishnavi Santosh Maind

BUILDING NO. D9 FLAT NO. 4 POPULAR NAGAR
OPP. MAI MANGESHKAR HOSPITAL,
WARJE, PUNE, MAHARASHTRA-411058

EMPLOYMENT AGREEMENT

Dear **Vaishnavi**,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **exl Service.com (India) Private Limited** ("the Company") to the position of **Associate - Operations at Band A1**, on the terms and conditions set out herein after:

1 EMPLOYMENT

1.1 Your effective date of joining shall be no later than : **December 4, 2021**

1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. (*Applicable for Band A only*)

1.3 Your employment with the Company is subject to:

- (i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.
- (ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;
- (iii) On our receiving two satisfactory references; and
- (iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole

Appendix 1

Name : Ms. Vaishnavi Santosh Maind
DOJ : December 4, 2021
Designation: Associate - Operations
Band : A1

Heads of Compensation :	Annual Compensation
Basic	180000
HRA	61881
Retirals :	
Provident Fund	21600
Gratuity	8658
Employer's ESIC	7861
Cost to Company	280000

1. Group Medical insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.
2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date

30-Jul-2021

Neha Asif Tamboli

254 Kasba Peth Near Chandak Hospital

Pune - Maharashtra -

India

Letter of offer

Dear Neha,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Sr. Associate - Ops** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Weikfield** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Sr. Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 3,08,525 (Indian Rupees Three Lakh, Eight Thousand, Five Hundred And Twenty Five Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **03-Aug-2021**.

Place of work: Your place of work will be **Pune - Weikfield**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA

COSTA RICA

INDIA

THE PHILIPPINES

ROMANIA

SRI LANKA

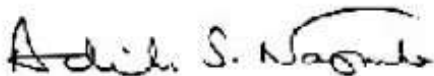
UAE

UK

USA

For WNS Global Services Pvt. Ltd.

Accepted and Agreed



Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

PRIVATE AND CONFIDENTIAL

Date: 09 Nov 2021

Nikita Madhukar Kongari

OFFER LETTER

Dear Nikita,

Subsequent to your meetings with us at Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Consultant-- Customer Happiness** and will be located at **Pune**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 280,000/-** (Rupees Two Lac Eighty Thousand Only). Detailed CTC breakup is enclosed with this letter.
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **15.00%** subject to achievement of pre-defined targets.
- 1.4 You shall be required to work for 6 days a week in shifts and on rotation basis. The shift timing can be as per the roaster assigned by the Company between 12:00 am to 11:59pm. The shift will be of 9 hours including a one-hour lunch. You shall be entitled for 1 day rotational weekly off, which may or may not be a Saturday or Sunday and would depend on the work schedule assigned to you by the Company. You may be required to work overtime occasionally (including on weekly off), depending on the work exigency.
- 1.5 Your employment shall be governed by the terms and conditions of your Appointment letter and Company's code of Conduct.
- 1.6 Your employment with the Company is subject to:
 - a) Accuracy of the testimonials and information provided by you; and,
 - b) Your acceptance of this offer with a return receipt within 5 working days
 - c) Successful verification of all documents submitted by you and your background verification by the Company.
 - d) You are clearing an exam/certification that the Company arranges.

Note: On acceptance of this offer, your appointment shall be provisional. As per Company norms, you are required to undergo a special certification training course, post which you are required to attend written and oral exams. Confirmation of your appointment is subject to you attaining a minimum score of 80% or above in the said exams. You will be given three attempts to clear this exam. Failure to clear this exam will



HK/OL-APR/CCM01

Thursday, April 28, 2022

To,
Ms. Manasi Kasture,
Pune

OFFER LETTER – CS & CAMPAIGN MANAGEMENT ASSOCIATE

Dear **Manasi,**

Please refer to your application & the subsequent interviews with us. We are pleased to offer you the position of “**CS & Campaign Management Associate**” on the following general terms & conditions.

1. You will join the company on or before **Monday, May 02, 2022**, & your current job location is **Pune**.
2. You will report to **Ms. Rituja Kshirsagar**
3. The first three (3) consecutive months of the employment are agreed to constitute a period of probation during which the assessments to understand the suitability of your performance and conduct. At any time during the Probation Period, the Company may terminate your employment, on the grounds of unsuitability, without providing any working notice or payment in lieu thereof.
4. Your monthly compensation will be **INR 8,000 per month**.
5. The Management reserves the right to change the compensation, at its own and sole discretion, at any point time in the future.
6. You will be required to work in **suitable shifts** as may be expedient, and your **working hours** will be **40 hours** per week.
7. In case the number of working days in any month is less than 12 days, the payout for the corresponding month will be credited with the payout of the following month.
8. The salary will be disbursed on or before the 10th of every month for the previous month in your respective bank account.
9. You may be assigned any additional responsibility or shall be relieved from discharging certain responsibilities as per the need/s and the policy of the company. You shall also have to carry out all such incidental and connected duties as may be required in the

OFFER LETTER

18th December 2021

Dear Rushikesh Laxmanrao Bhalerao,

Further to our discussion with you, we are pleased to invite you to work with us as **Associate-Sales** on the mutually agreed compensation. Please refer to Annexure-A for your compensation & benefits (shall be read as part and parcel of this offer letter).

Your base location will be our **Pune** office; however, the company shall have the right, at its sole discretion, to transfer at any time, your services to any of its affiliates/associate companies or to post you at any other place in India or international.

Validity of this offer is subject to your joining us on **20th December 2021**.

Please send us your acceptance by **18th December 2021**. Non acceptance till the stipulated date shall make this offer redundant automatically.

This offer and employment is subject to successful verification of your documents and employment records any time before and after your joining.

We look forward to having you as part of our team!

From 360 Realtors LLP



Sanjay Kumar

Global Head – Human Resources

April 15, 2022
MISS Vibhavari Ande

Dear Vibhavari,

Welcome to **Tech Mahindra Business Services Ltd.** We are pleased to offer you the position of **Customer Relations Advisor** in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in **PUNE** with **Uk-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **April 15, 2022** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on April 15, 2022
Time: 1:00 PM
Venue: 3 House- 1st Floor – NEO Room.
Our contact no. for recruitment is +91(020) 49142141
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter _____. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For **Tech Mahindra Business Services Ltd**



Yuri Roy
Head-Talent Acquisition



Validate your offer letter on



Compensation and Benefits Plan

Name:-	Vibhavari Ande		
Designation:-	Customer Relations Advisor		
Salary Component	(Amount in INR P.M.)	(Amount in INR P.A.)	
Fixed Salary			
Basic	15000	180000	
Other Allowance	476	5713	
House Rent Allowance	1500	18000	
Night Shift Allowance	1500	18000	
Statutory Bonus	1250	14994	
Sub Total (A)	19726	236707	
PF - Employer Contribution	1800	21600	@ 12% of Basic Salary
ESIC - Employer Contribution [3.25% of Sub Total (A)]	641	7693	
Sub Total (B)	2441	29293	
Fixed CTC (A+B)	22167	266000	
# Performance Incentive @ 100% - (C)	2000	24000	During Probation, you will be paid 1000/-per month. (Refer Net Take Home table below)
Cost to Company (CTC) (A+B+C) @ 100%	24167	290000	
Annual Benefits	-		
Insurance (Medical, GPA & EDLI)	-	5997	
Total Cost (Salary + Benefits)	-	295997	

Performance Incentive :-

- Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.
- Performance incentive is not applicable during Probation.
- During Probation you will be paid a monthly training allowance of **Rs 1000/-**

Note:

- All payments are subject to appropriate taxation
- The salary structure & additional benefits are liable to change from time to time based on company policy

In addition to the above, there is a Retention Incentive which will vary from Rs. 0 to Rs. 20,000 pm. The current weighted average is Rs. 4,500 pm. This amount may increase / decrease or get discontinued as per company policy and business requirements.

Notes on Benefits

Insurance: Medical : Coverage : - For Self / Spouse & up to two dependent children, as per company policy
Sum Insured : - Amount - 1.50 Lacs
EDLI / Group personal Accident Insurance (GPA) : Coverage :- Employee
Sum Insured – 6.02 lacs for EDLI & 5 Lacs for GPA

Net Take Home (Pre tax)

	Month 1	Month 2	Month 3	Month 4 – Onwards (once confirmed)	Month 5
Fixed Salary (-) PF, ESIC & PT	17578	17578	17578	17578	17578
Training Allowance	1000	1000	1000	-	-
Performance Incentive	-	-	-	2000	2000
Total Salary	18578	18578	18578	19578	19578

Oristech

Healthcare and Business Solutions

Oris Technologies India Private Limited

Office No. 207/8/9 City Towers, Boat Club Road, Pune - 411001
CIN: U72200PN2017FTC172010

April 26, 2022

To,

The Principal,

Marathwada Mitra Mandal College of Commerce, Pune.

This is to certify that Mr. Aditya yadav is working with Oris Technologies India Pvt. Ltd., since January 2, 2019 to date.

This certificate is being issued for college purposes only.


For Oris Technologies India Pvt. Ltd.



Roopa Kulkarni
HR Manager



✓

	<h1>Offer Letter</h1>	Document No:- ITSM/HR/F01
		Revision No:- 00
		Date :- 12/10/2015

19/05/2022

To,
Shweta Kande,
Pune- Maharashtra.

Subject: - Offer letter

Dear Shweta Kande

This has reference to the job discussions you had with us.

We are pleased to make a provisional offer of appointment designated as "Business Development- Executive". Your Joining date will be 1st June 2022

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate, last employer's salary certificate and relieving letter of the last employer.

You are required to confirm the Company on or before 27th May 2022. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

For Knowlathon IT Services Pvt Ltd

Accepted & Agreed

HR-Manager

Signature:-:.....

Mr. Kaustubh Otari

Shweta Kande

21/05/22
es Pvt.



	<h1>Offer Letter</h1>	Document No:- ITSM/HR/F01
		Revision No:- 00
		Date :- 12/10/2015

19/05/2022

To,
Shubham Kadam,
Pune- Maharashtra.

Subject: - Offer letter

Dear **Shubham Kadam**

This has reference to the job discussions you had with us.

We are pleased to make a provisional offer of appointment designated as "**Business Development- Executive**". Your Joining date will be **1st June 2022**

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate, last employer's salary certificate and relieving letter of the last employer.

You are required to confirm the Company on or before **27th May 2022**. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

For **Knowlathon IT Services Pvt Ltd**

Accepted & Agreed

HR-Manager

Signature:-:.....

Mr. Kaustubh Otari

Shubham Kadam

Fwd: Offer Letter for Jayesh Chaudhari

Mon, Jun 20, 2022 at 12:13 PM

Jayesh Chaudhari <chaudharijayesh0148@gmail.com>
To: "pranita.raskar@mmcc.edu.in" <pranita.raskar@mmcc.edu.in>

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

From: Square Yards <offers@squareyards.com>

Date: Mon, Jun 13, 2022, 10:32 AM

Subject: Offer Letter for Jayesh Chaudhari

To: <chaudharijayesh0148@gmail.com>

Cc: <sharma.haresh@squareyards.co.in>, <swaranjali.mane@squareyards.co.in>, <paramjeet.singh01@squareyards.co.in>, <suhas.paithankar@squareyards.co.in>

Dear Jayesh Chaudhari,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the role of **Associate Investment Manager** in our Company with a CTC of **INR 250,000** per annum upon completion of internship.

Initially, you will undergo a internship of three (3) months during which you shall be paid stipend of **INR 15,000/-** per month. On completion of three (3) months, your performance will be appraised and on successful completion of internship you will be inducted into the organization .

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be

Pune- (Amar Paradigm Baner)

Reporting Date & Time:

14-Jun-2022, 9:30 AM

Venue Detail:

Amar Paradigm, Sr No-110/11/3, Baner-Mahalunge Rd, Near Sadanand Hotel, Baner, Pune, Maharashtra 411045

Contact Person:

Swaranjali Rajkumar Mane

Mandatory Documents to be uploaded on pre-joining link and produced in original on the day of Joining:

Date: 26th April 2022

Offer Letter

Dear Ruturaj Dhole,

Thank you for your interest in working for our organization. We are pleased to offer you a position of **Research Analyst** with Zinoit ITES Pvt. Ltd. and you will join us at our **PUNE** office.

This offer will be subject to the Standard Terms and Conditions of Employment by Zinoit and also will be governed by the policies, rules and guidelines of the Company (See Appendix 'A' for details). The overall CTC offered to you is **Rs. 2,40,000/- per annum (Two Lakhs Forty Thousand Only)** as per the Salary Annexure.

This offer of employment with Zinoit is subject to the successful verification of information provided by you. By accepting this offer you also confirm that:

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. Zinoit is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

Your date of joining would be **25th November 2021** and as a token of acceptance you need to provide a signed copy of this document. If we do not hear back from you, this offer will be deemed to be canceled and we are not obliged to hold the position open for you. If you are unable to report for joining on the said date you are requested to inform the company about the same.

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Best Regards



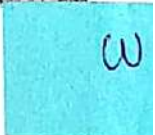
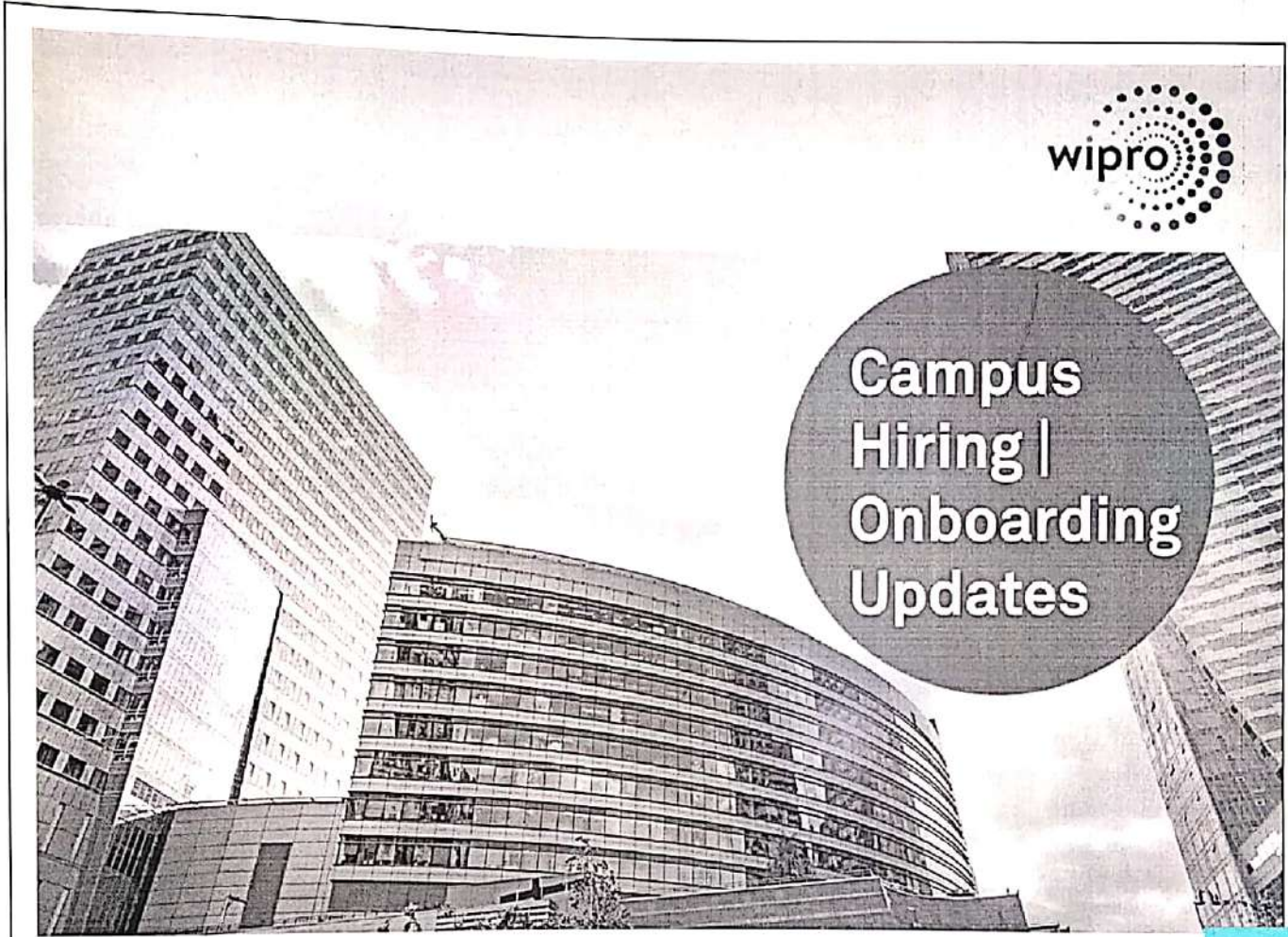

On Behalf of Zinoit ITES Pvt Ltd



Welcome to Wipro | Virtual Onboarding Day - 16th May 2022

manager.campus@wipro.com <manager.campus@wipro.com>
To: tusharkalamkar777@gmail.com

Wed, May 11, 2022 at 9:40 PM



Welcome to Wipro | Virtual Onboarding Day - 16th May 2022

Dear Tushar Madhukar Kalamkar

Resume Number - 23107672,

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

We are pleased to inform you that your joining in Wipro is scheduled on 30th May 2022.



	<h1>Offer Letter</h1>	Document No:- ITSM/HR/F01
		Revision No:- 00
		Date :- 12/10/2015

19/05/2022

To,
Aarati KaleKadam ,
Pune- Maharashtra.

Subject: - Offer letter

Dear Aarati Kale

This has reference to the job discussions you had with us.

We are pleased to make a provisional offer of appointment designated as "**Business Development- Executive**". Your Joining date will be **1st June 2022**

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate, last employer's salary certificate and relieving letter of the last employer.

You are required to confirm the Company on or before **27th May 2022**. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

For Knowlathon IT Services Pvt Ltd

Accepted & Agreed

HR-Manager

Signature:-:.....

Mr. Kaustubh Otari

Aarati Kale

EMPLOYMENT OFFER LETTER

Dear Mr. Omkar R Surve

This has reference to your personal interview for the post of "Marketing Executive" in our Marketing, Project Coordination & Business Management Division of EQL Business Solutions Pvt. Ltd. We are pleased to offer employment on following -

EMPLOYEMENT TERMS & CONDITIONS

- 1. Date of Joining: 10th May 2022.**
- 2. Employment Criteria:** Employment on Contract Agreement.
- 3. Contract Agreement Period** - 24 Months (Two Year) from the date of joining.
- 4. Technical Evaluation Period** - Three Months & **Probation Period:** Six Months.
- 5. Fixed Salary Offered:** Your **Gross CTC Salary Package Rs.3,75,000.00 Per Year.** Monthly Take Home Salary is Rs. 17,500.00, PLUS Local & Outstation Travelling and Dearness Allowance is Rs 90,000.00 Per Year (Rs. 7500.00 Per Month approx).
- 6. Variable Business Performance Incentive (Approx Rs. 75,000/-)** - Your personal business development yearly target is Rs. 75 Lac (minimum 3 orders of Rs. 25 Lac each or equivalent of Rs 75 Lac.) On generating of each business work order, you are eligible for **1% Performance Incentive** on total Software Order Value.
- 7. You are covered under Health Insurance of Rs 1 Lac.**
- 8. Salary Growth & Appraisals:**
Your main responsibility is to manage marketing activities & generate new business revenue of Rs. 25 Lac in first six months. On receipt of first work order for minimum of Rs. 25 Lac, your first salary growth of Rs. 2500.00 will be given from next month.
- 9. Employment Location:** Based in Pune and should market any IT & Non IT Products / Solutions / Software / Services to any territory of India & Abroad. You have to travel minimum 15 - 20 days in a month within the Indian states as and when required by the Company. You have to manage business development activities, business associates network & coordinate Company's IT & Non IT projects from any region.
- 10. Job Profile:** Includes handling marketing activities, Direct B2B & B2C marketing, handle IT business lead generation, liaising with Govt & Private Officials, handling key account management, market research & analysis, daily IT business lead generation, development of business associate network, managing pre & post sale activities, achieving marketing targets, team performance management, Lead negotiation & closing activities, project CRM activities, managing project coordination activities, product presentation / demo, handling CRM activities, handling online tender documentation, Online Digital Marketing, online liaising corporate & govt network, internet market research, ISO & Tender documentation, internet mailing activities, handle project reporting & coordination activities assisting Company management in business development (marketing) & various project management activities, etc.
- 11. Leaves Policy:** No leaves will be given during probation period. On completion of probation period 12 paid leave per year will be given.
- 12. Documents Evaluation:** You have to submit self attested photo copies of your educational documents. If any document found fake, you will be terminated immediately.
- 13. Contract Agreement Period:** You cannot leave the job before twenty four months (24) months from the date of joining. On completion of Contract Agreement period of twenty four (24) months, you have to give TWO month's written notice, hand over the IT & Non IT projects work & related documents to the Company & complete the legal clearance process in two months' notice period. You will be relived from the Company only after completing above legal clearance process.

Please send your "Offer Letter" term's acceptance confirmation before 9th May 2022.

Director HR, EQL Business Solutions Pvt. Ltd. Pune May 2022 Strictly Confidential

EMPLOYMENT OFFER LETTER

Dear Mr. Gandharv S. Zunjurke

This has reference to your personal interview for the post of "Operation Executive" in our Project Management, Support & Coordination Division of EQL Business Solutions Pvt. Ltd. We are pleased to offer employment on following -

EMPLOYMENT TERMS & CONDITIONS

- 1. Date of Joining: 10th May 2022.**
- 2. Employment Criteria:** Employment on Contract Agreement.
- 3. Contract Agreement Period - 24 Months (Two Year)** from the date of joining.
- 4. Technical Evaluation Period - Three Months & Probation Period: Six Months.**
- 5. Salary Offered:** Your **Gross Compensation Per Annum** Offered is **INR 2,70,000.00.** Monthly Take Home Salary Rs. 17,500.00 plus Travelling & Dearness Allowance Rs. 60,000.00 Per Year (Rs. 5000.00 Per Month Approx).
- 6. Salary Growth & Appraisals:**
 - On enhancement of technical strength and managing Companies IT & Non IT projects successfully and improving project performance within first 12 months' period, first salary growth of Rs. 2500.00 will be given from 13th month.
 - Your main responsibility to manage & improve Companies IT & Non IT projects productivity, getting work done by project supervisors & generate revenue.
- 7. Employment Location:** Based in Pune and should market any IT & Non IT products / software / services to any territory of India & Abroad. You have to travel 15 - 20 days in a month within the Indian states and outside the India as and when required by the Company. You have to manage operator's & supervisor's team, business associates & coordinate Company's IT & Non IT projects from any territory of India & Abroad.
- 8. Job Profile:** Includes managing Company's various IT and Non IT projects. Project's strategic planning, handling project onsite manpower recruitment & business coordination activities, handling business development activities, business liaising with varies clients / offices, software support & project documentation, handling customer care activities, business pre & post sales activities, handling business billing & payment recovery, client wise account management, preparation of MIS, ISO & Tender documentation, daily office administration & HR activities, business development & new lead generation activities, handling business development & coordinators team, online tender search, assisting Company management in various projects & its related support activities, etc. having proven experience in onsite team management will be an added advantage etc.
- 9. Leaves Policy:** No leaves will be given during probation period. On completion of probation period 12 paid leave per year will be given.
- 10. Documents Evaluation:** You have to submit self attested photo copies of your educational documents, experience & relieving certificate. If any document found fake / duplicate, you will be terminated immediately.
- 11. Contract Agreement Policy:** You cannot leave the job before twenty four months (24) months from the date of joining. On completion of Contract Agreement period of twenty four (24) months, you have to give TWO month's written notice, hand over the IT & Non IT projects work & related documents to the Company & complete the legal clearance process in two months' notice period. You will be relieved from the Company only after completing above legal clearance process.

Please send your "Offer Letter" term's acceptance confirmation before 9th May 2022.

Director HR, EQL Business Solutions Pvt. Ltd. Pune May 2022 Strictly Confidential

Date: 28-Jul-2021

Mr. / Ms. Ramkrishna Rekulwad

Dear Ramkrishna,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **02-Aug-2021**.

2. Salary

Your compensation will be **Rs. Rs.2,39,309/- (Rupees Two Lakhs Thirty Nine Thousand Three Hundred and Nine Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8654**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



Unicorn Infolutions Pvt. Ltd.

204/A, Kotia Nirman, New Link Road, Andheri West,
Mumbai- 400 053
Tel : 022-6735 4000.
e-mail : sales@uipl.co.in
Website : www.unicornstore.in

Date: 21st April, 2022

APPOINTMENT LETTER

Dear Sakshi V Muthalkar,

We are pleased to offer you the position of **Sales Executive –Retail** in Unicorn Infolutions Pvt. Ltd, subject to the following terms and conditions

You will be initially located in our **Pune** operation. However the company reserves the right to locate you at any of our workplaces/ Sisters Concerns/ Project Sites/ Subsidiaries.

JOINING DATE

Your joining date at our **PUNE** location is **21st April-2022**.

Unless specific extension in joining time is granted by the company, this offer will automatically stand withdrawn if you do not join the company on or before this date.

SALARY

Your Gross Annual Salary will be at **Rs 2,16,000/-**. Includes Tax applicable

ALLOWANCES

Any travel expenditure if so for execution of work in relation to office projects will be reimbursed to you after the verification of travel voucher.

CONFIRMATION

You will be put on probation till **21ST JULY-2022**, which may be reduced or extended at the discretion of the company on your performance basis. At the end of the probation period, you are eligible for confirmation, depending upon your performance as evaluated by the company. Confirmation shall take effect only upon issue of confirmation letter to you by the company and from the date given in the confirmation letter.



Pranita Raskar <pranita.raskar@mmcc.edu.in>

Fwd:

Tayyab Sayyad <sayyad@easycloud.in>
To: Pranita Raskar <pranita.raskar@mmcc.edu.in>
Cc: hod.computer@mmcc.edu.in

Sat, Apr 23, 2022 at 11:53 AM

Hi ,

Below are the shortlisted students:

1. Debashish Raut
2. Janjitya Pradhan
3. Kousthub

They need to confirm & send email filling the below form:

Dear Sayyad Sir,

I _____, S/o _____ bearing Aadhar card no. _____ would like to state that i understand the following:

1. I have been shortlisted for a software developer role in Saksham Strategy Group, Hyderabad.
2. I confirm that I shall join the company on _____
3. Since the company is spending a significant amount in training me, I will be under a bond for 3 years from the date of joining.
4. I will be paid a salary of Rs. 15000 / month for the first year.
5. Increment based on company norms will follow annually.

I am expected to train on

- A. Typing Speed - 30 WPM
- B. Basic JAVA Programming
- C. Basic SQL Query & Syntax

writing before I join duty.

[Quoted text hidden]



Offer Letter

Document No:- ITSM/HR/F01

Revision No:- 00

Date :- 12/10/2015

19/05/2022

To,
Shubham Kadam,
Pune- Maharashtra.

Subject: - Offer letter

Dear **Shubham Kadam**

This has reference to the job discussions you had with us.

We are pleased to make a provisional offer of appointment designated as "**Business Development- Executive**". Your Joining date will be **1st June 2022**

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate, last employer's salary certificate and relieving letter of the last employer.

You are required to confirm the Company on or before **27th May 2022**. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

For **Knowlathon IT Services Pvt Ltd**

Accepted & Agreed

HR-Manager

Signature:-:.....

Mr. Kaustubh Otari

Shubham Kadam



Offer Letter

Document No:- ITSM/HR/F01

Revision No:- 00

Date :- 12/10/2015

19/05/2022

To,
Shweta Kande,
Pune- Maharashtra.

Subject: - Offer letter

Dear Shweta Kande

This has reference to the job discussions you had with us.

We are pleased to make a provisional offer of appointment designated as "**Business Development- Executive**". Your Joining date will be **1st June 2022**

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate, last employer's salary certificate and relieving letter of the last employer.

You are required to confirm the Company on or before **27th May 2022**. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

For Knowlathon IT Services Pvt Ltd

Accepted & Agreed

HR-Manager

Signature:-.....

Mr. Kaustubh Otari

Shweta Kande

02-March-2022

Siddharth Rajaram Pawar

Applicant ID : DOHF3008


Maharashtra-Mumbai

CONTRACT FOR SPECIAL SERVICES

This contract for services to be rendered has been drawn up between Kotak Mahindra Bank Limited & Siddharth Rajaram Pawar and sets out the terms and conditions under which Kotak Mahindra Bank Ltd. has offered, and Siddharth Rajaram Pawar has agreed to accept and render services at the Company's office or at such other location as **Kotak Mahindra Bank Ltd** may inform. In the course of performance of your contract, you may be required to oversee the performance of other or others.

1. This contract shall commence from **03-March-2022**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **02-March-2024** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
2. The details of your remuneration are enumerated in **Annexure A**, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Bank Ltd. except the annual remuneration payable during the tenure of the Contract.
3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.
4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

Annexure A

Name	Siddharth Rajaram Pawar	
Role	Sales Executive	
W.E.F	03-March-2022	
Grade	D0	
State – Location	Maharashtra-Mumbai	
Particulars	Monthly	Annual
Basic	12,439	149,270
HRA Allowance	6,220	74,634
Statutory Bonus	1,036	12,434
Professional Allowance	0	0
Term Life and GPA Insurance Premium		750
Gross CTC		237,088
Company PF		17,912
Total CTC	19,695	255,000
Approx Monthly Net	18,002	
<ul style="list-style-type: none"> - Company contribution towards PF is 12% - Under the Kotak Term Group Plan, you get covered upto 5 lakhs or 1.5 times CTC whichever is higher in case of death. 		
Prepared By :  Date: 02-March-2022		
		<hr/> Siddharth Rajaram Pawar

HRD/InfosysBPM/1001558260

May 23, 2022

Mr. Sudhir Dnyanoba Kamble
Flat No 2, Matoshree
Kalewadi Phata, Hanuman Nagar, Near City Hospital
Pune-411017
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Sudhir,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Organization"), we are pleased to make you an offer of employment with the Organization on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

- | | |
|---------------------------|-----------------------------------|
| a) Role | : Process Specialist |
| b) Role designation | : Process Specialist - Accounting |
| c) Job Level | : 3A |
| d) Date of Joining | : 27-May-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 25000/- |

The details of your salary are in Appendix 1

You will devote the whole of your time and attention to the business of the Organization and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Organization in all matters and will observe the utmost good faith towards the Organization and keep secret all information, which you may obtain with regard to the business and affairs of the Organization.

Details of CTC:

A. Fixed Components

- | | |
|------------------------------|--------------|
| i) Basic Salary | : Rs. 13,426 |
| ii) Fixed Dearness Allowance | : Rs. 1,100 |
| iii) Basket of Allowances* | : Rs. 4,097 |

*This basket is to be used towards HRA, LTA, Medical, Children's Education and Conveyance. You may want to split the basket as per your tax plans.

Regd. Office: Urmi Axis, 7th Floor,
Famous Studio Lane, Dr. E. Moses Road,
Mahalaxmi, Mumbai – 400011, India
T: +91 22 6730 9000

11 May 2022

To

Mr. Vyankateshwar Jagdish Suryawanshi
Flat No. S/6, Second Floor, Wing - D,
Hari Vijay Housing Society, Parvati,
Pune - 411 009.

Dear Vyankateshwar,

Sub: Offer of Employment

On behalf of Nexdigm Private Limited (“Organization”), I am pleased to offer you the position of Associate.
Following are the terms and conditions of this offer:

- Date of Joining (DOJ)** – As discussed your starting date will be 18 May 2022 or such other date as may be mutually agreed.
- Salary/Cost to Company (CTC)** - Your annual CTC will be INR. 252395. The breakup of the salary is mentioned in Schedule 1 hereto. The Organization may in its absolute discretion pay a performance-linked bonus of such amount, at such intervals and subject to such conditions as the Organization may determine from time to time.
- Probation** – You will be on probation for a period of 6 months from the DOJ. Confirmation of your employment is conditional upon the satisfactory completion of the probationary period.
- Pre-employment Verification** - Your the appointment is subject to pre-employment verification including but not limited to reference check, criminal antecedent check, and credit check. Information provided by you to the Organization for seeking employment shall be verified after your acceptance of this offer. If it is discovered by the Organization at any time that you have either misrepresented facts or concealed information relevant to your employment with the Organization, the Organization shall be entitled at its sole discretion to withdraw the offer of employment made to you even if it has been accepted by you, without any notice or payment in lieu thereof.
- Documents** - You are required to provide the documents mentioned in Schedule 2 on the DOJ and in any case, within 3 (three) working days thereof. In the event you are unable to provide all or any of the required documents within the stipulated time, you are required to inform the People Team (HR) and take steps as per their advice. It shall be your responsibility to ensure that the documents and information provided by you are true and accurate.
- Declaration** - By accepting this offer of employment, you declare that you have not been convicted or found guilty by a court of any offence in any country and that you are medically fit to perform the duties and responsibilities as per your role with the Organization.