

**Urgent: Confirmation of Final Selection Results – Jerai Fitness Ltd.**

1 message

Placement (TPO) VIVA Institute of Technology <tpovit@viva-technology.org>
To: HR JERAI FITNESS LTD <hrd@jeraifitness.com>

Thu, Mar 20, 2025 at 1:12 PM

so officially announce the **results by tomorrow (before noon)**, we kindly request you to share the confirmation mail at the earliest, mentioning:

- Designation Offered
- Compensation Package Offered
- Joining Date

Your prompt response will help us facilitate a smooth communication process with the students. Looking forward to your confirmation at the earliest.

On Mon, Mar 17, 2025 at 5:53 PM HR JERAI FITNESS LTD <hrd@jeraifitness.com> wrote:

Dear Prof. Nitesh Kumar,

Greetings of the day

Thank you for your excellent support extended during the course of campus drive.

We have shortlisted the below candidates based on our thorough review.

Please find the below list of candidates shortlisted for the final round of interview at the Head Office of Jerai Fitness Ltd.

They are requested to come at the below address tomorrow 18th March 2025 between 1 pm to 6 pm.

Jerai Fitness Ltd: Techno It Park, 209-212, New Link Rd, Eksar Village, Eksar, Borivali West, Mumbai, Maharashtra 400092

VIVA COLLEGE, VIRAR

NO.	CANDIDATES NAME	COURSE	Contact No.	Email
1	Ms. SHEETAL AYODHYA PRASAD GUPTA	DEG - MECH	7303816196	20sheetal2004@gmail.com
2	Mr. HARSH ARUN CHAVAN	DIPLOMA-MECH	9579851532/ 9767912603	chavanh778@gmail.com
3	Mr. DENNY ANTU PERUMADAN	DIPLOMA-MECH	9561785143	dennyperumadan1@gmail.com
4	Mr. SHARMA YASHRAJ VIJAY	DEG - MECH	8828366781	yashraj11003@gmail.com
5	Ms. AYUSHI PANDEY	DEG - MECH	8722555550	ayushipandey92003@gmail.com
6	Mr. TEJAS SUBHASH JAGDALE	DEG - MECH	7558707892	tejas.subhasgjagdale@gmail.com
7	Mr. SHREYASH SHAILESH JAMSANDEKAR	DEG - MECH	9763269161	shreyashjamsandekar22@gmail.com
8	Mr. MUKESH PRAJAPATI	DEG - MECH	9833669490	prajapatimukesh68123@gmail.com
9	Mr. PREM R CHAUDHARI	DEG - MECH	7066478981	premchaudhari2703@gmail.com
10	Mr. SAIRAJ MANGESH SHINDE	DEG - MECH	9372539560	sairajshinde2003@gmail.com

CAMPUS RECRUITMENT INTERVIEWS HELD ON 12.03.2025.**VIVA COLLEGE, VIRAR**

NO.	CANDIDATES NAME	COURSE	Con No.	Email
1	Mr. FIROZ ALI	DEG - ELECTRONICS	7420977847	fa837319@gmail.com
2	Mr. SERVESH SINGH	DEG - ELECTRONICS	7028846529	servesh9765@gmail.com
3	Mr. NIRAJ JANARDAN DHADVE	DEG - ELECTRONICS	8788731538	nirajdhadve143@gmail.com

CAMPUS RECRUITMENT INTERVIEWS HELD ON 12.03.2025.**L. R. TIWARI, MIRA ROAD****CANDIDATES LIST**

NO.	CANDIDATES NAME	COURSE	Con No.	Email
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1	Mr. SATYAM JHA	BE - Electronics	7219484727	satyam758525@gmail.com
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CAMPUS RECRUITMENT INTERVIEWS HELD ON 12.03.2025.

THEEM COLLEGE, BOISAR

CANDIDATES LIST

NO.	CANDIDATES NAME	COURSE	Con No.	Email
1	Mr. DEEPAK GUPTA	DIPLOMA-MECH	8104564582	deepakguptabob7@gmail.com
2	Mr. LAVISH JOSEPH	DIPLOMA-MECH	9022839313	josephlavish0@gmail.com

Please reach out to us for any further details

Thanks and Regards,
Sanket Poladia
Manager - Human Resources
(+91 86570 51667)



Jerai Fitness Limited
(Formerly known as Jerai Fitness Pvt. Ltd.)
Corporate Office: 209-212, 2nd Floor,
Techno IT Park, New Link Road,
Borivali (West), Mumbai - 400 092,
Maharashtra, India.
Contact No.- +91 75061 02102 / 05105 / 12233 / 10099.
www.jeraifitness.com

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Best Regards,

Prof. Nitesh Kumar

Head - Training & Placements,

Assistant Professor - MCA

Department of Master of Computer Applications

VIVA Institute of Technology

Phone: **+91 9511878141**

+91 9881431569 (Urgent Calls Only)

E-mail: tpovit@viva-technology.org

tpomca@viva-technology.org

niteshkumar@viva-technology.org



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology

Approved by AICTE New Delhi, Recognized by DTE, Govt. of Maharashtra
And Affiliated to University of Mumbai

ACCREDITED by NAAC with "B++" Grade



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7	Mr. SHREYASH SHAILESH JAMSANDEKAR	DEG - MECH	9763269161	shreyashjamsandekar22@gmail.com
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Please reach out to us for any further details

Thanks and Regards,
Sanket Poladia
Manager - Human Resources
(+91 86570 51667)



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(Formerly known as Jerai Fitness Pvt. Ltd.)
Corporate Office: 209-212, 2nd Floor,
Techno IT Park, New Link Road,
Borivali (West), Mumbai - 400 092,
Maharashtra, India.
Contact No.- +91 75061 02102 / 05105 / 12233 / 10099.
www.jeraifitness.com

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Best Regards,

Prof. Nitesh Kumar

Head - Training & Placements,

Assistant Professor - MCA

Department of Master of Computer Applications

VIVA Institute of Technology

Phone: **+91 9511878141**

+91 9881431569 (Urgent Calls Only)

E-mail: tpovit@viva-technology.org

tpomca@viva-technology.org

niteshkumar@viva-technology.org



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology

Approved by AICTE New Delhi, Recognized by DTE, Govt. of Maharashtra
And Affiliated to University of Mumbai

ACCREDITED by NAAC with "B++" Grade



An ISO Certified Company | CIN NO.: U92411MH1994PLC077128

Corp. Office: 209 - 212, 2nd Floor, Techno IT Park, New Link Road, Borivali (West), Mumbai - 400 092, Maharashtra, INDIA.
☎ +91 75061 02102 / +91 75061 05105 ✉ E-mail: sales@jeraifitness.com / jfpl94@gmail.com ✉ www.jeraifitness.com

Date: 16.06.2025

Name : Mr. Ali Firoz Asgar
Address : Room No A - 2 A.D Group Chawl, Fanaspada,
Waliv, Vte - Vasai, Post - Vasai East Le, Sub Dist - Vasai,
Dist - Palghar- 401208, Maharashtra
Contact No. : 7420977847

Subject: Offer of Appointment as Trainee

Dear Mr. Ali Firoz Asgar,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from 16.06.2025, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada / Dahisar
5. Stipend/Salary: Rs. 35200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
7. Performance Evaluation: Your performance will be reviewed periodically, and feedback will be provided to help in your professional development.
8. Confirmation of Employment: Upon successful completion of the training period and a positive performance assessment, you may be offered a permanent position with Jerai Fitness Limited. The terms of employment will be communicated at that time.
9. Company Policies: You will be required to abide by the rules, regulations, and policies of Jerai Fitness Limited at all times.
10. Working Hours: Your official working hours will be 9am to 6pm, subject to business requirements.
11. Leave Policy: No paid leave will be provided during the training period. Any leave taken will be treated as unpaid leave.

Regd. Office: D-204, Gagangiri Complex, 2nd Floor, Above McDonald's, New Link Road, Kandarpada, Dahisar (West), Mumbai - 400 068.
Works: Jerai Compound, Survey No. 219, Village - Ghonsai, Taluka - Wada, Dist.- Palghar - 421 312, Maharashtra, India.



An ISO Certified Company | CIN NO.: U92411MH1994PLC077128

Corp. Office: 209 - 212, 2nd Floor, Techno IT Park, New Link Road, Borivali (West), Mumbai - 400 092, Maharashtra, INDIA.
☎ +91 75061 02102 / +91 75061 05105 ✉ E-mail: sales@jeraifitness.com / jfpl94@gmail.com 🌐 www.jeraifitness.com

Date: 16.06.2025

Name : Mr. Ali Firoz Asgar
Address : Room No A - 2 A.D Group Chawl, Fanaspada,
Waliv, Vtc - Vasai, Post - Vasai East Le, Sub Dist - Vasai,
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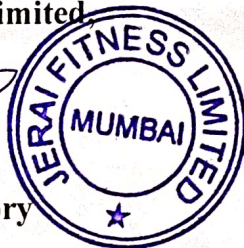
12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.
13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited

S. T. Palad
Authorized Signatory



Acknowledgement and Acceptance:

I, Ali Firoz Asgar, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee at Jerai Fitness Limited.**

Signature: _____

A handwritten signature in blue ink, appearing to be "Ali Firoz Asgar", written over a horizontal line.

Date: 16.06.2025

Date: 02.07.2025

To,

Mr. Eshaan Bangera

Room No.10, Gulab Bhavan,

Thakurdwar, Charni Road,

Mumbai - 400004.

Mob: +91-7045265945

Email: eshaanbangera7@gmail.com

Subject: Offer Letter for the Post of Jr. R & D Engineer.

Dear Eshaan,

We thank you for coming for the interview on 2nd July, 2025. We would like to offer you the position of Jr. R & D Engineer as discussed during the interview. Your posting shall be In Mumbai.

You shall be offered gross salary of **Rs. 20,000/- per month**, deductions shall be Professional tax and PF and any other compulsory govt. taxes (whenever applicable).

Bonus shall be paid extra as applicable as discussed during interview on pro-rata basis.

Please bring the following testimonials at time of reporting for joining.

- a) Copy of your all level of academic qualifications.
- b) Two Passport size photographs.
- c) Copy of Address proof.
- d) Copy of ID Proof.
- e) Contact details of family on close relatives.
- f) Past service all relieving documents with pay slip.

Along with the above documents mail us 4 references with name and contact number.

Your joining date shall be 7th July, 2025. Timely completion of the task is essential for this position. You should finish the given assignment before leaving the organization as discussed with you.



AN ISO 9001:2015 CERTIFIED COMPANY

PURETRONICS INDIA PRIVATE LIMITED

A/37/B-209, VIRWANI INDUSTRIAL ESTATE, WESTERN EXPRESS HIGHWAY, GOREGAON (EAST), MUMBAI - 400063

TEL: 022 2927 1400 / 2927 1500, FAX : 91 22 2927 1600 E-MAIL : sales@pureindia.net / info@pureindia.net

WEB : www.pureindia.net

In Case you fail to join us on or before **7th July, 2025**. Our offer letter will be withdrawn or cancelled.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to PURETRONICS family and look forward to a fruitful collaboration.

With best wishes,

Thanking You.

For Puretronics
For PURETRONICS
Aakash Goyal *Aakash*
Vice President
Authorized Sign.



CRESTSOL INSTRUMENTATION & AUTOMATION PRIVATE LIMITED

Skylon Towers; Office No. 708, 7th Floor; Plot # 37 & Sector # 19A,
Vashi, Navi Mumbai - 400703, Maharashtra, India

☎: +91 9599311582

✉: sales@crestsol.in

OFFER LETTER

HR/25-26/0602

Date: **18-06-2025**

Mr. Omkar Chandrakant Halli

B-10 Mahatma Fule Chawl,

Akurli Road, Near Ambedkar Chowk,

Kranti Nagar, Kandivali East, Mumbai

Maharashtra - 400101

+91 9004366506

Subject: Appointment for post of Calibration Engineer / Site Engineer

Dear **Mr. Omkar Chandrakant Halli**,

Subsequent to our discussions with you, we are pleased to offer you an appointment with “**Crestsol Instrumentation & Automation Private Limited**” as “**Calibration Engineer / Site Engineer**” We trust that your knowledge, skills, and experience will be among our most valuable assets.

Your appointment with the Company shall be governed by the terms and conditions as set forth in this letter and Annexure.

Work Location: You are based in **Mumbai** and report to the Manager position title. Additionally, you will need to visit project sites and new clients across India, irrespective of the defined territory.

Acceptance: Please indicate your acceptance of this offer based on the terms and conditions of employment contained herein by signing and returning all pages of this letter within **4 days**. Our offer shall automatically lapse unless you submit your acceptance within the prescribed time.

On confirming on the offer extended you are further requested to join us on **23rd of June 2025**.

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



CRESTSOL INSTRUMENTATION & AUTOMATION PRIVATE LIMITED

Skylon Towers; Office No. 708, 7th Floor; Plot # 37 & Sector # 19A,
Vashi, Navi Mumbai - 400703, Maharashtra, India

☎: +91 9599311582

✉: sales@crestsol.in

We look forward to welcoming you to **CRESTSOL INSTRUMENTATION & AUTOMATION PRIVATE LIMITED** and are confident that you will find this new opportunity both challenging and rewarding.

Sincerely,



Bhoopendra Singh

HR Head

Acceptance of Job Offer:

I, **Omkar Chandrakant Halli**, accept the offer of employment with **CRESTSOL INSTRUMENTATION & AUTOMATION PRIVATE LIMITED** for the position of **Calibration Engineer / Site Engineer** under the terms and conditions stated in this letter.

Signature: _____

Date: _____

ACCEPTANCE

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

By selecting the "E-sign by Adobe Sign", you are signing this Agreement electronically. The parties agree that the electronic signature of a party to this Agreement shall be as valid as an original signature of such party and shall be effective to bind such party to this Agreement. By signing your consent to be legally bound by this Agreement's terms and conditions and the attached annexure.

You further agree that your use of a keypad, mouse or other device to select an item, button, icon or similar act/action, or in accessing or making any transaction regarding any agreement, acknowledgement, consent terms, disclosures or conditions constitutes your signature (hereafter referred to as "E- Signature"), acceptance and agreement as if actually signed by you in writing. You also agree that no certification authority or other third-party verification is necessary to validate your E-Signature and that the lack of such certification or third-party verification will not in any way affect the enforceability of your E-Signature or any resulting contract between you and the Company.

Date: 28.06.2025

To,

Mr. Bhalchand Gaund

Unit No.31, Aarey Milk Colony,

Film City Road,

Goregaon East 400065.

Mob: +91-9372051398

Email: bhalchand0809@gmail.com

Subject: Offer Letter for the Post of Production cum Service Engineer.

Dear Bhalchand,

We thank you for coming for the interview on 27th June, 2025. We would like to offer you the position of Production cum Service Engineer as discussed during the interview. Your posting shall be In Mumbai.

You shall be offered gross salary of **Rs. 17,000/- per month**, deductions shall be Professional tax and PF and any other compulsory govt. taxes (whenever applicable).

Bonus shall be paid extra as applicable as discussed during interview on pro-rata basis.

Please bring the following testimonials at time of reporting for joining.

- a) Copy of your all level of academic qualifications.
- b) Two Passport size photographs.
- c) Copy of Address proof.
- d) Copy of ID Proof.
- e) Contact details of family on close relatives.
- f) Past service all relieving documents with pay slip.

Along with the above documents mail us 4 references with name and contact number.

Your joining date shall be 7th July, 2025. Timely completion of the task is essential for this position. You should finish the given assignment before leaving the organization as discussed with you.



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With best wishes,

Thanking You.

For Puretronics
For PURETRONICS
Aakash Goyal *Aakash*
Vice President
Authorized Sign.

LOI/CAM/2024/DEC/MH/01

Date: 25.12.2024

To,
Training & Placement Officer
Electrical Engineering Dept.
Viva Institute of Technology
Virar, Maharashtra

Stelmec Limited

(CIN : U31200MH2000PLC124565)

MV SWITCHGEAR DIVISION-II

Survey No. 90 & 92/1,

Virar - Vajreshwari Road, At. Usgaon,

P. O. Bhatane, Tal. Vasai,

Dist. Palghar - 401 303, Maharashtra, India.

Phone : 8291947259, 8291947260

E-mail : sales.usgaon@stelmeccom

Website : www.stelmec.com

Letter of Intent

Dear Sir,

This has with reference to the placement of BE/B. Tech. (Electrical) students of final semester (pass-out batch-2025) and the subsequent interview held on dated: 21.12.2024.

We are pleased to offer selected students, position of '**Graduate Engineer Trainee (GET)**' in our organization based at location **Virar** and **Vasai, nearby Mumbai, Maharashtra**.

Date of Joining will be on or before **01.01.2025**.

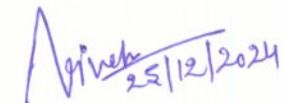
SN	Student Name	Birth Date	Email Id.	Unit Location	Position Offered	Monthly Stipend (INR)
1.	Ashish Pawar	9082855215	ashishpawar5215@gmail.com	Virar	GET	18,000/-
2.	Siddhant Parulekar	9637999608	parulekarsiddhant82@gmail.com	Virar	GET	18,000/-
3.	Tanay Gotarane	9028999684	tanaygotarne28@gmail.com	Virar	GET	18,000/-
4.	Partik Patil	7770099010	pratikpatil7770@viva-technology.org	Virar	GET	18,000/-
5.	Omraj Jadhav	7777035360	omj14829@gmail.com	Vasai	GET	18,000/-
6.	Vishal Mehta	8855990430	mehtavishal808@gmail.com	Vasai	GET	18,000/-

Kindly ensure that the following requirements to be submitted at the time of joining in order to complete your appointment formalities.

1. Copy of Letter of Intent
2. Filled Application form
3. Copy of Educational result
4. Copy of Educational certificates
5. Copy of Aadhar and Pan card
6. Passport Photographs- 02 Nos.

We are looking forward for long and fruitful association.

For **Stelmec Ltd.**


25/12/2024

Vivek Shukla

Sr. Manager- HR

**Internship Offer letter**

01st Jan 2024

Nikhil Divekar
C/314, sai rohini,
Nr Dubey College, raj nagar,
Nallasopara East
Palghar 421209.

Subject: Appointment Letter for Sales Engineer Intern Position

Dear Nikhil Divekar,

I am pleased to inform you that you have been appointed for the position of Sales Engineer Intern at Cospower Engineer Limited, effective from 01st January 2025 for a period of six months. We are confident that your skills and qualifications will make a valuable contribution to our team.

We believe that this role will provide you with valuable experience and opportunities for growth in the field of sales engineering.


Please note that as an intern, no leave is applicable to you during the duration of your service. However, should you need to take leave for any unavoidable circumstances, your stipend will be adjusted accordingly. Your stipend for this position will be INR 12,000 per month.

We are excited to have you join our team and look forward to seeing the impact of your contributions. If you have any questions or need further clarification, please do not hesitate to contact me.

Congratulations once again on your Intern appointment, and we wish you all the best in your new role.

Sincerely,

For Cospower Engineering Ltd


Hr Executive
2-01-2025**CosPower Engineering Limited****Registered Office & Works**

No. 940, Sr. No.134/17A, Pazar Talav Road,
Vaki Pada, Tal. Vasai, Naigaon East,
Maharashtra 401208 India.

Sales Office :

Delhi, Mumbai, Kolkata
Chennai, Hyderabad,
Jaipur, Dhaka

Tel. : +91 8007036857
E-mail : contact@cel.net.in
Website : www.cel.net.in
CIN No. : L31908MH2010PLC208016





"Striving to Enrich Power"

Internship Offer letter

01st Jan 2024

Prasad Mirgal
B/003, Harikrupa CHS,
Parsiwadi, Sahar Road,
Mumbai 400099

Subject: Appointment Letter for Sales Engineer Intern Position

Dear Prasad Mirgal,

I am pleased to inform you that you have been appointed for the position of Sales Engineer Intern at Cospower Engineering Limited, effective from 01st January 2025 for a period of six months. We are confident that your skills and qualifications will make a valuable contribution to our team.

We believe that this role will provide you with valuable experience and opportunities for growth in the field of sales engineering.

Please note that as an intern, no leave is applicable to you during the duration of your service. However, should you need to take leave for any unavoidable circumstances, your stipend will be adjusted accordingly. Your stipend for this position will be INR 12,000 per month.

We are excited to have you join our team and look forward to seeing the impact of your contributions. If you have any questions or need further clarification, please do not hesitate to contact me.


Congratulations once again on your Intern appointment, and we wish you all the best in your new role.

Sincerely,

For Cospower Engineering Ltd


Executive




02/01/2025

CosPower Engineering Limited

Registered Office & Works

No. 940, Sr. No. 134/17A, Pazar Talav Road,
Vaki Pada, Tal. Vasai, Naigaon East,
Maharashtra 401208 India.

Sales Office :

Delhi, Mumbai, Kolkata
Chennai, Hyderabad,
Jalna, Dhaka

Tel : +91 8007036857
E-mail : contact @cel.net.in
Website : www.cel.net.in
CIN No. : L31908MH2010PLC208016





CRP CONTROL ENGINEERS

ISO 9001 : 2015 Certified Company

Ref: CRP/OL/2024

Date: 10.12.2024

Sub: Offer Letter

Dear Mr. Pratik Gawde,

With reference to your interview dated 10/12/2024 with us, we are pleased to offer you position of **Electrical Engineer - Operations** with this company on following terms and conditions.

1. **REMUNERATION:** You will be entitled for an **Annual CTC of Rs 2.5 Lacs** which includes Bonus, Leave Salary, Gratuity, ESIC benefits.

Gross Salary	Amount (INR)
1 st Month	15100
2 nd Month	15100
3 rd Month	15100
4 th Month	17000
5 th Month	17000
6 th Month	17000
7 th Month	19000
8 th Month	19000
9 th Month	19000
10 th Month	21000
11 th Month	21000
12 th Month	21000

Deductions @ Monthly	
Head	Amount (INR)
ESIC @0.75%	113
PT	200
Total	313

2. **NOTICE OF TERMINATION:** The termination of your service, for reason other than disciplinary action, will be subject to a written notice of one month or salary in lieu thereof. You shall be deemed to have voluntarily resigned from the services of the company, on your own accord, if you remain absent without prior written permission of the management for three consecutive days.
3. **MEDICAL/POLICE VERIFICATION:** You will be liable to undergo such medical or other tests or examinations by such authorities as may be decided by company time to time. Also you have to submit Police verification & ID Proof copy.
4. **HOURS OF WORK AND WEEKLY HOLIDAYS:** Your hours of work will be the same as those of the office/site where you are posted from time to time. Similarly, your weekly holidays will be the same as those applicable at the office/site of your posting. If you take leave on the days preceding or following non-working days, such as weekends or national/public holidays, those non-working days will be considered part of your leave and will be deducted from your monthly remuneration.
5. **LEAVE FACILITY:** Leave eligibility will be in accordance with the company's policy.



9323901534 / 9004092069



ramesh@crpcontrol.com / pratik@crpcontrol.com

Admin Office: A/102B, Jaswanti Allied
Business Centre, Kachpada, Malad
West, Mumbai – 400 064

Works: Unit No. A-03, Jaswanti
Allied Business Centre, Kachpada,
Malad West, Mumbai – 400 064

Works: Plot No. 21, Vrundavan Society,
Near Akashwani Gate, Malvani Village,
Malad West, Mumbai – 400 095

Website: www.crpcontrol.com



6. **INCREMENT/PROMOTIONS:** Purely on your overall performance and progress shown, you will be considered for suitable salary increment/promotion. For site employees the increments/promotions will be linked to site renewals & percentage increment in the contract value.
7. **BONUS AND OTHER BENEFITS:** As per the Bonus Act, 1965 and Company Rules.
8. **SECRECY:** You will not disclose any information relating to the company or its associates to any unauthorized person, firms, agencies whatsoever either during the tenure of your employment with the company or after termination.
9. **ACCESSORIES/UNIFORM & SHOES:** Any accessories provided to you are found lost or damaged will be charged as per company policy. In case you resign you have to submit all the said accessories for your dues settlement. In case if you fail to do so the accessories amount will be recovered from your pending dues.
10. **RETIREMENT:** You will retire from the service of the company on the day you complete 58 years of age, until and unless the management decides to extend your services and the same is communicated to you in writing.
11. **SEXUAL HARASSMENT:** It is company policy to prohibit in our work place any conduct, which constitutes sexual harassment. The firm has a policy on sexual harassment. It deals with allegations of harassment seriously.
12. **LEGAL CASE AND RESPONSIBILITY:** During the course of service if you as individual convicted under any law, it may lead to criminal proceeding or civil matter, in such case you are responsible for damage or repercussion on individual level. Any damage of property leads to financial loss in such case company will recover from you.
13. **ETHIC :** You shall not receive any presents, commission or any kind of gratification or benefit in cash or kind from any Person, Party, Firm or Company having dealing with the company directly or indirectly.
14. **SAFETY :** You will be responsible for the safekeeping and return in good condition and order of all the company property, which may be in your use and charge.
15. **LAW AMENDMENTS :** During the employment of the company you will be governed by the existing laws, rules and regulations and prevailing practices which may be extended / amended or changed by the Governments or the company from time to time.
16. **STATUTORY TAXES :** The company will deduct the Income Tax, Professional Tax, Provident Fund, ESIC, Labour Welfare fund, etc as applicable from time to time from your salary.
17. **OTHER TERMS AND CONDITIONS :** In the event of any undisclosed or unknown facts which are in contravention to the policies of the company, comes under the knowledge of the management after the appointment, the management shall have all rights to terminate the employment with immediate effect and the employee hereby waives off his / her right to claim any compensation against the same. In the event of any dispute or differences regarding construction or interpretation of any of the terms hereof, the management's decision shall be final and binding on you.





CRP CONTROL ENGINEERS

ISO 9001 : 2015 Certified Company

During your employment with the company, you will devote your full time and attention to the company's business and you shall not supplement the remuneration to which you are entitled by virtue of your service with the company by professional practice, part time employment, specialized service etc. Without the permission of the management in writing.

You will keep us informed of any change in your residential address and civil status. We now request you to please sign and return the enclosed duplicate copy of this letter in the space marked below, as a token to your acceptance of the terms and conditions of service.

Please send us an acknowledgement of this offer confirming your joining and return it to us within 3 days. We look forward to welcoming you on board.

For CRP Control Engineers

Ramesh B. Jhunjunwala
Proprietor



Accepted & Agreed to
Join CRP Control Engineers

Signature & Date
Name: Mr. Pratik Gawde



9323901534 / 9004092069



ramesh@crpcontrol.com / pratik@crpcontrol.com

Admin Office: A/102B, Jaswanti Allied
Business Centre, Kachpada, Malad
West, Mumbai – 400 064

Works: Unit No. A-03, Jaswanti
Allied Business Centre, Kachpada,
Malad West, Mumbai – 400 064

Works: Plot No. 21, Vrundavan Society,
Near Akashwani Gate, Malvani Village,
Malad West, Mumbai – 400 095

Website: www.crpcontrol.com



CREATIVE ENTERPRISE

GST NO: 27DEFFPM9970B1Z8

MOB NO: 8976034358

REGISTER ADDRESS: 11, GANESH NIWAS, ANANDWADI, KURAR VILLAGE MALAD EAST MUMBAI 400097

Appointment Letter

[Prathamesh Murlidhar Kirve]
[Ambedkar Nagar, Kurar Village, Malad East]
[Mumbai 400097]

Subject: Junior Assistant Appointment Letter

Dear Mr.Prathamesh Kirve

We are pleased to offer you the position of [Junior Assistant] at Creative Enterprise, a leading provider of solar panel installation and water heater systems. After careful consideration of your qualifications and skills, we are confident that you will make a valuable contribution to our team and support our mission to provide sustainable energy solutions.

Below are the terms and conditions of your employment:

- Position:** [Junior Assistant]
Your primary responsibilities will include but are not limited to overseeing the installation of solar panels and water heating systems, ensuring quality standards, and maintaining client satisfaction.
- Start Date:** [1/12/2024]
- Work Location:** [Office & Site Work]
You may be required to travel to various client sites as part of your role.
- Compensation:**
 - o **Base Salary:** [1,44,000] per annum, payable on a [12000] basis.
 - o **Additional Benefits:** [travel allowance depends on site]
- Working Hours:**
Your standard working hours will be from [9am] to [6pm], [6 Days] per week. Flexibility may be required depending on project demands.
- Probation Period:**
Your employment will be subject to a probationary period of [6 Months], during which your performance will be reviewed.

For CREATIVE ENTERPRISE

Yours sincerely,

Proprietor



SUPPLY, SYSTEM INTEGRATION, DESIGN, CONSULTATION, TESTING, COMMISSIONING, SYSTEM MAINTENANCE

creativeenterprise94@gmail.com



CREATIVE ENTERPRISE

GST NO: 27DEFP9970B1Z8

MOB NO: 8976034358

REGISTER ADDRESS: 11, GANESH NIWAS, ANANDWADI, KURAR VILLAGE MALAD EAST MUMBAI 400097

Acknowledgment and Acceptance

I, [Prathamesh Murlidhar Kirve], accept the offer of employment with Creative Enterprise under the terms and conditions outlined in this letter.

Signed: _____

Date: 1/12/24

SUPPLY, SYSTEM INTEGRATION, DESIGN, CONSULTATION, TESTING, COMMISSIONING, SYSTEM MAINTENANCE

 creativeenterprise94@gmail.com



Ref Appt/SA/HR/23

Date: - 25 January 2025

Mr. Abinash Paikaray,

Sub: Appointment letter.

Further to our discussions, we are pleased to give you this letter of appointment, setting out the details of your employment with our company. You are being appointed to the position of Commissioning Engineers - Projects. This appointment takes effect from 30/01/2025. Your monthly compensation is ₹ 20,000/-.

The rules and regulations and general information of the terms of appointment are as follows:

TERMS AND CONDITIONS

1. The appointment is effective from 30/01/2025 and this date will be taken as your date of joining our organization.
2. **SALARY:** You will be paid a monthly gross salary of ₹ 20,000/-.
3. Your date of birth for the purpose of organization record is entered as 29/12/2000, as per the Xerox copies of the certificates self-attested & submitted by you.
4. **PROBATION:** You will be on probation for a period of 6 months from the date of your joining. During this period, your ability, conduct, performance, and attendance etc will be under observation. You will continue to be on probation until your services are confirmed in writing. The probation period can be extended at the sole discretion of the management. During probation or after confirmation your services can be terminated /discontinued through a one month notice in writing or one month's gross salary in lieu thereof on either side.
5. In the event of termination / discontinuation of services/retirement you shall handover charges and surrender all documents, files, instruments, uniform, staying accommodation if any provided by the Management and any other things in your possession belonging to the organization to your head of department, failing which the organization can deduct an amount equal to the value of such items from your dues payable to you.
6. Your future increments or promotion or any other salary increment shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the Management and shall not be considered merely as a matter of right.

3, Saraswati Bldg. Tungareshwar Industrial Complex, Sativali, Vasai (East), Palghar-401 208 INDIA,
Cell: +91 9820234033, E-mail: sales@simatechautomation.com, www.simatechautomation.in

ISO-9001-2015 Company



7. You shall retire from the services of the organization on attaining 60 years of age.
8. You will be eligible for leave and other benefits as per the organization rules and regulations.
9. **REPORTING AND TRANSFER:** You will be reporting to the Head of the Department, or any other officer as may be delegated from time to time by the Management.
10. **DUTY TIME AND WEEKLY OFF:** You will have to work **8.5 hours** (daily). You will be required to work 48 hours in a week excluding ½ hour lunch time daily.
11. **SECRECY:** You shall maintain total secrecy of the work assigned to you and shall not divulge to any other person any confidential matter that might come to your knowledge by virtue of your association with us.
12. Management expects you to be sincere, faithful, honest, hardworking, and totally dedicated to your job. You shall diligently and effectively carry out the duties assigned to you from time to time.
13. You shall not participate in any act subversive of discipline and shall not do anything which may be prejudicial to the interest of the organization. You shall inform the Management in case you happen to know about any subversive activities of the employee or any other person against the Organization or its interest.
14. During your employment with us, you will devote your whole time and attention to the interest of the organization and will not engage yourself in any other work either paid or in honorary capacity.
15. You will agree and confirm that in case there is insufficient work in the department in which you are deputed, you will undertake to do any other work assigned to you by your superiors.
16. You shall abide by the Model standing orders/ rules and regulations that are in force in organization and / or any modification that are affected from time to time.
17. This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.
18. All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income tax Rules.
19. You shall promptly notify the Management of any changes in your residential address and Civil status.
20. **Your services are liable to be terminated at any time: -**
 - a) If during probation or after confirmation, in case you are found to be medically unfit by the organizations authorized medical practitioner on examination.
 - b) If the organization comes to know about any conviction and / or any bad record in the past under the previous employer, because of your giving false information at the time of your appointment or concealed any material information or giving any false details in the application form or otherwise with regard to Age, Education, qualification, experiences and salary etc.



- c) After confirmation your services can be discontinued by giving 45 days' notice in writing or payment in lieu thereof from either side.
- d) If your services are terminated for whatsoever reasons mentioned above, within the period of service bond you have signed separately dated 30/01/2025 you will be indemnifying the Company against all losses or damages which the company may suffer by reason of the breach of service bond.

21. Separation Policy

- The objective of this policy is to outline the procedure to be followed during separation.
- Applicability: This policy is applicable to all the employees of SIMATECH AUTOMATION
- Procedure: Care is to be taken that all resignations are treated with maximum confidentiality by all concerned, till formally accepted by the Company.
- For Technical Resources:
 - The employee should submit his resignation to the HR.
- The HR Manager/ Functional Head will ensure that all attempts are made informally to help the employee to rethink through his decision.
- HR would discuss on this issue with the reporting authority and will take a decision jointly with the management on the release date of the employee
- For non-technical resources:
 - The employee will submit his resignation to his manager with a copy to the HR department.
 - The manager would take a decision jointly with the management on the release date of the employee.
- Notice Period: (**3 months**) The purpose of notice period is to provide time to the employee to finish his/her assigned task and the Company to make alternative arrangements.
- Employees who wish to resign are required to give notice as specified in their letter of appointment or subsequent letters issued thereafter specifying such or similar terms relating to notice period.
- Clearance: All employees are requested to get a clearance before their exit.
- The company at its sole discretion may relieve an employee prior to the expiry of notice period.

Voluntary Abandonment/ Desertion: When an employee deserts the services of the Company, if the reasons are found detrimental to Company interests; the Human Resources Group will initiate necessary disciplinary action.

Termination: An employee may be terminated from the services of the company if the employee has worked against the interest of the company.

Settlement of Dues: All settlement will be computed after 15th of the month. Settlement will be calculated based on the number of days worked. Leave salary is permitted only if the employee completes at the least 6 months with the organization. Encashment of Leaves will be computed on the basic salary of



the employee on the month of separation and the mode of calculation will be in accordance with the Leave Policy of the Company.

at the least 6 months with the organization. Encashment of Leaves will be computed on the basic salary of the employee on the month of separation and the mode of calculation will be in accordance with the leave Policy of the Company.

Leave salary can be a management discretion.

22. You are requested to please return the duplicate copy of this letter duly signed by you, as a token of your acceptance of this appointment, on the terms and conditions mentioned hereinabove.

We congratulate you on your appointment and wish you a long career with us, we assure you to get our full support for your professional growth and development.

For Simatech Automation



I, Abinash Paikaray have read the above terms and conditions & explained to me in the language understood by me and I accept the same fully and agree to the same.

Authorised Signatory

Signature

CC: 1) Accounts Department



Ref Appt/SA/HR/25

Date: - 03 February 2025

Mr. Harshad Tatkari,

Sub: Appointment letter.

Further to our discussions, we are pleased to give you this letter of appointment, setting out the details of your employment with our company. You are being appointed to the position of Commissioning Engineers - Projects. This appointment takes effect from 06/02/2025. Your monthly compensation is ₹ 20,000/-.

The rules and regulations and general information of the terms of appointment are as follows:

TERMS AND CONDITIONS

1. The appointment is effective from 06/02/2025 and this date will be taken as your date of joining our organization.
2. **SALARY:** You will be paid a monthly gross salary of ₹ 20,000/-.
3. Your date of birth for the purpose of organization record is entered as 01/01/2002, as per the Xerox copies of the certificates self-attested & submitted by you.
4. **PROBATION:** You will be on probation for a period of 6 months from the date of your joining. During this period, your ability, conduct, performance, and attendance etc will be under observation. You will continue to be on probation until your services are confirmed in writing. The probation period can be extended at the sole discretion of the management. During probation or after confirmation your services can be terminated /discontinued through a one month notice in writing or one month's gross salary in lieu thereof on either side.
5. In the event of termination / discontinuation of services/retirement you shall handover charges and surrender all documents, files, instruments, uniform, staying accommodation if any provided by the Management and any other things in your possession belonging to the organization to your head of department, failing which the organization can deduct an amount equal to the value of such items from your dues payable to you.
6. Your future increments or promotion or any other salary increment shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the Management and shall not be considered merely as a matter of right.

3, Saraswati Bldg. Tungareshwar Industrial Complex, Sativali, Vasai (East), Palghar-401 208 INDIA,
Cell: +91 9820234033, E-mail: sales@simatechautomation.com, www.simatechautomation.in

ISO-9001-2015 Company



7. You shall retire from the services of the organization on attaining 60 years of age.
8. You will be eligible for leave and other benefits as per the organization rules and regulations.
9. **REPORTING AND TRANSFER:** You will be reporting to the Head of the Department, or any other officer as may be delegated from time to time by the Management.
10. **DUTY TIME AND WEEKLY OFF:** You will have to work **8.5 hours** (daily). You will be required to work 48 hours in a week excluding ½ hour lunch time daily.
11. **SECRECY:** You shall maintain total secrecy of the work assigned to you and shall not divulge to any other person any confidential matter that might come to your knowledge by virtue of your association with us.
12. Management expects you to be sincere, faithful, honest, hardworking, and totally dedicated to your job. You shall diligently and effectively carry out the duties assigned to you from time to time.
13. You shall not participate in any act subversive of discipline and shall not do anything which may be prejudicial to the interest of the organization. You shall inform the Management in case you happen to know about any subversive activities of the employee or any other person against the Organization or its interest.
14. During your employment with us, you will devote your whole time and attention to the interest of the organization and will not engage yourself in any other work either paid or in honorary capacity.
15. You will agree and confirm that in case there is insufficient work in the department in which you are deputed, you will undertake to do any other work assigned to you by your superiors.
16. You shall abide by the Model standing orders/ rules and regulations that are in force in organization and / or any modification that are affected from time to time.
17. This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.
18. All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income tax Rules.
19. You shall promptly notify the Management of any changes in your residential address and Civil status.
20. **Your services are liable to be terminated at any time: -**
 - a) If during probation or after confirmation, in case you are found to be medically unfit by the organizations authorized medical practitioner on examination.
 - b) If the organization comes to know about any conviction and / or any bad record in the past under the previous employer, because of your giving false information at the time of your appointment or concealed any material information or giving any false details in the application form or otherwise with regard to Age, Education, qualification, experiences and salary etc.



- c) After confirmation your services can be discontinued by giving 45 days' notice in writing or payment in lieu thereof from either side.
- d) If your services are terminated for whatsoever reasons mentioned above, within the period of service bond you have signed separately dated 06/02/2025 you will be indemnifying the Company against all losses or damages which the company may suffer by reason of the breach of service bond.

21. Separation Policy

- The objective of this policy is to outline the procedure to be followed during separation.
- Applicability: This policy is applicable to all the employees of SIMATECH AUTOMATION
- Procedure: Care is to be taken that all resignations are treated with maximum confidentiality by all concerned, till formally accepted by the Company.
- For Technical Resources:
 - The employee should submit his resignation to the HR.
- The HR Manager/ Functional Head will ensure that all attempts are made informally to help the employee to rethink through his decision.
- HR would discuss on this issue with the reporting authority and will take a decision jointly with the management on the release date of the employee
- For non-technical resources:
 - The employee will submit his resignation to his manager with a copy to the HR department.
 - The manager would take a decision jointly with the management on the release date of the employee.
- Notice Period: (**3 months**) The purpose of notice period is to provide time to the employee to finish his/her assigned task and the Company to make alternative arrangements.
- Employees who wish to resign are required to give notice as specified in their letter of appointment or subsequent letters issued thereafter specifying such or similar terms relating to notice period.
- Clearance: All employees are requested to get a clearance before their exit.
- The company at its sole discretion may relieve an employee prior to the expiry of notice period.

Voluntary Abandonment/ Desertion: When an employee deserts the services of the Company, if the reasons are found detrimental to Company interests; the Human Resources Group will initiate necessary disciplinary action.

Termination: An employee may be terminated from the services of the company if the employee has worked against the interest of the company.

Settlement of Dues: All settlement will be computed after 15th of the month. Settlement will be calculated based on the number of days worked. Leave salary is permitted only if the employee completes at the least 6 months with the organization. Encashment of Leaves will be computed on the basic salary of



the employee on the month of separation and the mode of calculation will be in accordance with the Leave Policy of the Company.

at the least 6 months with the organization. Encashment of Leaves will be computed on the basic salary of the employee on the month of separation and the mode of calculation will be in accordance with the leave Policy of the Company.

Leave salary can be a management discretion.

22. You are requested to please return the duplicate copy of this letter duly signed by you, as a token of your acceptance of this appointment, on the terms and conditions mentioned hereinabove.

We congratulate you on your appointment and wish you a long career with us, we assure you to get our full support for your professional growth and development.

For Simatech Automation



I, Harshad Tatkari have read the above terms and conditions & explained to me in the language understood by me and I accept the same fully and agree to the same.

Authorised Signatory

Signature

CC: 1) Accounts Department



Lite Bite Travel Foods Pvt. Ltd.
Mehra Centre, Plot No. 5, Kishantal Marwah Marg
Opp. Tata Power Gate No. 4, Saki Vihar Road
Andheri (East), Mumbai - 400 072
Phone : +91-22-40583000

Appointment Letter

11/02/2025

ASHISH UDAY FATNAIK

**19/B/006 Sarvodaya Chs W E Highway Near Mahananda Dairy Bimbisar Nagar Goregaon East
Mumbai 400065**

Dear Ashish,

With reference to your application and subsequent interviews you had with us, we are pleased to issue this appointment letter for the post of "TECHNICIAN" in Grade "NE-II" on the following terms and conditions:

1. Your date of joining at "Lite Bite Travel Foods Pvt Ltd." (Hereunder referred to as "Company") will be **11/02/2025**.
2. Your present place of posting is at **Mumbai Airport** However, you may be transferred to any of the company location/office/associate company in India at the sole discretion of the Company.
3. Your duties and responsibilities shall be as assigned to you by the Company from time to time. You will perform, observe and conform to such duties, directions and instructions assigned and communicated to you by the Company and those in authority over you.
4. You will be entitled to allowances and benefits applicable to you under rules of the company and as amended from time to time. These are summarized in "Appendix-A". Further increment and promotion would be subject to your satisfactory performance and conduct & at the sole discretion of the Company.
5. Your monthly Gross salary would be as **annexure enclosed**.
6. **Leave Entitlement:** You will be entitled for paid leaves as per the company's policy.
7. Any rules, regulations and orders promulgated by the company applicable to employees of your level/cadre will also be applicable to you as through these rules and regulations and order were a part of this contract of employment. This appointment is subject to express condition that no claim is made for compensation for over time attendance, nature of work, holidays and accidents or hazards of occupation except according to statute or applicable Laws.
8. You will be on probation for a period of Six (6) months. This period is liable to be extended or reduced at the sole discretion of the Company. During this period of probation, the appointment is terminable on either side without assigning any reason by giving a 15 days' notice or basic salary in lieu thereof. Unless given in writing, you are deemed to be a confirmed employee on completion of the probation period.

PP



9. Once confirmed; if you wish to leave the company, you will be required to give a month's notice or equivalent months' salary (Basic Salary) in lieu of notice to the Company. Similarly, in case the company desires to terminate your services for any reason whatsoever Company will be free to terminate the services after giving you a month's notice or equivalent month's salary (Basic Salary) in lieu of such notice.
10. You will automatically retire from the services of the Company on attaining the age of 58 years.
11. The assignment offered to you is on the whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall take up other business or associated with any other business with or without remuneration during the course of your employment with the company.
12. You will not during your employment with the company in terms of this letter except so far as may be proper in the ordinary course of business and for the interest of the company or at any time thereafter divulge or make known any information(s), secrets process(es) or any information in any way whatsoever relating to the company or its business and/or any of its customer and/or any other information or data and materials and/or any sketches, menu, drawing and specifications etc. which come to your knowledge relating to the company's processes or any products or goods and in the course of your employment, you shall always maintain strict secrecy regarding any technical or other business information gained or acquired by you or imparted to you in course of your employment both during or after your employment with the company in terms with this letter.
13. You will disclose to Company forthwith any **discovery, invention, process or improvement** discovered while in service and such discovery, invention, process improvement shall belong absolutely to and be the sole and absolute property of the Company. You will not acquire any Intellectual Property **rights** in relation to any of the Company's products or processes or goods to be cooked / prepared / manufactured / sold by it at its outlet(s) / factory(ies) / Commissary(ies) which the company make or will cooked / prepared / manufactured in the course of your employment and/or if you as a result of any research work come to know any better process then you will pass on to the company all the benefits or formulae which you may develop to enable the company to have the same patented / registered and the same will be the property of the company. For that purpose, if required, you agree to enter into an agreement and/or execute a deed with the company at a later date.
14. You shall not, under any circumstances either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any person, company or firm having business transaction with the Company.
15. You will not seek membership or affiliation to any local or public bodies including educational institutions without obtaining prior permission from the Company.
16. If any letter of authority or power of attorney is issued to you, you will undertake to return it to Company on demand or on termination of your service.
17. You will, in all respects be governed by the rules and regulations applicable to your category of employees from time to time. Should you remain absent from work, without reasonable explanation / information, for more than seven (7) consecutive days, it will be presumed that you are no longer interested in working for the Company and have abandoned Company's services, thereby terminating your contract of service. In such case, you will not be entitled to any compensation for the loss of service.

18. You may be transferred to any department, office or establishment forming part of our Company or to any of Company's associates in India or abroad and such posting will be governed by rules related to such appointment. Further, you may be required to work at timings assigned to you by the Company and these can be changed by your reporting In-charge as per the business need.
19. You will be responsible for maintenance of good condition of all company property which may be in your use or custody or charge. In case of damage / loss of company's property in your use / custody, you will reimburse to the company for all cost incurred in repair / purchase of same property.
20. Your appointment is subject to your being **mentally or physically fit** by the Company's designated Doctor.
21. You will inform Company about any **change in your residential address**, civil, marital status and all such other matters.
22. This appointment will cease immediately if and & when any of the statement made or particular given in your application are found to be **non-factual or incorrect**. If at any time, it is found that, you are involved or found guilty due to dishonesty, disobedience, theft, disorderly behaviour, negligence or indiscipline or of any other conduct considered detrimental to Company's interest or of violation of one or more terms of this letter, your services are liable to be terminated without notice. Decision of the Company shall be final in this matter.
23. Any dispute arise out of the said appointment will be referred to the courts of New Delhi only.
24. Please signify your acceptance of this appointment on the above mentioned terms and conditions by signifying and ratifying the duplicate copy of this letter in the space provided below.

We welcome you in this organization and wish you a successful career with us.

Yours faithfully

For **LITE BITE TRAVEL FOODS (P) LTD.**



Pragya Das Loke
Senior Manager - HR

ACCEPTANCE:

I have read the above-mentioned terms & conditions and accept, employment on the above mentioned terms & conditions without any force and coercion.

Place: Mumbai

Date:

ASHISH UDAY FATNAIK

ANNEXURE - I		
Employee Code		LBT05548
Name		ASHISH UDAY FATNAIK
Date of Joining		11/02/2025
Designation		TECHNICIAN
Sr.No.	Particulars	Salary Package Monthly
1	Salary	
i)	Basic pay	13110
ii)	House Rent Allowance	6560
iii)	Conveyance Allowance	0
Z	Spl Allowance	0
vi)	CCA	1331
vii)	Washing Allowance	0
Total Gross		21001
2	Deductions	
i)	Provident Fund @12 %	1733
ii)	ESIC @0.75 %	0
iii)	Profession Tax	200
	Total Deduction	1933
	Net take Home	19068
3	Employer Contribution	
	Provident Fund @12 %	1733
	ESIC @3.25 %	0
	Gratuity (As per Law)	630
	Bonus (As per Law)	1092
Total		3455
Total CTC		24456

Note :

- * All Taxes are to be borne by the Employee



Ref Appt/SA/HR/28

Date: - 24 February 2025

Mr. Chetan Bhosale,

Sub: Appointment letter.

Further to our discussions, we are pleased to give you this letter of appointment, setting out the details of your employment with our company. You are being appointed to the position of Commissioning Engineers - Projects. This appointment takes effect from 26/02/2025. Your monthly compensation is ₹ 20,000/-.

The rules and regulations and general information of the terms of appointment are as follows:

TERMS AND CONDITIONS

1. The appointment is effective from 26/02/2025 and this date will be taken as your date of joining our organization.
2. **SALARY:** You will be paid a monthly gross salary of ₹ 20,000/-.
3. Your date of birth for the purpose of organization record is entered as 19/12/2000, as per the Xerox copies of the certificates self-attested & submitted by you.
4. **PROBATION:** You will be on probation for a period of 6 months from the date of your joining. During this period, your ability, conduct, performance, and attendance etc will be under observation. You will continue to be on probation until your services are confirmed in writing. The probation period can be extended at the sole discretion of the management. During probation or after confirmation your services can be terminated /discontinued through a one month notice in writing or one month's gross salary in lieu thereof on either side.
5. In the event of termination / discontinuation of services/retirement you shall handover charges and surrender all documents, files, instruments, uniform, staying accommodation if any provided by the Management and any other things in your possession belonging to the organization to your head of department, failing which the organization can deduct an amount equal to the value of such items from your dues payable to you.
6. Your future increments or promotion or any other salary increment shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the Management and shall not be considered merely as a matter of right.

3, Saraswati Bldg. Tungareshwar Industrial Complex, Sativali, Vasai (East), Palghar-401 208 INDIA,
Cell: +91 9820234033, E-mail: sales@simatechautomation.com, www.simatechautomation.in

ISO-9001-2015 Company



7. You shall retire from the services of the organization on attaining 60 years of age.
8. You will be eligible for leave and other benefits as per the organization rules and regulations.
9. **REPORTING AND TRANSFER:** You will be reporting to the Head of the Department, or any other officer as may be delegated from time to time by the Management.
10. **DUTY TIME AND WEEKLY OFF:** You will have to work **8.5 hours** (daily). You will be required to work 48 hours in a week excluding ½ hour lunch time daily.
11. **SECRECY:** You shall maintain total secrecy of the work assigned to you and shall not divulge to any other person any confidential matter that might come to your knowledge by virtue of your association with us.
12. Management expects you to be sincere, faithful, honest, hardworking, and totally dedicated to your job. You shall diligently and effectively carry out the duties assigned to you from time to time.
13. You shall not participate in any act subversive of discipline and shall not do anything which may be prejudicial to the interest of the organization. You shall inform the Management in case you happen to know about any subversive activities of the employee or any other person against the Organization or its interest.
14. During your employment with us, you will devote your whole time and attention to the interest of the organization and will not engage yourself in any other work either paid or in honorary capacity.
15. You will agree and confirm that in case there is insufficient work in the department in which you are deputed, you will undertake to do any other work assigned to you by your superiors.
16. You shall abide by the Model standing orders/ rules and regulations that are in force in organization and / or any modification that are affected from time to time.
17. This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.
18. All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income tax Rules.
19. You shall promptly notify the Management of any changes in your residential address and Civil status.
20. **Your services are liable to be terminated at any time: -**
 - a) If during probation or after confirmation, in case you are found to be medically unfit by the organizations authorized medical practitioner on examination.
 - b) If the organization comes to know about any conviction and / or any bad record in the past under the previous employer, because of your giving false information at the time of your appointment or concealed any material information or giving any false details in the application form or otherwise with regard to Age, Education, qualification, experiences and salary etc.



- c) After confirmation your services can be discontinued by giving 45 days' notice in writing or payment in lieu thereof from either side.
- d) If your services are terminated for whatsoever reasons mentioned above, within the period of service bond you have signed separately dated 26/02/2025 you will be indemnifying the Company against all losses or damages which the company may suffer by reason of the breach of service bond.

21. Separation Policy

- The objective of this policy is to outline the procedure to be followed during separation.
- Applicability: This policy is applicable to all the employees of SIMATECH AUTOMATION
- Procedure: Care is to be taken that all resignations are treated with maximum confidentiality by all concerned, till formally accepted by the Company.
- For Technical Resources:
 - The employee should submit his resignation to the HR.
- The HR Manager/ Functional Head will ensure that all attempts are made informally to help the employee to rethink through his decision.
- HR would discuss on this issue with the reporting authority and will take a decision jointly with the management on the release date of the employee
- For non-technical resources:
 - The employee will submit his resignation to his manager with a copy to the HR department.
 - The manager would take a decision jointly with the management on the release date of the employee.
- Notice Period: (**3 months**) The purpose of notice period is to provide time to the employee to finish his/her assigned task and the Company to make alternative arrangements.
- Employees who wish to resign are required to give notice as specified in their letter of appointment or subsequent letters issued thereafter specifying such or similar terms relating to notice period.
- Clearance: All employees are requested to get a clearance before their exit.
- The company at its sole discretion may relieve an employee prior to the expiry of notice period.

Voluntary Abandonment/ Desertion: When an employee deserts the services of the Company, if the reasons are found detrimental to Company interests; the Human Resources Group will initiate necessary disciplinary action.

Termination: An employee may be terminated from the services of the company if the employee has worked against the interest of the company.

Settlement of Dues: All settlement will be computed after 15th of the month. Settlement will be calculated based on the number of days worked. Leave salary is permitted only if the employee completes at the least 6 months with the organization. Encashment of Leaves will be computed on the basic salary of



the employee on the month of separation and the mode of calculation will be in accordance with the Leave Policy of the Company.

at the least 6 months with the organization. Encashment of Leaves will be computed on the basic salary of the employee on the month of separation and the mode of calculation will be in accordance with the leave Policy of the Company.

Leave salary can be a management discretion.

22. You are requested to please return the duplicate copy of this letter duly signed by you, as a token of your acceptance of this appointment, on the terms and conditions mentioned hereinabove.

We congratulate you on your appointment and wish you a long career with us, we assure you to get our full support for your professional growth and development.

For Simatech Automation



I, Chetan Bhosale have read the above terms and conditions & explained to me in the language understood by me and I accept the same fully and agree to the same.

Authorised Signatory

Signature

CC: 1) Accounts Department

Ref. No. STEL-II/HRD/0325/O/03/25
Date: 11th Mar, 2025

Mr. Sanjeev Rampal Pal,
Sai Bajarang Nagar, C.S Road, Near Anand Hospital,
Babali Pada, Dahisar East,
Mumbai, Maharashtra - 400068

Stelmec Limited

(CIN : U31200MH2000PLC124565)
MV SWITCHGEAR DIVISION-II
Survey No. 90 & 92/1,
Virar - Vajreshwari Road, At. Usgaon,
P. O. Bhatane, Tal. Vasai,
Dist. Palghar - 401 303, Maharashtra, India.
Phone : 8291947259, 8291947260
E-mail : sales.usgaon@stelmec.com
Website : www.stelmec.com

Offer Letter

Dear Sanjeev,

This has reference to your Application and the subsequent discussions we had with you on 10th Mar, 25.
We are pleased to offer you the position of "Graduate Engineer Trainee - Quality (Testing)" in our organization based at Virar- Usgaon

Your total CTC package shall be Rs. 2,16,000/- Per Annum (in terms of Stipend)

Your date of Joining shall not be later than 12th Mar, 2025.

You shall be reporting to the Manager - Quality (Testing).

Kindly ensure that you submit the following requirements at the time of joining in order to complete your appointment formalities.

1. Copy of Educational certificates
2. Copy of Permanent address proof, Date of Birth certificates
3. Copy of Pan Card, Aadhar card & passport (If available)
4. Photographs- 02 Nos.
5. 1 Cancelled Bank Cheque
6. Copy of Offer letter

We look forward to a long and mutually beneficial association with us.

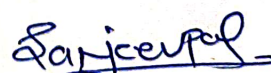
Thanking You,

For STELMEC LIMITED



Ramakrishnan E Pillai
Associate Vice President - SBU Head

I Accept



(Sanjeev R Pal)

Ref. No. STEL-II/HRD/0324/O/03/25

Date: 11th Mar, 2025

Mr. Hariom Satish Nishad,
K-202 Grand Manor Ideal Park CHS,
Mira Bhayandar Road, Behind Deepak Hospital,
Mira Road East, Thane, Maharashtra - 401107

Stelmec Limited

(CIN : U31200MH2000PLC124565)

MV SWITCHGEAR DIVISION-II

Survey No. 90 & 92/1,

Virar - Vajreshwari Road, At. Usgaon,

P. O. Bhatane, Tal. Vasai,

Dist. Palghar - 401 303, Maharashtra, India.

Phone : 8291947259, 8291947260

E-mail : sales.usgaon@stelmec.com

Website : www.stelmec.com

Offer Letter

Dear Hariom,

This has reference to your Application and the subsequent discussions we had with you on 10th Mar, 25.
We are pleased to offer you the position of "Graduate Engineer Trainee - Quality (Testing)" in our organization based at **Virar- Usgaon**

Your total CTC package shall be **Rs. 2,16,000/- Per Annum** (in terms of Stipend)

Your date of Joining shall not be later than 12th Mar, 2025.

You shall be reporting to the **Manager - Quality (Testing)**.

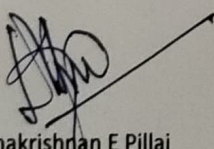
Kindly ensure that you submit the following requirements at the time of joining in order to complete your appointment formalities.

1. Copy of Educational certificates
2. Copy of Permanent address proof, Date of Birth certificates
3. Copy of Pan Card, Aadhar card & passport (If available)
4. Photographs- 02 Nos.
5. 1 Cancelled Bank Cheque
6. Copy of Offer letter

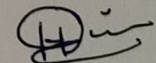
We look forward to a long and mutually beneficial association with us.

Thanking You,

For **STELMEC LIMITED**


Ramakrishnan E Pillai
Associate Vice President - SBU Head

I Accept



(Hariom S Nishad)

Ref. No. STEL-II/HRD/0323/O/03/25
Date: 11th Mar, 2025

Mr. Arun Kiran Darnule,
E/002, Salasar Aangan near Prathmesh Ashish Off,
Kanakia Road, Mira Road East,
Thane, Maharashtra - 401107

Stelmec Limited

(CIN : U31200MH2000PLC124565)
MV SWITCHGEAR DIVISION-II
Survey No. 90 & 92/1,
Virar - Vajreshwari Road, At. Usgaon,
P. O. Bhatane, Tal. Vasai,
Dist. Palghar - 401 303, Maharashtra, India.
Phone : 8291947259, 8291947260
E-mail : sales.usgaon@stelmec.com
Website : www.stelmec.com

Offer Letter

Dear Arun,

This has reference to your Application and the subsequent discussions we had with you on 10th Mar, 25. We are pleased to offer you the position of "Graduate Engineer Trainee - Quality (Testing)" in our organization based at Virar- Usgaon

Your total CTC package shall be Rs. 2,16,000/- Per Annum (in terms of Stipend)

Your date of Joining shall not be later than 12th Mar, 2025.

You shall be reporting to the Manager - Quality (Testing).

Kindly ensure that you submit the following requirements at the time of joining in order to complete your appointment formalities.

1. Copy of Educational certificates
2. Copy of Permanent address proof, Date of Birth certificates
3. Copy of Pan Card, Aadhar card & passport (If available)
4. Photographs- 02 Nos.
5. 1 Cancelled Bank Cheque
6. Copy of Offer letter


We look forward to a long and mutually beneficial association with us.

Thanking You,

For STELMEC LIMITED


Ramakrishnan E Pillai
Associate Vice President - SBU Head

I Accept



(Arun K Darnule)

July 10, 2025

Mr. Vedang Pravin Mestry
10, Himgauri CHS, dattapada
road, near J.B. Khot High School,
Jaya nagar Rajendra Nagar,
Mumbai Borivali East,
Maharashtra – 400066.

Dear Mr. Vedang,

Further to our discussion, the following is a summary of terms and conditions applicable to your association with Alpha TND Private Limited ("Company"). Once you accept this offer, the terms will be crystalized in the form of an Employment Agreement.

1. Designation:
You will be employed full-time position, as "Graduate Engineer Trainee".
2. Date of Joining:
Your date of joining the employment will not be later than "July 14, 2025" after which date, we shall have the unilateral right to terminate this offer.
3. Compensation:
You will receive a fixed yearly compensation of INR 4,20,000/- (Indian Rupees Four Lacs Twenty Thousand Only) on Cost- to-Company basis, subject to applicable taxes and all statutory deductions ("Compensation"). The fixed component of the Compensation will be paid monthly beginning from date of joining. We shall revisit your remuneration based on your performance.
4. Confidential Information:
You hereby represent and warrant that, always, you will maintain confidentiality with respect to all and any information relating to the Company ("Confidential Information"). You will not, either directly or indirectly, make any disclosure of Confidential Information to any third party, or make any use of Confidential Information, for your own benefit or the benefit of any third party, without the Company's prior written consent. You shall maintain proper and secure custody of the Confidential Information to which you may be privy and shall use your best endeavours to prevent the use or disclosure of the Confidential Information by or to its third parties.
5. Exclusivity:
You will not enter any employment or discussions with any potential employers for a period of 30 (thirty days) after the date hereof.

If you wish to accept this offer, please sign, date, scan and email a copy of this offer. If this offer not accepted, will expire at the close of business on (July 11, 2025)

For Alpha TND Private Limited

Place: Mumbai

Signature



Mr. Vedang Pravin Mestry

Signature

Date:

11 - 07 - 2025

Place:

Borivali , Mumbai

July 10, 2025

Mr. Pranay Patari

Indira Nagar,
S. V. Road Dadabhai RDS JN,
Andheri, Opp Golden Gate,
Mumbai,
Maharashtra – 400056.

Dear Mr. Pranay,

Further to our discussion, the following is a summary of terms and conditions applicable to your association with Alpha TND Private Limited (“Company”). Once you accept this offer, the terms will be crystalized in the form of an Employment Agreement.

1. Designation:
You will be employed full-time position, as “**Graduate Engineer Trainee**”.
2. Date of Joining:
Your date of joining the employment will not be later than “July 14, 2025” after which date, we shall have the unilateral right to terminate this offer.
3. Compensation:
You will receive a fixed yearly compensation of INR 4,20,000/- (Indian Rupees Four Lacs Twenty Thousand Only) on Cost- to-Company basis, subject to applicable taxes and all statutory deductions (“Compensation”). The fixed component of the Compensation will be paid monthly beginning from date of joining. We shall revisit your remuneration based on your performance.
4. Confidential Information:
You hereby represent and warrant that, always, you will maintain confidentiality with respect to all and any information relating to the Company (“Confidential Information”). You will not, either directly or indirectly, make any disclosure of Confidential Information to any third party, or make any use of Confidential Information, for your own benefit or the benefit of any third party, without the Company’s prior written consent. You shall maintain proper and secure custody of the Confidential Information to which you may be privy and shall use your best endeavours to prevent the use or disclosure of the Confidential Information by or to its third parties.
5. Exclusivity:
You will not enter any employment or discussions with any potential employers for a period of 30 (thirty days) after the date hereof.

If you wish to accept this offer, please sign, date, scan and email a copy of this offer. If this offer not accepted, will expire at the close of business on (July 11, 2025)

For Alpha TND Private Limited

Place: Mumbai

Signature



Mr. Pranay Patari

Signature

Date:

Place:

Date: 23RD July 2025 Place: Mumbai

To,
Mr. Manas Pawar

Subject: Offer of Internship at Curiouskid Engineering Pvt. Ltd.

Dear Manas,

We are pleased to offer you the position of Trainee Design Engineer at Curiouskid Engineering Pvt. Ltd. on the following terms and conditions:

1. Commencement & Duration

Your employment will commence on 23 July 2025 and will continue for a fixed term of three (3) months, terminating on 22 October 2025, unless earlier terminated in accordance with company policy. Post 3 months you may be offered a full time position depending on your performance and company's requirement!

2. Remuneration

You will receive a stipend of ₹20,000 (Rupees Twenty Thousand only) per month during the Internship period

3. Working Hours

Your normal working hours will be from 9:15 AM to 5:45 PM, Monday through Friday, with a one-hour lunch break.

4. Leave & Benefits

During your tenure, you will be entitled to leave on a pro-rata basis as per the Company's leave policy.

5. Confidentiality & IP

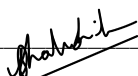
You are required to maintain strict confidentiality of all proprietary information and assign to the Company any intellectual property developed during your engagement.

6. Termination

Either party may terminate this engagement by giving one month's written notice.

Please sign and return the duplicate copy of this letter as acceptance of the above terms by 5 August 2025. We look forward to having you on our team.

Yours sincerely,
For CuriousKid Engineering Pvt. Ltd.



Shalve Mohile

Accepted and acknowledged by:

Manas Pawar



+91 80975 11136



shalve@curiouskid.co.in



D2/92, Snehsugandh Society, Gorai-1, Borivali West, Mumbai - 400092.



jimit chotal <jimitchotal@viva-technology.org>

Offer letter - UDAAN Mahindra Lifespaces 2025-26

almani Sharma <tarunsharma200167@gmail.com>
chotal@viva-technology.org" <jimitchotal@viva-technology.org>

Fri, Jan 10, 2025 at 4:03 PM

— Forwarded message —

YADAV VIJAYKUMAR - MLDL <YADAV.VIJAYKUMAR@mahindra.com>

Fri, Jan 10, 2025, 2:55 PM

ct: Offer letter - UDAAN Mahindra Lifespaces 2025-26

unsharma200167@gmail.com <tarunsharma200167@gmail.com>

of. Nitesh Kumar <niteshkumar@viva-technology.org>, THORAT MANJEET - MLDL
RAT.MANJEET@mahindra.com>

arun,

you are doing well.

you for your application and for taking the time to participate in our selection process. We are delighted to offer you the
n of **Graduate Engineering Trainee (GET)** with **Mahindra Lifespace Developers Limited**. A warm welcome to the
dra Group and Mahindra Lifespaces! We are thrilled to have you join us and look forward to your contributions as we
together towards building a sustainable and innovative future.

ate of joining will be **1st July 2025** and details of your base location will be shared closer to your date of joining. A formal
of **appointment** will be provided to you on your first day at work. You will undergo a **probationary period of one year**,
which your performance and progress will be evaluated. Upon successful completion of this training period, you will be
ned as a **Senior Executive in Grade L8O**.

annual compensation during this training period will be **Rs.7,00,000/-** (inclusive of performance pay). In addition, we have a
ehensive benefit including monthly mobile reimbursement, wi-fi, medical insurance for yourself and Life & Personal
ent Insurance. You will have access to various learning platforms like HMM (Harvard Manage Mentor) and functional
g programs.

ppointment is subject to submission of all your necessary certificates and documents at the time of joining. Also, you need
s your final examination and produce the marksheet/certificate once the results are announced.

ed your formal acceptance on this offer by tomorrow end of the day. Once we receive your acceptance then we will initiate
re-joining formalities and share the detail induction plan.

ok forward to welcome you and enable you to **RISE TOGETHER !**

yakumar Yadav

an Resources

ahindra Lifespaces®

av.vijaykumar@mahindra.com

1 8446699659

DATE: 5TH FEBRUARY 2025.

SUBJECT: APPONITMENT AS "DESIGN TRAINEE"

Dear Mr. Akash Ramu Prajapati

We referred to your interview with us ; we have pleasure to inform you that you are selected as "Design Trainee " In our organization for project sites on all over India basis, on following terms and conditions:-

1. Your duties and responsibilities will be as may be assigned by the company from time to time
2. You will diligently carry out the duties assigned to you from time to time and your services shall be governed by the rules & regulations of the company which are in force at the time of your appointment or in force or amended from time to time during your services with the company.
3. You will be engaged on probation for six Months from the date your joining duty.
4. Your current Salary To Company is Rs. **1,44,000** (P/A)
5. Detailed Appointment letter will be issued to you after satisfactory completion of the probation period.
6. You are requested to submit the following documents to us:-
 - Joining Report
 - Original Birth Certificate (for verification Only) with Xerox Copy
 - Certificate of Educational Qualifications
 - Medical Fitness Certificate from a registered Medical Practitioner
 - 2- Passport Size Color Photographs
7. Please Note- After submission of above mentioned documents & successful completion of probation period; the management will be confirm your services on suitable grade with C.T.C. details as per company's Rule

Thanking You

Yours Faithfully

For "KGN PRESTRESS PVT LTD



(Authorized Signatory)



Received & Accepted By

25. Employee will update to the management from time to time about change in your address / telephone number / mail ID etc. falling which last updated details will be final for any communication by the Company.

Annexure II

Details	Annual (Rs.)	Monthly (Rs.)
Basic	120,000.00	10,000.00
HRA	75,000.00	6,250.00
CCA	75,000.00	6,250.00
Other Allowances	30,000.00	2,500.00
Total Gross Salary	300,000.00	25,000.00
Professional Tax	2,400.00	200.00
Employee's Contribution to Provident Fund	21,600.00	1,800.00
Total Deduction	24,000.00	2,000.00
Net Salary	276,000.00	23,000.00



Notes:

1. Income Tax or any other taxes as and when applicable will be deducted from Salary.

I Trushal Nitin Sawant hereby accept my appointment on the above terms & conditions listed in this offer appointment letter, which have been read and understood by me / have been explained to me in language known to me and I agree to abide by all the above terms & conditions.

Signature of Employee

14/06/25

Date



ABHISHEK MILLENNIUM CONTRACTS PVT. LTD.

Engineers & Contractors

10/06/2025

To,
Mr. Trushal Nitin Sawant
S/O. Mr. Nitin Sawant,
A/302, Laxmi Darshan Apartment,
6th Lane, Meena Nagar, 60 Feet Road,
Near Loyola Church, Vasal (West),
VTC-Vasal, PO-Bassein Road,
Sub District – Vasal, District – Palghar,
State – Maharashtra-401 202.
+91 95526 26271.

SUBJECT: OFFER OF APPOINTMENT FOR THE POST OF – JR. PROJECT ENGINEER

Dear Mr. Trushal Nitin Sawant,

This is with reference to your application and subsequent interview you have had with us.

We are pleased to appoint you as “Jr. Project Engineer” at M/s. Abhishek Millennium Contracts Private Limited (hereinafter referred to as AMCPL) with effect from 10th June, 2025.

The Rules and Regulations that will be applicable to you are detailed in Annexure – I. The remuneration package you will be paid is as given in Annexure - II. Annexure I and II shall form part of the appointment letter. Please confirm your acceptance by signing on the copy of this letter and Annexures.

We are glad to have you as part of the AMCPL team, and look forward to your contribution in strengthening AMCPL in the years to come.

Regards,

M/s. Abhishek Millennium Contracts Pvt .Ltd

Human Resources

Encl. : Annexure I and II



Cont. ... 1

25. Employee will update to the management from time to time about change in your address / telephone number / mail ID etc. failing which last updated details will be final for any communication by the Company.

Annexure II

Details	Annual (Rs.)	Monthly (Rs.)
Basic	120,000.00	10,000.00
HRA	75,000.00	6,250.00
CCA	75,000.00	6,250.00
Other Allowances	30,000.00	2,500.00
Total Gross Salary	300,000.00	25,000.00
Professional Tax	2,400.00	200.00
Employee's Contribution to Provident Fund	21,600.00	1,800.00
Total Deduction	24,000.00	2,000.00
Net Salary	276,000.00	23,000.00



Notes:

1. Income Tax or any other taxes as and when applicable will be deducted from Salary.

* * *

I Yaseen Yunus Shaikh hereby accept my appointment on the above terms & conditions listed in this offer appointment letter, which have been read and understood by me / have been explained to me in language known to me and I agree to abide by all the above terms & conditions.

Signature of Employee

Date

10/06/2025

To,
Mr. Shoyeb Khurshid Ansari
S/O. Mr. Khurshid Ansari
Room No.10, Puspraj Singh Chawl,
Hans Vijay Nagar Kargil Road,
Santosh Bhuvan, Nallasopara (East),
Sub District - Vasai, District - Palghar,
State - Maharashtra-401 209
+91 81499 75862

SUBJECT: OFFER OF APPOINTMENT FOR THE POST OF - JR. PROJECT ENGINEER

Dear Mr. Shoyeb Khurshid Ansari,

This is with reference to your application and subsequent interview you have had with us.

We are pleased to appoint you as "Jr. Project Engineer" at M/s. Abhishek Millennium Contracts Private Limited (hereinafter referred to as AMCPL) with effect from 10th June, 2025.

The Rules and Regulations that will be applicable to you are detailed in Annexure - I. The remuneration package you will be paid is as given in Annexure - II. Annexure I and II shall form part of the appointment letter. Please confirm your acceptance by signing on the copy of this letter and Annexures.

We are glad to have you as part of the AMCPL team, and look forward to your contribution in strengthening AMCPL in the years to come.

Regards,

M/s. Abhishek Millennium Contracts Pvt .Ltd

Human Resources
Encl. : Annexure I and II



Cont. ... 1

Abhishek Millennium Contracts Pvt. Ltd.

25. Employee will update to the management from time to time about change in your address / telephone number / mail ID etc. failing which last updated details will be final for any communication by the Company.

Annexure II

Details	Annual (Rs.)	Monthly (Rs.)
Basic	120,000.00	10,000.00
HRA	75,000.00	6,250.00
CCA	75,000.00	6,250.00
Other Allowances	30,000.00	2,500.00
Total Gross Salary	300,000.00	25,000.00
Professional Tax	2,400.00	200.00
Employee's Contribution to Provident Fund	21,600.00	1,800.00
Total Deduction	24,000.00	2,000.00
Net Salary	276,000.00	23,000.00



Notes:

1. Income Tax or any other taxes as and when applicable will be deducted from Salary.

I Yaseen Yunus Shaikh hereby accept my appointment on the above terms & conditions listed in this offer appointment letter, which have been read and understood by me / have been explained to me in language known to me and I agree to abide by all the above terms & conditions.

Signature of Employee

Date

10/06/2025

To,
Mr. Yaseen Yunus Shaikh
S/O. Mr. Yunus Shaikh,
Room No.376, Transit Camp Block No.47,
Reclamation, Bandra (West), Mumbai,
State – Maharashtra-400 050
+91 96531 53971

SUBJECT: OFFER OF APPOINTMENT FOR THE POST OF – JR. PROJECT ENGINEER

Dear Mr. Yaseen Yunus Shaikh,

This is with reference to your application and subsequent interview you have had with us.


We are pleased to appoint you as "Jr. Project Engineer" at M/s. Abhishek Millennium Contracts Private Limited (hereinafter referred to as AMCPL) with effect from 10th June, 2025.

The Rules and Regulations that will be applicable to you are detailed in Annexure – I. The remuneration package you will be paid is as given in Annexure - II. Annexure I and II shall form part of the appointment letter. Please confirm your acceptance by signing on the copy of this letter and Annexures.

We are glad to have you as part of the AMCPL team, and look forward to your contribution in strengthening AMCPL in the years to come.

Regards,

M/s. Abhishek Millennium Contracts Pvt .Ltd


Human Resources
Encl. : Annexure I and II



Cont. ... 1



**DETAILED STEEL SOLUTIONS
INDIA PVT. LTD.**

Appointment Letter

Dear Suraj Male,

We are pleased to inform you that you have been accepted for the position of **Trainee Detailer** in our company.

You will begin your work on **2nd June 2025**. The details of your salary and benefits that you will be receiving from the company are provided in the employment agreement attached. You will be paid **12,000 (CTC)** per month.

Please find a duplicate copy of this letter and return it to us duly signed as a token of your acceptance.

We welcome you to our organization and wish you a long and prosperous career with us.

With best wishes
Cordially,

Detailed Steel Solution Indian Pvt Ltd



Appointment Letter

Dear Omkar Rohekar,

We are pleased to inform you that you have been accepted for the position of **Trainee Detailer** in our company.

You will begin your work on **23rd June 2025**. The details of your salary and benefits that you will be receiving from the company are provided in the employment agreement attached. You will be paid **12,000 (CTC)** per month.

Please find a duplicate copy of this letter and return it to us duly signed as a token of your acceptance.

We welcome you to our organization and wish you a long and prosperous career with us.

With best wishes
Sincerely,

Detailed Steel Solution Indian Pvt Ltd



DODIA

ARCHITECTURAL PRIVATE LIMITED



HYLINE

Date: July 23, 2025

Ashana Pawar
Andheri,
Mumbai - 400063

Dear Ashana

This has reference to your interview DT. June 7, 2025 in our Organization.

We are pleased to inform you that you have been selected for the post of **Draftsman** at a salary of Rs 20,000 /- Per Month agreed by both of us. For the initial 3 months you will be on a probation period. Post completion of probation period we will give you the final confirmation & will also discuss about your salary as per your expectations.

You have agreed to join our Office by 1st August, 2025. We are working from Monday to Saturday, 6 days a week from morning 9.30am – 6.30pm.

On your day of joining, please bring with you: -
A passport size photograph, along with
All Certificates of all past employments
Residential Proof

You are advised to send your acceptance within 3 days of date of this letter.

Please acknowledge the receipt of this letter.

Detailed appointment letter will be given to you after joining duty.

We welcome you in our Organization for mutual growth and prosperity.

Thanking you and wishing you All the Best.

For Dodia Architectural Pvt. Ltd.

H. A. Nal.
Director



Annexure "A"

Compensation Structure of Avinash Iaxmikant Mishra

Role: Technical Officer

Location: Vasai

Particulars	Annual Amount (₹)
Basic	103200
Allowance*	210603
Employer's Contribution to PF**	21600
Employer's Contribution to ESIC**	0
Gratuity Costing***	8597
Total Fixed Pay	344,000.00
Performance Bonus****	40000
Cost to Company	3,84,000

*Allowance will include all monthly & annual components HRA, Telephone Reimbursement, LTA and any other allowance as may be applicable.

** Statutory Contribution of PF and ESIC as per Provident Fund & Miscellaneous Provision Act 1952 and employee state insurance act 1948.

***Please note that the payment of gratuity will be subject to the provisions of Payment of Gratuity Act, 1972 and as per policies of the ICICI HFC.

****You will be eligible to be covered in the Annual Performance Bonus Plan for the maximum amount mentioned above as per the prevailing rules/policies of the Company. Please note that there is **no guaranteed performance bonus**, and it would be subject to provisions of the payment of Bonus Act, 1965 wherever applicable.

Comprehensive Mediclaim Coverage for you and your immediate family up to 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse, your dependent parents and dependent children (2 children maximum). This benefit is subject to change as per ICICI HFC's policies.

You will also be entitled for coverage under various benefits including insurance as per prevailing rules/policies of the Company.

The remuneration which includes basic salary, allowances and perquisites if any are subject to limits and rules prescribed by the Income Tax Act, 1961 / Rules and policies of the Company.

For ICICI Home Finance Company Limited



Amitabh Kumar Singh
Chief Human Resources Officer

Name of Applicant:

Signature:

Date:

ICICI Home Finance

March 29, 2025

Avinash laxmikant Mishra

Vasai

Dear Avinash laxmikant Mishra

Offer Letter

We refer to the application made by you for a position at ICICI Home Finance Company Ltd. (hereinafter referred to as "ICICI HFC" and/ or the "Company") and subsequent discussions you had with us. We, ICICI Home Finance Company Ltd are pleased to make you an offer for the position as **Technical Officer at Associate Grade** in the Distribution Asset Valuation department at Vasai.

You will be required to join ICICI HFC on or before **July 02, 2025**.

The other terms and conditions of your offer are as follows:

1. Your salary and allowances will be as mentioned in the enclosed **Annexure "A"**.
2. ICICI HFC shall have the right to transfer you to any of its existing offices or branches in India or to any future offices /or branches in India or abroad or to any of ICICI Group companies in India and abroad (now existing or to be established in future).
3. You will be on probation for a period for six (6) Months from your date of joining. Your employment will be confirmed upon satisfactory completion of your probation period or such extended period if any.
4. In case you decide to leave ICICI HFC's services your notice period will be as follows:
 - a. During probation period, you will be required to give forty-five (45) days' notice.
 - b. Post confirmation, you will be required to give ninety (90) days' notice.
5. The Company shall have the right to terminate your offer forthwith for the reason as enumerated below, including but not limited to: -
 - a. For any act of dishonesty or other misconduct or for being held guilty or prosecuted by a competent court or statutory authority for any offense involving moral turpitude or civil or criminal cases instituted against you.
 - b. You are being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offense involving moral turpitude.
 - c. Any false, misleading and/or incorrect information furnished by you.
6. If the terms and conditions of the offer enumerated in this letter are acceptable to you, please confirm your acceptance by returning a copy of this letter, duly signed by you, within three (3) days of receipt.

Yours sincerely,



Amitabh Kumar Singh

Chief Human Resources Officer

Accepted, I will join on or before

Name of Applicant:

Signature:

Date:

ICICI Home Finance Company Limited
Registered Office:

Corporate Office:

Tel: (022) 2221 1000/2221



DATE: 11th February 2025

NAME: Mr. 'Rupesh Kunwar'

OFFER FOR INTERNSHIP

Following your application and subsequent interview, we are pleased to inform you that you have been considered for an internship program with us.

You will be stationed at our Mumbai office. You need to join us within 7 days from the date your results for final semester are declared on the university portal. You are required to report to the HR team for orientation and subsequent placement on this day.

The terms of engagement are as follows:

1. Reporting Time: 11:00AM on day of joining. Thereon reporting shall be as per shift assigned to you
2. Internship stipend amount: Rs. 7500/- per month
3. Period of Engagement: 1 month to 3 months
4. Chain of Command: Reporting Manager & HR team

You will be working as a Civil Intern.

As an intern, you are not employed with the company; and therefore, will not receive health, compensation benefits, etc. You will be entitled to 2 casual leaves per month. You understand that participating in the internship program is not an offer of employment.

Offer of employment shall be given to you upon successful completion of internship post reviewing your progress / performance

During your internship, you will have access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all property of the company.

Chemionix e-Solutions Pvt Ltd

Techniplex-1, 25 & 25A Second floor, S.V.Road, Goregoan (West) Mumbai-400062. India
Telephone: +91 22 6978 0570 Email: hr@chemionix.com / reception01@chemionix.com
Website: www.chemionix.com

DATE: 11th February 2025

NAME: Mr. 'Krutik Churi'

OFFER FOR INTERNSHIP

Following your application and subsequent interview, we are pleased to inform you that you have been considered for an internship program with us.

You will be stationed at our Mumbai office. You need to join us within 7 days from the date your results for final semester are declared on the university portal. You are required to report to the HR team for orientation and subsequent placement on this day.

The terms of engagement are as follows:

1. Reporting Time: 11:00AM on day of joining. Thereon reporting shall be as per shift assigned to you
2. Internship stipend amount: Rs. 7500/- per month
3. Period of Engagement: 1 month to 3 months
4. Chain of Command: Reporting Manager & HR team

You will be working as a Civil Intern.

As an intern, you are not employed with the company; and therefore, will not receive health, compensation benefits, etc. You will be entitled to 2 casual leaves per month. You understand that participating in the internship program is not an offer of employment.

Offer of employment shall be given to you upon successful completion of internship post reviewing your progress / performance

During your internship, you will have access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all property of the company.

Chemionix e-Solutions Pvt Ltd

Techniplex-1, 25 & 25A Second floor, S.V.Road, Goregoan (West) Mumbai-400062. India
Telephone: +91 22 6978 0570 Email: hr@chemionix.com / reception01@chemionix.com
Website: www.chemionix.com

May 29, 2025

Siddhi Jadhav,
Building No.11, B Flat No 105, Mhada Colony, Vasai,
Virar West, Bolinj, Palghar - 401303

Dear **Siddhi,**

MNET Partner Technology Services (I) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as "**Analyst - Operations Analysis**" on **June 9, 2025**. Your position will carry an annual compensation value of **INR 3,11,850** inclusive of fixed components and benefits. You will be on probation for a period of 6 months, starting from the day you join the organization. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

This offer expires on **May 30, 2025** and we request that you join us on **June 9, 2025**.

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.

On or before your joining date, we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with **MNET Partner Technology Services (I) Pvt. Ltd.** will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact mittal.s@media.net with any questions and to accept this offer.

Yours Sincerely,

Varun Vijaykumar
Senior Director – Human Resources

Siddhi Jadhav

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

COMPENSATION & BENEFITS PACKAGE

Name: **Siddhi Jadhav**

Designation: **Analyst - Operations Analysis**

COMPONENTS	₹/ MONTH	₹/ ANNUM	
Basic	10,200	1,22,400	Fully Taxable.
House Rent Allowance	4,080	48,960	Exempted from tax subject to certain conditions as per the Income Tax Rules
Special Allowance	7,580	90,955	Fully Taxable.
Statutory Bonus	850	10,196	Fully Taxable.
Provident Fund	1,800	21,600	PF deduction of INR 1800 as employer contribution towards Provident Fund, an equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund
Gratuity	490	5,885	Eligibility is as per the Gratuity Act
COMPENSATION (A)	25,000	3,00,000	
Medical Insurance	918	11,010	Sum insured of INR 4,00,000 - covers cashless hospitalization for you and your dependents i.e., either spouse & up to 4 children or up to 2 siblings under the age of 25. Optionally you can extend this benefit to include your parents/parent-in laws.
Life Insurance		840	Sum insured 4X the annual gross salary
BENEFIT VALUATION (B)		11,850	
TOTAL PACKAGE (A+B)		3,11,850	

Additional Benefits & Perks: In addition to the above package, you also get some other benefits listed below

- ❖ Free Snacks & Beverages – Fully stocked snack bar with free snacks
- ❖ Subsidized Lunch - Buffet lunch/snacks spread, provided at an employee cost sharing basis
- ❖ Gym - Accessible around the clock for all employees

For MNET Partner Technology Services (I) Pvt. Ltd.,

Varun Vijaykumar
Senior Director – Human Resources

Siddhi Jadhav

MNET PARTNER TECHNOLOGY SERVICES (INDIA) PRIVATE LIMITED

Regd Office: B Wing, 7th Floor, Acme-I-Tech Park, Directiplex, Old Nagardas Road, Andheri (E), Mumbai - 400 069
Corp Office: Acme I-Tech Park, Directiplex, Next to Andheri Subway, Old Nagardas Road, Andheri (E), Mumbai - 400 069
 CIN: U74140MH2011PTC223048 | website: www.media.net | Telephone No. : +91-22- 61487300 (Ext - 4016/4021)

List of Documents

1. Three Passport size color photographs.

2. Proof of Residence:

(Permanent & Temporary if any) Passport / Driving License / Adhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:

- a) SSC, HSC passing certificate or Mark sheet
- b) Graduation Certificate
- c) Post Graduation Certificates
- d) Any other Professional Course Certificates

4. Details of previous employment

- a) Appointment letter (from all previous employers)
- b) Increment Letter (If applicable)
- c) Work experience certificate (from all previous employers)
- d) Salary certificate/Pay slip of last drawn salary in previous Company
- e) Bank statement from the previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

IMPORTANT: Please remember that you **MUST** submit the above documents on or before the day of joining. Also please bring the original copies for all the above-mentioned documents for verification.

OFFER LETTER

Date: 10 June 2025

Dear Kanchan Varma,

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

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

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

ExcelR email id: **e-cap@excelr.com**

Following are the details for Job Profile

For:

Full Stack Developer | Front End | Back End

Job Location : **PAN India**

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,

A circular blue ink stamp with the text 'EXCELR PRIVATE LIMITED' around the perimeter and 'Bangalore' in the center. A handwritten signature 'S.P.' is written over the stamp.

S.Pratyusha Kavya Sree
HR Manager

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

ExcelR EdTech Private Limited

Registered Office

#49, 1st Cross, 27th Main, 1st Stage,
BTM Layout, Bengaluru, Karnataka - 560068.



+91 96321 56744



enquiry@excelr.com



www.excelr.com

CIN:U62099KA2023PTC17307



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology

Approved by AICTE, New Delhi, DTE, Government of Maharashtra
and Affiliated to University of Mumbai

Shri. Hitendra V. Thakur
President

Ms. Aparna P. Thakur
Secretary

Dr. Arun Kumar
Principal

Ref. No. : VIVA / VIT / 7128 / 2024-25

Date :

Date: 30/06/2025

To,
Ms. Sona Ramakant Bhoir,
House No. 137, Chandansar Road,
Near Hanuman Temple,
Shirgaon, Virar (East).
Maharashtra.

Subject : Letter of Appointment.

Dear Madam,

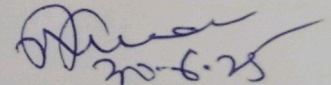
This has reference to your application for the post of Assistant Professor in **Computer Science & Engineering (Artificial Intelligence & Machine Learning) Department** of our VIVA Institute of Technology and your subsequent interview before the committee.

I am pleased to inform you that you have been appointed as **Assistant Professor in Computer Science & Engineering (Artificial Intelligence & Machine Learning) Department**, VIVA Institute of Technology on regular basis. Salary will be as per your qualification, experience and norms of Government of Maharashtra.

Your appointment is made subject to approval of the University of Mumbai, and rules and regulations as prescribed by the government of Maharashtra.

Please communicate your acceptance.




Principal
Dr. Arun Kumar



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology

Approved by AICTE, New Delhi, DTE, Government of Maharashtra
and Affiliated to University of Mumbai

Shri. Hitendra V. Thakur
President

Ms. Aparna P. Thakur
Secretary

Dr. Arun Kumar
Principal

Ref. No. : VIVA / VIT / 7122A/2024-25

Date :
27/06/2025

OFFER LETTER

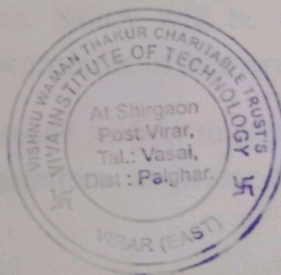
To,
Ms. Sona Ramakant Bhoir,
House No. 137, Chandansar Road,
Near Hanuman Temple,
Shirgaon, Virar (East).
Maharashtra.

Dear Madam,

With reference to your application and subsequent interview held on
26/06/2025 for the post of **Assistant Professor**, we have pleasure to inform you that,
you are hereby selected for the above post in **Computer Science & Engineering**
(Artificial Intelligence & Machine Learning) Department.

Kindly communicate your acceptance.

Thanking You,



Yours faithfully,

[Signature]
27-6-2025

Dr. Arun Kumar
Principal



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology

Approved by AICTE, New Delhi, DTE, Government of Maharashtra
and Affiliated to University of Mumbai

Shri. Hitendra V. Thakur
President

Ms. Aparna P. Thakur
Secretary

Dr. Arun Kumar
Principal

Ref. No. : VIVA/VIT/ 7130/2024-25

Date :

Date: 30/06/2025

To,
Ms. Aasmi Javed Jugari,
601, Dange Tower, Station Road,
Nallasopara (West),
Maharashtra.

Subject : Letter of Appointment.

Dear Madam,


This has reference to your application for the post of Assistant Professor in **Computer Science & Engineering (Artificial Intelligence & Machine Learning) Department** of our VIVA Institute of Technology and your subsequent interview before the committee.

I am pleased to inform you that you have been appointed as **Assistant Professor in Computer Science & Engineering (Artificial Intelligence & Machine Learning) Department**, VIVA Institute of Technology on regular basis. Salary will be as per your qualification, experience and norms of Government of Maharashtra.

Your appointment is made subject to approval of the University of Mumbai, and rules and regulations as prescribed by the government of Maharashtra.

Please communicate your acceptance.




Principal
Dr. Arun Kumar



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology

Approved by AICTE, New Delhi, DTE, Government of Maharashtra
and Affiliated to University of Mumbai

Shri. Hitendra V. Thakur
President

Ms. Aparna P. Thakur
Secretary

Dr. Arun Kumar
Principal

Ref. No. : VIVA / VIT / 712342024-25

Date :
27/06/2025

OFFER LETTER

To,
Ms. Aasmi Javed Jugari,
601, Dange Tower, Station Road,
Nallasopara (West),
Maharashtra.

Dear Madam,

With reference to your application and subsequent interview held on **26/06/2025** for the post of **Assistant Professor**, we have pleasure to inform you that, you are hereby selected for the above post in **Computer Science & Engineering (Artificial Intelligence & Machine Learning) Department**.

Kindly communicate your acceptance.

Thanking You,



Yours faithfully,

27.6.25

Dr. Arun Kumar
Principal



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology

Approved by AICTE, New Delhi, DTE, Government of Maharashtra
and Affiliated to University of Mumbai

Shri. Hitendra V. Thakur
President

Ms. Aparna P. Thakur
Secretary

Dr. Arun Kumar
Principal

Ref. No. : VIVA / VIT / 7133/2024-25

Date :

Date: 30/06/2025

To,
Ms. Vaishanavi Chandrakant Pisal,
Deepak Dewakar Chawl, Room No. 12,
Ajitwadi, Valiv, Vasai (East),
Tal- Vasai, Dist-Palghar,
Maharashtra.

Subject : Letter of Appointment.

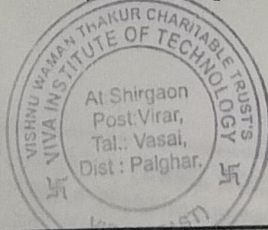
Dear Madam,

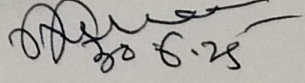
This has reference to your application for the post of Assistant Professor in **Electrical & Computer Engineering Department**, of our VIVA Institute of Technology and your subsequent interview before the committee.

I am pleased to inform you that you have been appointed as **Assistant Professor in Electrical & Computer Engineering Department**, VIVA Institute of Technology on regular basis. Salary will be as per your qualification, experience and norms of Government of Maharashtra.

Your appointment is made subject to approval of the University of Mumbai, and rules and regulations as prescribed by the government of Maharashtra.

Please communicate your acceptance.




Principal
Dr. Arun Kumar



Date: 14/07/2025

Vikrant Pawar

Mobile: +91 9322560547

Address: - S/O, Laxman Ganpat Pawar

At Post- Room no.2, Welcome Home,

Waliv Road, Near Welcome Chawl,

Fanaspada, Waliv, Vasai East, Tal-

Vasai, Dist- Palghar, State-

Maharashtra, 401208

Subject: Appointment for post of Software Engineer

Dear Vikrant Pawar,

We are pleased to offer you, the position of Jr. Software Engineer with Neovision Solutions LLP on the following terms and conditions:

1. Salary

Your salary will commence at ₹20,000 per month.

2. Probation Period

Your appointment will be subject to a probationary period of 3 months. An official confirmation of

Your appointment will be notified to you in writing.

3. Commencement of employment

Your employment will be effective, as of 15th July 2025.

4. Job title

Your job title will be Jr. Software Engineer.

5. Place of posting

You will be posted at Mumbai, Maharashtra. You may however be required to work at any place of business which the Company has, or may later acquire.

6. Hours of Work

The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10.00 Am to 7.00 Pm and you are expected to work not less than Nine hours each day, and if necessary for additional hours depending on your responsibilities.



7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are as below.

You may be working as software engineer, at this stage you are developing technical skills and working to resolve troubleshooting coding, testing and software related issues. Client coordination with respect to application delivery will be essential part of the profile.

8. Company Property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 1 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. If conditions arrived then financial penalties May be applied for disputed notice period.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential information relating to the business of the Company

Handwritten signature and stamp:
A circular stamp from the Maharashtra State Government, dated 14/01/2019, with the number 401 303. The signature is written over the stamp.





which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Mumbai, Maharashtra only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.



Mr. Nilesh Shinde

N Shinde
14-7-25

Shinde
15/07/2025





July 17, 2025

Sahil Kadam
Mumbai

Dear Sahil,

Further to our offer and your acceptance thereof, we have pleasure in appointing you as **Site Reliability Engineer 1** at our **Pune, Maharashtra, India** office effective **July 28, 2025**.

Your annual total cash compensation will be **INR 1,400,000 [Rupees Fourteen Lakhs Only]**. Your compensation is mentioned in the attached Annexure-I.

You will be awarded ESOP worth INR 650,000 only under the PhonePe Stock Option Plan India 2022 (PSOP 2022). You will receive the stock grant letter within 90 days from the day of joining the organization post completing the necessary formalities. The grant letter would additionally contain the number of ESOP units and price/unit amounting to INR 650,000 only; the price/unit will be based on valuation as on joining date.

Additionally, you will be eligible for a joining bonus of INR 200,000. This amount will be recoverable in full in case of your cessation of employment for any reason whatsoever from the company prior to completion of the first year of such employment

Either you or the Company shall be entitled to terminate your employment at any time as per this Agreement. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the nature of your employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company.

You may voluntarily resign from your employment at any time on giving to the Company **60 days** prior written notice or pay salary in lieu thereof. However, the Company may at its sole discretion waive all or part of the notice or allow the employee to make payment to the Company in lieu of all or part of the notice period. In the event of promotion/role change for any reason, company's prevailing notice period policy as applicable to such new designation/role will apply.

Termination by the Company: Notwithstanding anything to the contrary contained herein, the Company is entitled to terminate your employment by giving you 60 days written notice or payment in lieu thereof. The Company would have the flexibility to either allow you to leave employment prior to the completion of any notice period upon payment of salary in lieu of such unserved notice period. Notwithstanding the above, the Company is entitled to terminate your employment immediately, without any prior notice, in cases where the background and reference checks are not found to be favourable.

Probation - For a period of one (1) month from your date of joining the company **you shall be under probation**. At the end of the probation your employment shall be deemed to be confirmed unless you have been issued a communication from the Company in writing extending your probation for a period decided by the Company. During the probation period, either party may terminate the employment at anytime,

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without assigning any reason, upon written notice to the other party of not less than seven (7) days or on payment of salary in lieu of the said notice period. Unless stated otherwise, there would not be any change in the terms of employment on confirmation.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but is not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by the company or an appropriate third party, and the results of such background checks being favorable in the company's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by the company. These reference and background checks may be conducted before or during your employment with the Company. The Company may withhold your salary and/or terminate your employment, at its sole discretion, in case these reference checks are not favourable. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Your work week may be five days or six days a week as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of your duties. You may also be required to attend duties on Public Holidays as per the exigencies of work and as permissible under applicable law. Ordinarily, your work week will not exceed 48 hours except in cases of exigency, in which case you will be informed by your supervisor of the need to work additional hours in compliance with the applicable laws.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person. You represent and warrant to the Company that you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall serve the Company in India in connection with the business either of the Company or one of the Associated Companies as the Company may at any time or from time to time direct. ("Associated Companies" shall mean and include any and every Company in which at least 25% in the aggregate of the Ordinary Share Capital is for the time being held by or in the beneficial ownership of the Company and/or any of its associated companies)

You shall not have any claim whatever against the Company or any of its Associated Companies for any extra service, unless for such payment (if any) as may have been expressly agreed to in writing prior to such services being rendered.

During the employment period, if you are required to travel or stay outside your location specified above, you shall be entitled to reimbursement of reasonable expenses as per the travel policy of the Company, applicable from time to time.

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You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavours to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company.

You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

During employment or upon the termination or separation of employment, you agree to promptly return all company-owned assets, including but not limited to, electronic devices, identification badges, proprietary information, documents (whether originals or copies or in hard copy or electronic form), and any other property belonging to the company as per company's laid out process and/or policy or its clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company, on or before your last working day with the Company. In the event that any company assets are not returned in good condition due to damage (partial or total), the company reserves the right to recover the cost of such assets or cost of such repair or replacement of the asset at the fair market value, as the case may be, from your full and final settlement including gratuity, if applicable.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Company, during or after the Employment Period, you shall assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

You shall, at the request and cost of the Company, take all necessary steps to procure the granting of Letters of Patent in India and similar protection abroad in the Joint names of the Company and yourself in respect of such invention, and upon such Letters of Patent and/or similar protection being granted, shall, at the request and cost of the Company, execute all assignments, licenses, and other documents required by the Company to deal with the said Letters of Patent and/or similar protection in such manner as the Company may think fit. Should the Company so desire the said invention shall not be made the subject of Letters of Patent or similar protection, but shall be worked by the Company, and all or any of its Associated Companies as a secret process, and in such case you undertake not to disclose, divulge or communicate any information relating to such invention to any other person or persons whatsoever.

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All the provisions hereinbefore contained regarding any invention or patent shall apply to any design which during the continuance of this Agreement, you shall become entitled to register, the registration thereof being deemed to be equivalent to the grant of Letters of Patent, and any other necessary changes being made.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on.

You shall not do or indulge in any of the following, without the prior written consent of the Company:

(a) **Compete:** During the Employment Period and for a period of at least 6 (Six) months after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company.

(b) **Solicit Business:** During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit, endeavour to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company.

(c) **Solicit Personnel:** During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You acknowledge and agree that the compensation stated in Annexure I of this appointment letter is sufficient consideration for you to agree to non-compete and non-solicitation

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom, you may be having official dealings.

You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company, irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You will have access to the employee portal which will have Company's Code of Conduct, Privacy Policy Guide, IT Usage Policy, Safety and Environment policy and other policies of the company. You are required to go through the same and understand them. You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service.

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If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or wilfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.

No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time.

No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

Data Privacy and Protection

During the course of your employment with the Company, you may provide the Company with confidential data or personal information that can be linked to you personally, or otherwise personally identifies you, including without limitation your financial information, government identifiers, emails, addresses, telephone number, physical, physiological and mental health information, and medical records and history (Personal Data). You acknowledge that the Company may collect, use, transfer, store or otherwise process (Process) such Personal Data as required per the Company's policies, to facilitate the conduct of the Company's business, to conduct background checks, for finance, accounting and marketing purposes or for quality and risk management purposes. The Company will Process your data in accordance with applicable law and professional obligations and shall ensure that any service provider who Processes Personal Data on your behalf adheres to such requirements.

You hereby consent to the Processing of your Personal Data in the manner described above, whether by the Company or any service provider on the Company's behalf. During the course of your employment with the Company, You may have access to Personal Data, including but not limited to that of Company's customers, employees, clients, vendors, or merchants, for the purposes of discharging your employment duties. You agree to comply fully with all applicable laws, regulations, and government orders relating to Personal Data and its protection as applicable to the Company including its Privacy policies. You shall at all times during or after the course of your employment act with utmost care and good faith to protect the Personal Data and not disclose or divulge any Personal Data to any third party or make use of any such Personal Data for your own benefit.

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If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

For PhonePe Limited

DocuSigned by:

Sakshi Sharma

95DE19C890A24AF...

17-Jul-2025 | 3:19 AM PDT

Sakshi Sharma
Head HR, PhonePe Tech

I accept the above terms and conditions and shall abide by them.

Signature

Signed by:

Sahil Kadam

A54F28FB732840D...

17-Jul-2025 | 3:43 AM PDT

Name : Sahil Kadam

"This is an electronically generated document, hence will not be printed on letter head material."

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Annexure I: Your Rewards Summary

Name : Sahil Kadam

City : Mumbai

Compensation Structure	INR Annually
Total Base Pay (A)	1,400,000
Basic Salary	630,000
House Rent Allowance	315,000
Provident Fund (Employer's Contribution)	21,600
Leave Travel Allowance	24,000
Special Allowance	409,400
Total Cash Compensation (B)	1,400,000
Benefits Cost (C)	70,653
Insurance Cost	40,350
Gratuity	30,303
Cost To Company (D = B + C)	1,470,653
Stocks (E)	650,000
Your Rewards (D + E)	2,120,653

Note:

- Employer's Contribution to Provident Fund (maximum 12% on 1,80,000/- of Basic Salary per annum)
- Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.

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FAQ on PhonePe ESOP Plan

Q1. Can you explain the terms Grant, Vesting & Exercise?

- **Grant** means the grant of PhonePe Options to an employee (referred as 'Option Grantee') under the PSOP.
- **PhonePe Option** means an option Granted to an Option Grantee pursuant to the PSOP, each of which gives such Option Grantee the right, but not an obligation, to purchase or subscribe for one Share.
- **Exercise** is the fulfilment of the right whereby the option holder gets the option converted into a share by paying the exercise price.

Q2. What does the PhonePe stock option mean ?

Each PhonePe option that you are granted will entitle you, on exercise, to acquire one share of PhonePe Private Limited (India)

Q3. What is the current exercise price ?

The current exercise price is INR 1/-

Q4. What are the vesting conditions of the options

The vesting schedule and other conditions for the options will be as laid out in the stock agreement letter issued to you.

Q5. What is the expiry date of PhonePe ESOPs?

All PhonePe ESOPs will expire in 10 years from the date of grant

Q6. Will ESOP Grants be taxed ?

As per Indian income-tax laws, any tax resident in India will be subject to tax on ESOPs as follows:

- On Grant : No Tax
- On Vesting : No Tax
- On Exercise of Options : Taxable as salary (perquisite) - the difference between the Fair Market Value (on exercise date) and exercise price is taxed as perquisite. The employer (PhonePe) will deduct tax (TDS) on this perquisite. This amount will be shown in the employee's Form 16 and would need to be included as part of total income from salary in the tax return
- On sale of shares : The proceeds of the sales would be treated as capital gains at applicable rates. Capital gain is calculated as follows - Consideration on sale of shares *less* cost (i.e. fair market value treated as perquisite on exercise and subject to tax as salary). Tax rate for capital gains would depend on the period of holding of shares.

Q7. When can I sell my shares ?

- Once the options have vested you can sell the shares only on the listing of the company or during other liquidity window events before listing, that the Company may declare.
- You will be provided with access to an online portal to access your options

Q8. What happens if an employee is on sabbatical leave ?

If an employee is on sabbatical all vested options till the day of sabbatical will remain as is, vesting of remaining options will pause and will resume from the day the employee has joined back the organization post sabbatical.

Q9. What happens to my options in case of my death, incapacitation or termination ?

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- In the event of the death of an employee while in employment, all the options granted to him/her till such date shall vest in the legal heirs or nominees of the deceased employee.
- In case the employee suffers a permanent incapacity while in employment, all the options granted to him/her as on the date of permanent incapacitation, shall vest on that day.
- In the event of separation from PhonePe, all options unvested for an employee as on that day shall expire. The vested options will continue to be held by the employee (till the date of expiry of the ESOPs), unless found to be guilty of grave misconduct or moral turpitude (fraud, dishonesty, sexual harassment and other offences of a grave nature committed whilst at the Company).
- The company withholds the right to clawback any gains made by the employee through the ESOP program or cancel the vested options if the employee is found guilty of misconduct, moral turpitude or non-adherence to the clauses in the appointment letter and employment agreement.

Q10. When will I get to know the number of units allocated to me and the per unit value?

You will receive the stock grant letter within 90 days from the day of joining the organization post completing the necessary formalities. This letter will carry the number of units along with the per unit price.

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JOB CONFIRMATION LETTER

Issue Date: 23rd Aug, 2025

Location: Mumbai

Dear Inshaal Shaikh,

Antraweb Technologies is pleased to offer you the position of “**Business Development Executive—Antrapreneur.**” We are very excited about the potential that you and your experience will bring to the table.

Your commencement date in this position is **25th August 2025**. The appointment letter will be shared with you on the day of joining.

In consideration of the services, the company shall pay you a CTC of **Rs. 36000/- p.m.** The breakdown of the structure has been explained to you. Please signify your acceptance of this offer by signing the same.

If you have any further queries, do not hesitate to contact us.

Antraweb Technologies Pvt Ltd congratulates you on your confirmation and wishes you well in your position.

Regards,
Mohammad Rizvan,
Sr. Human Resource.

I accept the above-mentioned terms and conditions on confirmation to the position.

(Signature & Date)



Jai Bhavani Traders

Stationery • Sports • Disposable Items

Shop No: 2, Gawad Wadi, Gawad Tower, Near Railway Crossing, Virar East

Employee Name:	Jay Rupareliya	Employee ID:	JBT1025
Designation:	Sales Executive	Department:	Sales

Payroll Slip - August 2025

Earnings	Amount (₹)
Basic Salary	30,000
Gross Salary	30,000
Deductions	Amount (₹)
None	0
Total Deductions	0

Net Salary (Take-Home): ₹30,000



Kickstart an epic
journey and unleash
your full potential





We are **Persistent Systems.**

A trusted Digital Engineering and Enterprise Modernization partner.

We are a tech legacy that's not just about building careers but about engineering the extraordinary. With 33+ years of software prowess, we have grown at a jaw-dropping rate, **crossing \$1B+ in annual revenue in 2023.**

Our powerhouse team makes being at Persistent more than a 9-to-5 gig — it's a thrilling journey where each career chapter is **as uniquely spectacular as you are!**



Welcome to your next big adventure!

It is my pleasure to welcome you to the Persistent family. Thank you for making Persistent your career platform of choice.

It would be an understatement to say that you are the future of Persistent!

Over the last 33 years of our existence, we have positioned ourselves as the pioneering Digital Engineering and Enterprise Modernization company, and I am looking forward to your contributions in defining and co-creating our prosperous future.

As you get inducted to **The Persistent Way**, I want to personally reassure you that Persistent is a great place to unleash your full potential. Persistent will provide you the platform to accelerate your professional and personal growth while impacting the world in positive, powerful ways using technology.

There could not have been a better time to be at Persistent. In FY2023, we achieved a significant milestone of 1 billion dollars in annual revenue on the back of industry-leading and consistent growth over the last 4 years. The Persistent family has expanded to 23,000+ colleagues across 20 countries while creating ongoing opportunities for our employees' learning and growth, ultimately paving the way for our mutual success.

As part of your growth, we are committed to getting you fully equipped on the latest technologies and platforms and suit you up with business readiness skills by leveraging our world-class learning and development infrastructure.

You're joining an incredible organization, where we have, and we will achieve remarkable things in the future. Together, we will continue to embrace our growth mindset, capitalize on our strengths, and remain focused in our pursuit of resiliency and excellence.

Fasten your seat belts and get set to
See Beyond, Rise Above, the Persistent Way.

Onwards and upwards!

Sandeep Kalra

CEO & Executive Director



Consider your work family officially expanded **the Persistent way!**

A workspace where your ideas are celebrated and every day is a chance to learn, innovate, and build a phenomenal life with a purpose.

- 01 Benefits at a glance
- 02 Your first few weeks at Persistent
- 03 Our global presence
- 04 Our core values
- 05 Accelerate your growth, both personally and professionally
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- 08 Enjoy collaborative innovation with diversity
- 09 Engineering growth for our communities
- 10 Well-being takes center stage at Persistent
- 11 We have raised the standards by setting THREE Guinness World Records
- 12 Some crazy, cool stuff under our belt! Awards and recognitions
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Benefits at a **glance**

Joining Persistent, you'll naturally immerse in a vibrant atmosphere where high-quality work and continuous learning aren't just encouraged — they're a way of life.

You'll collaborate with colleagues who inspire excellence and innovation at every turn. In this nurturing environment, meeting goals becomes a collective triumph, paving the way for your career to not just grow, but truly flourish. Welcome to a place where your professional journey is celebrated every step of the way.

Access to Persistent University

Develop your skills at Persistent University, a celebrated corporate learning center with over 29 accolades in the past decade, showing our commitment to your continuous learning and growth.

Financial Assistance in Emergencies

In tough times, count on the Persistent Employees Benefit Trust (PEBT) for zero-interest financial aid during medical emergencies, extending support to your immediate and extended family.

Comprehensive Insurance Coverage

Feel secure with our insurance package covering group term life, personal accident, and hospitalization for you and your family, including spouse, kids, and parents or in-laws.

Wealth Creation Opportunities

We go beyond just monthly compensation to prioritize long-term financial security for our people through superannuation, and National Pension Scheme, etc.

Robust Leave Policy

Balance work and life with 27 paid leaves, 9 public holidays, and additional leaves for new parents — because everyone deserves a break.

Transparent Compensation Structure

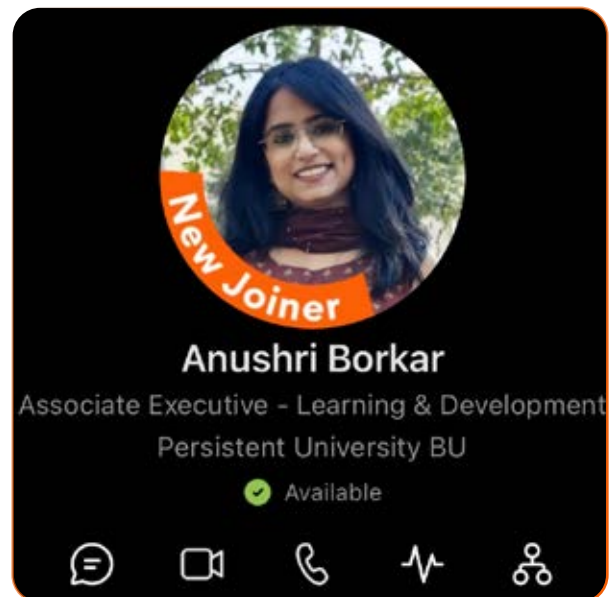
Experience clarity and fairness in our compensation structure, with over 105% Company Performance Bonuses paid to all employees for the past 3 years, showcasing our commitment to transparency and industry-leading practices.

Your first few weeks at **Persistent**

Day 1



Kickstart your journey by creating your very own swag kit! Personalize it to your taste and flaunt your Persistent pride.



Sport your virtual 'New Joiner' badge with honor! It's a friendly heads-up to your colleagues, who'll go the extra mile to ensure you feel welcome and supported in your new role.



Be greeted by our dedicated onboarding experts, who are here to welcome you warmly into the Persistent family. They'll answer your initial queries and ensure you're fully prepped and ready to embark on this exciting journey.

Meet our IT wizards, who will equip you with your laptop, official email, and digital identity. They make tech setup a breeze, so you're connected and ready to roll.

Week 1 & 2

- **Connect with HR** to better understand company policies, culture, and employee benefits, ensuring you are well-informed about your rights and responsibilities from the outset.
- **Connect with Your Resource Management PoC** to align your skills and interests with suitable projects and clarify workload expectations, aiding in your career progression within the company.
- **Meet Your Work Buddy**, an experienced colleague, who will help you navigate the new work environment smoothly, provide insider tips, help in understand workplace culture, and facilitate introductions to other team members.
- **Receive Tribal Knowledge / Knowledge Transfer about Your Project** to understand the unique aspects, challenges, and client expectations, which is instrumental for making informed decisions and enhancing your role effectiveness.
- **Other Project Assimilation Activities** in the form of meetings, trainings, and team-building events, will help you in grasping the broader context of your role and how it contributes to the team and company goals, while also offering networking opportunities.

Week 3 to 8

- **Setting Your Goals** is crucial as it defines clear, achievable objectives for your role, providing direction, focus, and a benchmark for measuring progress, thereby guiding your professional development.
- **Unit Induction** is essential for familiarizing yourself with your business unit's functions, culture, and place within the organization, aiding in effective team integration and a smoother transition to your new role.
- **Connecting with Your Unit Leaders** is important for gaining insights into their vision and strategic direction, aligning your efforts with departmental objectives, and receiving valuable mentorship for professional growth.



Our global presence

Strong presence across key geographies



Opening offices closer to our people

As we keep expanding our offices worldwide, we enable our people to work nearer to their homes and engage more with local communities.



Our core values

Ingenious

We always want to be the first to transform new ideas into tangible business results while optimizing our use of resources.

We are versatile in action and agile in thought because we believe it's important to do more with less. For us, ingenious solutions are the ultimate goal.



Persistent

In the face of complexity and rapid change, we are determined to help our customers and our people around the world succeed.

The road to joint success may be long, but we're persistent where our competitors falter. Our optimism is infectious and helps customers trust in our abilities. Together we build momentum towards our shared goals.

Responsible

With our clients' and colleagues' best interests at heart, we act responsibly and communicate with clarity. Our global practice demands respect and openness towards each other, the communities around us and global society at large. We take seriously the trust placed in us and work hard to earn it every day. We never make a promise that we cannot keep.

Confident

We meet every challenge with respect and confidence. We trust in our abilities and the difference we can make. We also understand the complexities of modern technology well enough to always keep learning. Every accomplishment and customer success adds to our ability and growth. They deserve to be talked about.



Accelerate your growth, both **personally** and **professionally**

Our journey began in **1990**, evolving from a fresh tech company to a tech titan over three dynamic decades. Today, we are a force to reckon with in terms of innovation, tradition, skill development, and sheer passion.



We have strong leadership in software engineering and digital transformation. Bringing a boutique mindset.

Over **350 clients** annually and having a presence in more than **20 countries**. Our diverse, open, and innovative business partner ecosystem ensures maximum exposure for you at every step of your journey.

Our clients include

14 out of **30**
Most Innovative
Global Companies

6 out of **10**
Global Tech Giants

Driving Excellence for
5 of the **10**
Top Pharmaceutical
Companies

Powering up
5 of the **10**
Largest Banks in
both the US & India

Collaborating with
25+
Global FinTech
Innovators

Partnering with
6 of the **10**
Top Medical
Device Companies

Unlock opportunities to work and learn with the industry's best

Once you are a part of the Persistent family — our ever-evolving learning hub, you will get to tap your full potential thanks to our best-in-class learning infrastructure.



Persistent University

A comprehensive L&D program to help you build next-generation technology skills

At Persistent University, you will be part of a vibrant community where potential knows no bounds. We are here to foster an environment of creativity, innovation, and collaboration. Get ready to supercharge those brain cells with knowledge and skills.

What sets this university apart? A whopping...

12,500+

certifications earned

350+

technical and
power skill courses

100+

digital tech courses



Ramanujan — our flagship learning center in Pune, India

At our state-of-the-art learning center, learning is not just a journey but also a global celebration of perspectives, ideas, and endless possibilities.

Scan the QR code
to learn more



Persistent Digital Engineering Academy (PDEA)

Join us at the Persistent Digital Engineering Academy, where you can master technology with the help of these:

6,000+
pre-defined
skills

10+
tech clusters

AI-led training
recommendations



Activate an innovator’s mindset with Gen AI training

We are engineering the extraordinary, and with us, you can become a significant part of the Generative AI revolution. You will be glad to know that Persistent takes the crown as the Generative AI Market Leader in the HFS Horizons: Generative Enterprise™ Services, 2023 Report. From extensive Gen AI learning courses to partner-led tech workshops, it’s all about turning the new-age tech enthusiasts into masters with an unbeatable AI edge.

Foundation Course

Gen AI Concepts,
Code Assist tools,
Prompt Engineering

Practitioners Course

Foundation Course
+ Python, Tools & IP's
(across lifecycle
phases)

Proficient Course

Practitioners Course
+ LangChain ++,
NLP, Models,
Cloud, Testing

Sales Support & GTM Strategies

GTM enablement
material, demo/PoC
creation, regular
enablement sessions

Rise with cloud mastery

Get ready to become the ultimate cloud warrior!

Dive into the cloud-native universe with certifications from the major Hyperscalers.


Gold Partner
& Direct CSP


Advanced Partner


Premier Partner


GSI Global Strategic Partner


Platinum Business Partner

Inculcating divergent **thinking** and hands-on learning through **Hackathons**

We don't believe in boring workshops that make you want to doze off. We encourage the art of thinking outside the box while shaping infinite possibilities with hands-on training.

Let's redefine learning -one innovative idea at a time.

Whether you're a coding whiz or aspiring to be one, you're in for a thrilling ride at Persistent. Our hackathons are a surefire way to turbocharge your tech journey.



Let's turn lines of code into lines of success!



Our flagship 24-hour hackathon to activate an innovator's mindset.

**Hack your way to
digital engineering success!**

Scan QR code to
learn more about
Semicolons



Enjoy collaborative innovation with diversity

23,000+
Global Workforce

30.8%
of global staff is women

33
Nationalities

20
Countries



Resource group programs form the very foundation of our ascent. Here, we believe in creating an environment where you don't just climb; you elevate other's lives and lead with a purpose.



Prerna — Our powerhouse women's group!



Pehchaan — Open Talks & Support for LGBTQIA+ Pride



Aspire — Women Leadership Development



#IamRemarkable
Celebrating Achievements of Women at the Workplace



Persistent's Women's Returnship Program



Kiran Girls Scholarship Program

Divopoly

A gamified intervention to raise awareness about Diversity, Equity, Inclusivity and Belonging (DEIB).



Engineering growth for **our communities**



Being the face behind some supreme tech innovations, you can also be the driving force behind changing a few lives. You will be part of our **Persistent Foundation** — our vehicle to support education, health, community development, culture and wildlife conservation across India. The Persistent Foundation collaborates with 80+ partners to drive long-term initiatives across the country.



Education

Nurturing and empowering young minds through quality education and infrastructure enhancement for a brighter future.



Health

Impacting lives through healthcare support for children and the elderly to foster healthier, happier communities.



Community Development

Sustainable initiatives of water conservation, green energy, and livelihood support for a better world.



Cultural and Wildlife Preservation

Preserving cultural heritage, alleviating human-animal conflict, and safeguarding biodiversity for a peaceful co-existence.

www.persistentfoundation.org

Curious to know more?
Scan QR code to
discover our ESG Report



Well-being takes **center stage** at Persistent

At Persistent, work-life well-being is our secret sauce for success! You can be the next 'rockstar' in the squad of go-getters, adventure-loving, and all-around awesome individuals at Persistent. We have everything from sports activities to marathons, annual health check-ups, and social events to ensure holistic wellness. Conquer the tech front while you relish every extraordinary moment of the 'Persistent' life.



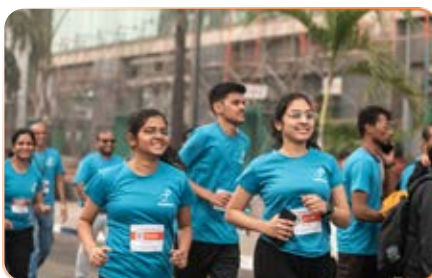
PULSE Annual Employee Gathering

Scan QR Code for the Video



Persistent RUN Our Annual Marathon

Scan QR Code for the Video

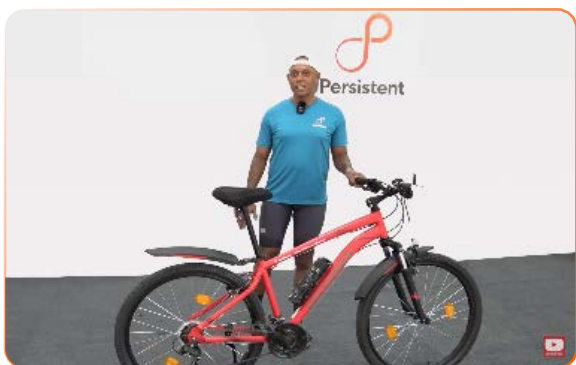


We have raised the standards by setting **THREE Guinness World Records**



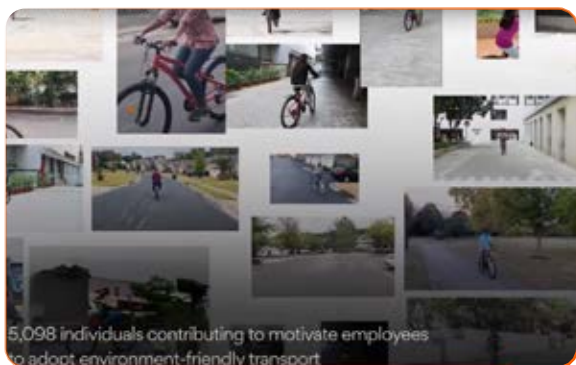
Largest Bicycle Logo / Image

Created its logo with 704 bicycles, showcasing its dedication to employee wellness and symbolizing it by etching it in its brand identity.



Most Live Viewers of a Cycling Awareness Video Lesson on YouTube

7,348 employees and their families viewed the cycling awareness tutorial live to help understand best practices around cycling and cycling safety.



Largest Online Video Album of People Riding Bicycles

Making cycling a movement and motivating employees to adopt environment-friendly transport, we built the largest online video album of people riding bicycles with 5,098 individuals contributing to it.

Some crazy cool stuff under our belt!

Awards and recognitions



Persistent Named as the **"Most Promising Company"** of the NBC Year at CNBC-TV18's India Business Leader Awards Reflects long-term sustained performance and resilience in a rapidly evolving business environment.



Sandeep Kalra
CEO and Executive Director of Persistent, wins the prestigious Business Today Best CEO Award under the IT and ITeS category.



Persistent bagged a Gold award under the "Sustainability" category and a Silver award in the "Best Project Corporate" for its Ramanujan facility at iNFHRA's 8th edition of Workplace Excellence Conference & Awards



Persistent achieves Premier Tier Services Partner Status in the AWS Partner Network (APN)



Recognized in the Salesforce Consulting Services Landscape, Q1 2023



Persistent recognized as Google Cloud's 2023 Social Impact Partner of the Year for APAC



Persistent won the Golden Peacock Award for Excellence in Corporate Governance for the year 2023



ISG Star of Excellence
Universal Industry | 2023 Winner

Persistent awarded the prestigious 2023 ISG Star of Excellence™ Award in four categories for providing unique business solutions powered by the latest innovative technologies.



Persistent named Generative AI Market Leader in HFS Horizons: Generative Enterprise™ Services, 2023 Report



Scan to discover more such achievements

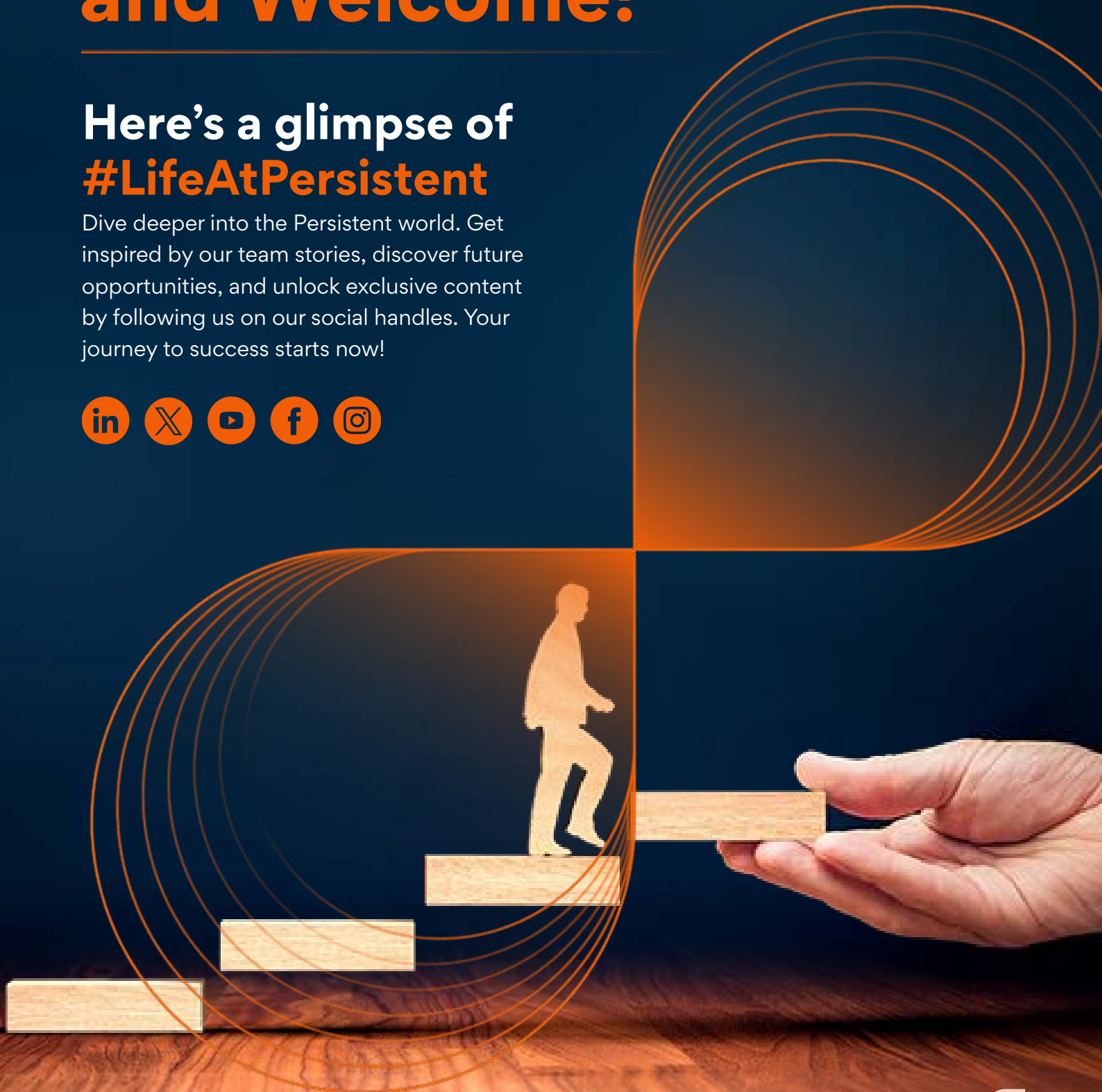
Buckle up for an epic ride where your design, consult, and coding skills elevate you to heights even your coffee can't reach!

We can't wait to see you make your mark at Persistent.
Oh, and did we say

Congratulations and Welcome!

Here's a glimpse of **#LifeAtPersistent**

Dive deeper into the Persistent world. Get inspired by our team stories, discover future opportunities, and unlock exclusive content by following us on our social handles. Your journey to success starts now!



Reference: Persistent/Recruitment/1429320/3.1

Confidential

12-Jul-2025

Ms Manjiri Aditya Mhatre
862, 'Amrut' Bungalow, Kerewadi, Mulgaon, Vasai (W), Palghar-401201

Dear **Manjiri Aditya**,

Subject: **Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade **3.1** with Persistent Systems (Company).

Persistent follows a career structure consisting of attributes such as Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

We would appreciate your joining at the earliest but in any case not later than **14-Jul-2025** as mutually agreed.

The terms and conditions of this offer for employment are:

Salary

Your Annual Cost To Company will be **INR 4,01,000**. A detailed break up of your salary is given in Annexure-A.

Statutory Bonus / Ex-Gratia Payment

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-Gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

If no such statutory modifications of retrospective nature are noticed, the remaining amount under the heading 'Statutory Bonus / Ex-Gratia' will be eventually considered towards 'Ex-Gratia'. If changes in statute take place with retrospective effect, Company reserves right to apply this logic of considering complete amount towards 'Statutory bonus' and balance, if any, left towards 'Ex-Gratia' in retrospect.

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Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000

Persistent Systems Inc., 2055 Laurelwood Rd, Suite 210, Santa Clara, CA 95054, USA | Tel: +1 (408) 216 7010

CIN – L72300PN1990PLCO56696 | Fax - +91 (20) 6703 0009 | e-mail – info@persistent.com | Website – www.persistent.com

APB - Annual Performance Bonus (as per the Company policy)

APB is a part of your annual gross salary. APB will be paid to you based on the 'Annual Performance Bonus' Policy of the Company

Additional Terms –**1. Acceptance of Offer**

- Please send us your acceptance of the offer on or before **13-Jul-2025**.
- Upon acceptance of this offer letter, your employment with the Company will be effective from the date of your joining the Company.
- You are expected to join the Company after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, Company will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses and expenses that the Company may be required to pay as a result of not producing a valid letter unconditionally relieving you from the previous job.

The information produced by you at the time of recruitment as well as during joining is deemed to be true and correct. By accepting this offer letter, you give your unconditional consent to the Company and/or its authorized person/ agency to carry out your background check and take all necessary actions to verify the authenticity of the information provided.

In case of your failure to take necessary steps as mentioned above, within the specified timeline or in case the information, particulars and data furnished to the Company by you are found to be erroneous, incomplete, inaccurate or untruthful, at any stage of recruitment process or in the background check or where the background check reveals undesirable results, the Company will have a right to take necessary disciplinary action including revocation of the offer or termination of your employment without any obligations or without any notice period or compensation.

Further, you allow the Company to provide your personal information (i) for internal business requirements (ii) for applicable legal compliance in or outside India (iii) as may be required by Company's customers as a part of the engagement between Persistent and customer e.g. sharing of profiles etc. (iv) if required by court or government authorities.

2. Work Location

At the time of joining you will be posted at **Mumbai** office. However, your services can be transferred to any of the Persistent group of Companies, other establishments of the Company, at Company's customer site or at partner's location anywhere in India or abroad subject to Company policies and business requirements from time to time.

3. Increments and Promotion

Your growth in the Company and increments in the salary will depend solely on your performance and contribution to the Company. The increments and salary revision will be determined by the Company and driven as per the then prevailing Performance and Health Management Policy of the Company.

4. Probationary Period

You will be on probation for a period of six months, from the date of joining. Upon satisfactory performance during the probation period, your employment will be deemed confirmed unless otherwise communicated to you in writing.

In addition to your performance during the probationary period, confirmation of your employment is subject to your submitting the requisite documents as required at the time of you joining the Company.

5. Recovery of Expenses

Any expenses incurred by the Company for your recruitment such as your relocation, accommodation, reimbursement of short fall of notice period if any, etc. would be recovered from you if you voluntarily resign from the services of the Company within twelve months from your date of joining. Joining Bonus shall be recovered as stipulated in 'Joining Bonus' clause above.

6. Notice Period

If you voluntarily resign from the services of the Company, you will be required to give ninety days' advance written notice or 'Basic Salary' in lieu of the notice period subject to the Company's discretion. Similarly, the Company may terminate your employment by giving you ninety days' notice or 'Basic Salary' in lieu of notice period.

The Company may, at its discretion, relieve you prior to the aforesaid notice period.

The Company can terminate your service without any notice period and without paying the salary in lieu of notice period, in case your employment is terminated on the grounds of

- Breach of confidentiality or IP related obligations
- Violation of law
- Gross misconduct
- Material breach of Company policy, on your part. In such event, the Company will not be liable to make payment in lieu of notice period.

In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day.

7. Mediciam Insurance Policy

Mediciam Insurance policy is a family floater policy and the maximum sum assured is as stated in Annexure – B . Employees are requested to view the policy terms and conditions on Persistent intranet post joining.

8. Retirement

You shall retire on the day of completion of your sixty years of age. For this purpose, the date of your birth considered will be as per the certificate of proof of age submitted by you at the time of joining the Company. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

9. Rules and Regulations

You will be governed by the rules and regulations applicable to the employees of the Company, including revisions in such rules as may be effected from time to time. During the continuance of your engagement with us, you shall not be associated, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever, but shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.

Also, the Chart of Authority and Disbursement is published on our Intranet (as applicable). You may go through the same, once you join the organization.

10. Invention Assignment and Confidentiality Undertaking

The matters pertaining to terms and conditions of your employment including your remuneration are strictly confidential between you and the Company, and should be treated as such.

As part of the joining process, you will be required to sign 'Invention assignment and confidentiality undertaking'.

11. Code of Conduct

As part of the joining process, you will be required to sign 'Code of Conduct'.

12. Working Days

Normal working days are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other off day. Staff of Support Departments may be required to work on Saturdays. You will be governed by the working hours policy of the Company. Based on the business need, you may be required to work in shifts, in extended working hours or on call. The same may be modified from time to time to keep it in line with the prevailing local statutory provisions.

13. Information and Security

The role assigned during your employment with the Company includes the Information Security responsibilities as required by organization and customer. This includes adhering, maintaining information security artifacts as required by Information Security Policy of the organization and customer.

During your employment with the Company, you shall not disclose any information to anyone including but not limited to Company's customers, prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third party intellectual property rights. If you disclose any such information, you shall be solely liable at your own cost and you agree to hold harmless the Company from and against any claims, actions, suits, demands, damages, claims for fees, costs, charges and expenses.

14. No Conflict

You warrant that if you accept this employment offer with the Company, it shall not be in conflict with :

- any other agreement that you may have entered into or
- any obligation that you may be bound to

15. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle

the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.

16. Transit Accommodation

If you need transit accommodation, it can be provided to you, in case you are joining from outstation to the work location. The accommodation will be for a period of maximum seven days from a day prior to your joining date. For availing this, you need to send an email request to **Sonalika Saksena** at **sonalika_saksena@persistent.com** one week prior to your joining date.

17. Joining Formalities

Kindly contact **Rajeshwari Joshi**(**rajeshwari_joshi@persistent.com**, **Ph.No.- 020-66965038**) on the date of joining. We request you to report at 9:00 AM at the address mentioned below for completion of joining formalities.

Persistent Systems Limited

12th Floor, Tower C, Times Square, Andheri-Kurla road, Opposite Mittal Industrial Estate, Marol, Andheri-East, Mumbai – 400 059 Maharashtra

Please find the details of the documents/information required at the time of joining, in Annexure C.

We welcome you to the Persistent family and look forward to a long and mutually rewarding association.

Yours sincerely,

For Persistent Systems Limited



Yogesh Patgaonkar
Chief People Officer

Annexure to and forming part of this letter:

1. Salary Breakup Sheet (Annexure A)
2. List of Company Benefits (Annexure – B)
3. Documents Required on the day of joining (Annexure C)

Acceptance of the offer

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Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000

Persistent Systems Inc., 2055 Laurelwood Rd, Suite 210, Santa Clara, CA 95054, USA | Tel: +1 (408) 216 7010

CIN – L72300PN1990PLCO56696 | Fax - +91 (20) 6703 0009 | e-mail – info@persistent.com | Website – www.persistent.com

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this Appointment letter as a token of my having accepted employment with the Company and the terms and conditions set out in this letter.

Also, I hereby declare that nothing apart from the above mentioned clauses have been committed to me during the selection process.

I will join the Company on **14-Jul-2025**.

Date:

Signature:

SALARY BREAK-UP SHEET (Annexure – A)

Date: **12-Jul-2025**

Grade: **3.1**

Location: **Mumbai**

Name: **Manjiri Aditya Mhatre**

Designation: **Software Engineer**

I	Monthly Components	% of basic salary	Amount (INR)
1.	Basic Salary		9,700
2.	House Rent Allowance	50%	4,850
3.	Company contribution to E.P.F./Special Pay I #		1,800
4.	Superannuation fund/Special Pay II	15%	1,455
5.	National Pension Scheme/Special Pay III	10%	970
6.	Leave Travel Assistance	10%	970
7.	Statutory Bonus/Ex-Gratia	20%	1,940
8.	Miscellaneous Allowance		4,927
Total to be paid monthly (M)			26,612
Total for the year [M * 12] [A]			3,19,344
II	Variable Components		
1.	Annual Performance Bonus[APB] Per Month [M]		3,000
	Total APB 10.0% of Annual Gross Salary [B]		36,000
III	Annual Component		
1.	Provision for your gratuity [C]	4.0%	4,656
Annual Gross Salary [A + B + C]			3,60,000
IV	Major Benefits [Average cost per person p.a.]		
	Insurance* and Food** [D]		41,000
Cost To Company (CTC) [A + B + C + D]			4,01,000

#Provident Fund Contribution Option:

As permitted by the Employees Provident Funds and Miscellaneous Provisions Act, 1952 and its Rules, at the time of joining, if you give your written consent, Company will provide you an option to limit your Provident Fund Contribution to maximum monthly wage ceiling defined by EPF authority (Currently it is INR 15,000/- per month) instead of on the entire basic salary mentioned in this salary break-up sheet. You understand and agree that if you explicitly consent to choose the above mentioned option, you will see following impact in your monthly pay slip.

- There is no impact on your Gross salary and CTC salary as stipulated under Annexure A.
- Both Employee's contribution and Company contribution to E.P.F will be lesser than what is mentioned in the salary break-up sheet under Annexure A -I point no. 3. Differential amount will be shown under "Special Pay I" in your pay slip. Income tax deduction benefit would reduce to that extent.
- As EPF deductions are less, your take home pay would be more than what is stipulated under Annexure A. This will attract appropriate income tax.

You agree and understand that as and when the EPF authorities revise maximum monthly wage ceiling (currently INR 15,000/- per month) appropriate changes will be made keeping the same principle, i.e. limiting both employee and employer contribution to statutory wage ceiling, as long as it is permitted by the law.

For Persistent Systems Limited



Yogesh Patgaonkar
Chief People Officer

Annexure - B

In addition to major benefits mentioned in "Annexure - A", Persistent provides the following benefits, as applicable/ as per company policy

- Leaves
 - Privileged Leaves (PL) - 26 Days. Unused PL of ongoing year will be carried forward on an annual basis to a maximum of 20 days out of 26.
 - Maternity Leave (ML) - As statutory requirement
 - Paternity Leave (PAL) - 5 Days
 - Child Adoption Leave (CAL) - 10 Days
 - Long leave
 - Compensatory-Off
- Paid Holidays including One Optional Holiday
- Employee Deposit Linked Insurance Policy
- Long Service Award
- Company sponsored Higher Education / certifications
- Night Shift Allowance
- Reward and Recognition
- Employee Engagement activities
- Project Party
- Flexi working hours
- Annual Health Check-up
- Voluntary Top-up Insurances
- Persistent Employee Benefit Trust

Following facilities are available at certain locations

- Subsidized Transportation Facility
- Gymnasium Facility
- In-house Sports Facility
- Doctor on premises

****Food**

- Lunch, Snacks

*** Insurance Policy**

- Group Term Life Insurance and Critical Illness (Self only)
- Personal Accident (Self only)
- Medclaim Hospitalization (Self, Spouse, 2 children and Parents)

"Food and Insurance" is a benefit being extended to the employees and cannot be paid in cash, under any circumstances.

Mediclaime Insurance policy is a family floater policy and the maximum sum assured is INR 5 Lakhs per year with parent sum insured restricted to INR 2.5 Lakhs per year. Employees can cover Spouse & 2 Children (Legitimate or legally adopted) up to the age of 25 and two dependent parents (Age less than 75 years). Female employees can cover either their dependent parents or in-laws under the current policy. Specially Abled & LGBTQ dependents will be covered in the policy.

Annexure – C

Guidelines for Joining Process

As a part of your joining process, you will receive an email from Persistent. This email will contain a link of the **Pre Joining Portal**. Pre-joining portal is system where you are required to complete following activities **before joining**

1) System Entries

You are requested to enter your details in Pre Joining portal. Some details, which we received during selection process, are already entered in the system. You are requested to go through the details. Please complete the process by entering all details in portal.

Details which are required to be entered in system are as below

- Personal Details
- Address Details
- Family Details
- Education Details
- Previous Employer Details
- Language Details

Please note that your joining form and Background Verification form will be generated based on the above mentioned details. These are Key details without which the forms cannot be generated. Hence you are requested to please complete all details. In case of queries, you can carry relevant documents on day of joining and after clarification, you can complete the details.

2) Upload Documents

You are requested to upload all relevant documents in Pre Joining Portal. Please use appropriate type of the documents and save. **Please upload documents in PDF format only.**

Valid documents for each category are:

a) Identity proof: Any one of the below

1. Passport
2. Voter's card
3. Driving License
4. Aadhaar Card

b) Current and Permanent Address proof – Any one of the below

1. Electricity bill
2. Telephone bills
3. Ration card
4. Corporation tax receipt

5. Copy of Index 2

c) Date of Birth Proof – Any one of the below

1. Birth Certificate
2. School leaving certificate
3. 10th pass Certificate
4. Notarized copy of date of birth proof

d) Educational Information: All documents (as applicable)

1. SSC mark sheet & certificate
2. HSC mark sheet & certificate
3. Diploma (if applicable) :Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
4. Graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
5. Post-graduation (if applicable) : Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)

e) Professional Information: (As applicable)

1. Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
2. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of Joining)
3. Latest Salary Slips for the last two months from your previous employer

f) Marriage Certificate (in case of name change for women employees)

g) Pan Card (Mandatory)

If you do not receive the link for the pre joining portal or you face any problem while uploading documents, please keep soft copy of the documents available in your personal email account. Necessary access will be provided to you on day of joining to upload documents.



See Beyond,
Rise Above

Persistent Systems Limited

CIN: L72300PN1990PLC056696

Registered Office

'Bhageerath', 402 Senapati Bapat Road, Pune 411 016, India

Tel: +91 20 6703 0000

Fax: +91 20 6703 0008

E-mail: info@persistent.com

Website: www.persistent.com

CONFIDENTIAL

INTERNSHIP OFFER LETTER

Ref.: Offer/2025/05-16

Date: 16th May 2025

Suruchi Sawant
Mumbai

Dear Suruchi,

This is with reference to your application and the subsequent interviews you had with us, we are pleased to offer you the position of **Intern – Front End Java** at our **Marol** office on the terms and conditions mutually discussed and agreed as below:

Work Days: Monday to Friday

Work Mode: Work from Office (Marol)

Work Timings: 9.30 am to 6.30 pm

Date of Joining: 26th May 2025

Duration: 6 months from start date. Based on performance will take a decision if can be permanent employee.

Your stipend as per the company compensation structure, will be Rs.10,000/- p.m.

During the course of your tenure with us, you will be governed by the applicable company policies, procedures and practices as defined.

Key Responsibilities:

- Assist in writing, testing, and debugging Java code.
- Help develop and enhance software features.
- Collaborate with senior developers to understand project requirements.
- Participate in code reviews and optimize code performance.
- Support testing and debugging of Java applications.

Over the next 6 months you will be working with us on key projects based on deliverable, which will be discussed at the time of joining.

You are requested to submit all the documents listed below at the time of your joining:

1. Photocopies of Age / Education / Experience Certificates.
2. Aadhar Card
3. PAN number and a self-attested photocopy of the PAN card (if available)
4. Bank details with IFSC Code
5. 2 passport size photographs (The photographs should not be older than 6 months from the date of receipt of this letter)

CONFIDENTIAL

INTERNSHIP OFFER LETTER

As a token of acceptance, you are requested to place your signature on the duplicate copy of this letter and return to us not later than **26-May-2025** for our records indicating the date of your joining which should not be later than **26-May-2025**. Please note that the offer shall start automatically rescinded if you do not join on the above said date.

We look forward to your joining our organization for a long, successful and pleasant association.

Yours sincerely,



Nitin Naik

Director

SynergyConnect Data Innovations Pvt. Ltd.



I accept this Internship from SynergyConnect Data Innovations Pvt Ltd.

Suruchi Sawant

Date:

Signature:



Date: 08-Aug-2025

Subject: Internship Offer

Vandan Tambe

Mumbai, Maharashtra, India

Job Location: Mumbai, Maharashtra, India

Dear Vandan,

Congratulations! We are pleased to inform you of acceptance of an internship position as an 'Assistant Under Training - Delivery Hub' in DH Operations in Zepto Pvt Ltd. Your internship with us will be from 13-Aug-2025 to 13-Nov-2025 with a stipend amount of INR 25,000 (Twenty Five Thousand) per month subject to the applicable taxes.

As an intern, you are not the Company's employee and therefore, will not receive health and compensation benefits. By participating in the internship program, you acknowledge and agree that such participation does not constitute an offer of employment. Any potential offer of full-time employment is contingent upon your performance during the internship and your successful completion of the program.

Either party shall have the right to terminate the engagement by giving 15 days of written notice period

During your internship, you will have access to the Company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the Company. You will not use it for your benefits and on completion of the internship, you will return documents, equipment, and all properties of the Company. You shall also comply with Confidentiality and Intellectual Property Rights clauses as annexed in this letter. You shall also abide by Company's code of conduct and your internship shall be subject to you adhering to the policies of the Company.

Congratulations on the Internship.

Best Regards,

Aadit Palicha

Designation: Founder and CEO

Date: 08-Aug-2025

Acknowledged and accepted by:

Vandan Tambe

Date: 08-Aug-2025

ZEPTO PRIVATE LIMITED

(Formerly known as Kiranakart Technologies Private Limited)

Regd. Office: Hiranandani Lighthouse, A Wing, 6th Floor, Saki Vihar Road, Andheri East, Mumbai - 400072, Maharashtra, India

CIN: U46909MH2020PTC351339

Contact: +91 8108873384 **Email:** cosec@zeptonow.com

Annexure

1. Intellectual Property Rights

- 1.1. You agree that all inventions, i.e., improvements, discoveries, methods, developments, software, and works of authorship, whether or not patentable or copyrightable, which shall be created, made, conceived or reduced to practice by you or under your direction or jointly with other employees or consultants during the internship, whether or not during normal working hours or on the premises of Company or any of its Affiliates (all of which are collectively referred to in this Agreement as 'Invention(s)') shall be developed as works for hire. You acknowledge that the intellectual property rights in the Inventions or any other work in the course of the internship shall be the proprietary property of Company and solely owned by Company, and all rights, title and interests therein shall vest in Company unconditionally and immediately upon the inception, creation, fixture or development. You shall not under any circumstances be entitled to use the same for any purpose other than that of the business of Company and with the specific authorization from Company. You shall also not be entitled to claim author's special rights or other similar rights under any law of any country for the time being in force and waives all such rights. Provided that if any law for the time being in force requires that such works, innovations, inventions or other intellectual property requires to be assigned to Company, for Company to become the absolute owner thereof, You hereby agree to absolutely and unconditionally assign to Company (or any person or entity designated by Company) worldwide royalty-free, nonexclusive, perpetual and unrestricted right, title and interest in and to all Inventions and all intellectual property rights therein, as and when such Inventions and intellectual property rights are created. Such assignment shall, to the extent permissible by applicable law, be automatic, without requiring any further acts by either party. The assignment shall not lapse by virtue of Company choosing not to exercise the rights assigned.
- 1.2. You shall cooperate fully with Company to enable Company to procure, maintain and enforce the intellectual property rights in such Inventions and other works. You shall execute all such documents and do such acts as may be reasonably necessary to formalize the assignment (if such documents or acts are required or desirable) of such Inventions and intellectual property rights to Company (or any other person designated by Company), to protect Company's rights thereto, and/or to enable Company to enjoy the full benefits as the owner thereof. Any expenses required to be incurred for applying for patents, copyright and other registrations of the Invention and assignment of the same shall be borne by Company.

ZEPTO PRIVATE LIMITED

(Formerly known as Kiranakart Technologies Private Limited)

Regd. Office: Hiranandani Lighthouse, A Wing, 6th Floor, Saki Vihar Road, Andheri East, Mumbai - 400072,
Maharashtra, India

CIN: U46909MH2020PTC351339

Contact: +91 8108873384 **Email:** cosec@zeptonow.com

- 1.3. Furthermore, to the extent permissible under applicable law, if Company decides to apply for patents or other protection of such an Invention, you hereby irrevocably authorize Company to appoint a person to act as attorney to do all such things and execute all such documents as may be necessary for or incidental to granting Company the full benefit of such Inventions. You also consent to waive any moral rights relating to any existing or future works which may be created by you during the course of your internship.

2. Confidentiality

- 2.1. You acknowledge that as a consequence of your internship, you shall have the access to confidential information of the Company which is not accessible or known to the general public including the confidential, commercial, financial, legal, marketing, business and technical or other data, including, but not limited to, know-how, trade secrets, specifications, algorithms, calculations, formulae, processes, business methods, diagrams, drawings and all other information of whatever nature and in any form relating to the Company (**‘Confidential Information’**). However, Confidential Information does not include any information that was in the public domain or becomes part of the public domain.
- 2.2. You agree that you shall hold such Confidential Information in strictest confidence and shall not, directly or indirectly, use such information (i) in a manner that would have an adverse effect or impact on the Company and its current and prospective business operations and (ii) for your benefit or disclose to any person or entity or make any copies of, any Confidential Information. You shall not reproduce in any form, the Confidential Information except with the prior written consent of the Company. Further, You shall ensure that the Confidential Information does not fall into the hands of third parties or is not put to unauthorized use.

Acknowledged and Accepted by :

Fwd: Offer Letter from Kilitch Drugs - Mr. Darshan Dhamode

External

Inbox x



Darshan Dhamode <darshandhamode@gmail.com>

to me ▾

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

From: **Yogini Mukhi** <hr@kilitch.com>

Date: Fri, Sep 26, 2025, 6:51 PM

Subject: Offer Letter from Kilitch Drugs - Mr. Darshan Dhamode

To: Darshan Dhamode <darshandhamode@gmail.com>

Cc: bhupendra shah <bmshah@kilitch.com>

Dear Mr. Darshan Dhamode,

Congratulations!!!

We are pleased to confirm that you have been selected for the position of Officer - MIS.

Your Date of joining will be on or before Monday, 6th October 2025.

Office Timing: 9:00 AM to 6:00 PM.

Joining Address : 37, Ujagar Industrial Estate, [W.T Patil Marg, Deonar, Mumbai 400 088, India.](#)

Kindly carry the following documents copy as listed below:

1. Appointment, relieving and experience **letter** from the previous employer
2. Education Certificates
3. 2 passport size photographs
4. Aadhar Card
5. PAN Card (Mandatory)
6. Cancelled cheque

Please revert to this mail as your joining confirmation.

Kind Regards,

Yogini Mukhi

Senior Manager - Human Resources

Tel: +91 22 61214100, Ext: 111

Visit our website: www.kilitch.com

Date: 02.06.2025

Name : Mr. Prem Ranjesh Chaudhari
Address : Room No 07, Sitaram Pandit Apartment, Pandarinath Chaudhari Road,
Near Bassein Catholic Bank, Virar East - 401305 Maharashtra
Contact No. : 7066478981

Subject: Offer of Appointment as Trainee

Dear Mr. Prem Ranjesh Chaudhari,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from **02.06.2025**, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35,200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
7. Performance Evaluation: Your performance will be reviewed periodically, and feedback will be provided to help in your professional development.
8. Confirmation of Employment: Upon successful completion of the training period and a positive performance assessment, you may be offered a permanent position with Jerai Fitness Limited. The terms of employment will be communicated at that time.
9. Company Policies: You will be required to abide by the rules, regulations, and policies of Jerai Fitness Limited at all times.
10. Working Hours: Your official working hours will be 9am to 6pm, subject to business requirements.
11. Leave Policy: No paid leave will be provided during the training period. Any leave taken will be treated as unpaid leave.

12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.
13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited,

S. T. Paley

Authorized Signatory



Acknowledgement and Acceptance:

I, **Prem Ranjesh Chaudhari**, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee** at **Jerai Fitness Limited**.

Signature: *P. Chaudhari*

Date: 02.06.2025



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Corp. Office: 209 - 212, 2nd Floor, Techno IT Park, New Link Road, Borivali (West), Mumbai - 400 092, Maharashtra, INDIA.
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Date: 02.06.2025

Name : Mr. Sairaj Mangesh Shinde
Address : B -302, Topaz Homes, Nilemore Road, Near Riddhi Vinayak Hospital,
Nalasopara West, Vtc - Vasai, Post - Nalasopara West, Dist - Palghar,
Pin Code - 401203, Maharashtra
Contact No. : 9372539560

Subject: Offer of Appointment as Trainee

Dear Mr. Sairaj Mangesh Shinde,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from **02.06.2025**, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35,200/- CTC
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Regd. Office: D-204, Gagangiri Complex, 2nd Floor, Above McDonald's, New Link Road, Kandarpada, Dahisar (West), Mumbai - 400 068.
Works: Jerai Compound, Survey No. 219, Village - Ghonsai, Taluka - Wada, Dist.- Palghar - 421 312, Maharashtra, India.

12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.

13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited,

S. T. Peled
Authorized Signatory



Acknowledgement and Acceptance:

I, Sairaj Mangesh Shinde, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee at Jerai Fitness Limited.**

Signature: *S. Shinde*

Date: 02.06.2025

Date: 02.06.2025

Name : Ms. Sheetal Ayodhya Prasad Gupta
Address : B.N. Pathak Chawl, Uttranchal Nagar, Biharitekari, Gaondevi Road,
Near Kamlesh Compound, Poiser, Kandivali East - 400101, Maharashtra
Contact No. : 7303816196

Subject: Offer of Appointment as Trainee

Dear Ms. Sheetal Ayodhya Prasad Gupta,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from 02.06.2025, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35,200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
7. Performance Evaluation: Your performance will be reviewed periodically, and feedback will be provided to help in your professional development.
8. Confirmation of Employment: Upon successful completion of the training period and a positive performance assessment, you may be offered a permanent position with Jerai Fitness Limited. The terms of employment will be communicated at that time.
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12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.
13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited,

S. T. Palsodkar
Authorized Signatory



Acknowledgement and Acceptance:

I, Sheetal Avodhya Prasad Gupta, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as Trainee at Jerai Fitness Limited.

Signature: _____

Date: 02.06.2025



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Date: 02.06.2025

Name : Mr. Tejas Subhash Jagdale
Address : C/303, Gokul Park, Vrindavan Township, Opp D Mart,
Virar West, Bolinj Palghar, Maharashtra - 401303
Contact No. : 7558707892

Subject: Offer of Appointment as Trainee

Dear Mr. Tejas Subhash Jagdale,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from 02.06.2025, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35,200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
7. Performance Evaluation: Your performance will be reviewed periodically, and feedback will be provided to help in your professional development.
8. Confirmation of Employment: Upon successful completion of the training period and a positive performance assessment, you may be offered a permanent position with Jerai Fitness Limited. The terms of employment will be communicated at that time.
9. Company Policies: You will be required to abide by the rules, regulations, and policies of Jerai Fitness Limited at all times.
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Regd. Office: D-204, Gagangiri Complex, 2nd Floor, Above McDonald's, New Link Road, Kandarpada, Dahisar (West), Mumbai - 400 068.
Works: Jerai Compound, Survey No. 219, Village - Ghonsai, Taluka - Wada, Dist.- Palghar - 421 312, Maharashtra, India.

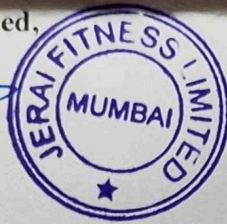
12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.
13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited,

Authorized Signatory



Acknowledgement and Acceptance:

I, **Tejas Subhash Jagdale**, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee** at **Jerai Fitness Limited**.

Signature: _____

A handwritten signature in blue ink, appearing to read "Tejas Jagdale", written over a horizontal line.

Date: 02.06.2025



An ISO Certified Company | CIN NO.: U92411MH1994PLC077128

Corp. Office: 209 - 212, 2nd Floor, Techno IT Park, New Link Road, Borivali (West), Mumbai - 400 092, Maharashtra, INDIA.

☎ +91 75061 02102 / +91 75061 05105 ✉ E-mail: sales@jeraifitness.com / jfpl94@gmail.com 🌐 www.jeraifitness.com

Date: 02.06.2025

Name : Mr. Shreyash Shailesh Jamsandekar
Address : A/6, Shagun Chs, Ground Flr, Unitech Road, Tirupati Nagar Phase -2,
Near Milan Park Bolinj, Virar West Thane Maharashtra - 401303
Contact No. : 9763269161

Subject: Offer of Appointment as Trainee

Dear Mr. Shreyash Shailesh Jamsandekar,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from 02.06.2025, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35,200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
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8. Confirmation of Employment: Upon successful completion of the training period and a positive performance assessment, you may be offered a permanent position with Jerai Fitness Limited. The terms of employment will be communicated at that time.
9. Company Policies: You will be required to abide by the rules, regulations, and policies of Jerai Fitness Limited at all times.
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11. Leave Policy: No paid leave will be provided during the training period. Any leave taken will be treated as unpaid leave.

Regd. Office: D-204, Gagangiri Complex, 2nd Floor, Above McDonald's, New Link Road, Kandarpada, Dahisar (West), Mumbai - 400 068.
Works: Jerai Compound, Survey No. 219, Village - Ghonsai, Taluka - Wada, Dist.- Palghar - 421 312, Maharashtra, India.



12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.

13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited

Authorized Signatory



Acknowledgement and Acceptance:

I, **Shreyash Shailesh Jamsandekar**, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee at Jerai Fitness Limited**.

Signature: _____

Shamsandekar

Date: 02.06.2025



An ISO Certified Company | CIN NO.: - U92411MH1994PLC077128

Corp. Office: 209 - 212, 2nd Floor, Techno IT Park, New Link Road, Borivali (West), Mumbai - 400 092, Maharashtra, INDIA.
☎ +91 75061 02102 / +91 75061 05105 ✉ E-mail: sales@jeraifitness.com / jfpl94@gmail.com 🌐 www.jeraifitness.com

Date: 02.06.2025

Name : Ms. Ayushi Pandey
Address : A -5/ 601, Shree Gurudev Palace Chs Ltd, Meditya Nagar Phase I,
Near Seven Square School, Miraroad East, Vtc- Mira Bhayander,
Dist - Thane, Pin Code - 401107, Maharashtra
Contact No. : 8722555550

Subject: Offer of Appointment as Trainee

Dear Ms. Ayushi Pandey,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from **02.06.2025**, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35,200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
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10. Working Hours: Your official working hours will be 9am to 6pm, subject to business requirements.
11. Leave Policy: No paid leave will be provided during the training period. Any leave taken will be treated as unpaid leave.

Regd. Office: D-204, Gagangiri Complex, 2nd Floor, Above McDonald's, New Link Road, Kandarpada, Dahisar (West), Mumbai - 400 068.
Works: Jerai Compound, Survey No. 219, Village - Ghonsai, Taluka - Wada, Dist.- Palghar - 421 312, Maharashtra, India.

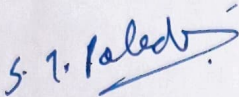
12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.

13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited,



Authorized Signatory



Acknowledgement and Acceptance:

I, Ms. Ayushi Pandey, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee** at **Jerai Fitness Limited**.

Signature: _____

Date: 02.06.2025



An ISO Certified Company | CIN NO.: U92411MH1994PLC077128

Corp. Office: 209 - 212, 2nd Floor, Techno IT Park, New Link Road, Borivali (West), Mumbai - 400 092, Maharashtra, INDIA.

☎ +91 75061 02102 / +91 75061 05105 ✉ E-mail: sales@jeraifitness.com / jfpl94@gmail.com 🌐 www.jeraifitness.com

Date: 16.06.2025

Name : Mr. Mukesh Vinod Prajapati
Address : Saidham Nagar, Opp Charkop Bus Depo, Charkop,
Kandivali West - 400067, Maharashtra
Contact No. : 9833669490

Subject: Offer of Appointment as Trainee

Dear Mr. Mukesh Vinod Prajapati,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from 16.06.2025, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
7. Performance Evaluation: Your performance will be reviewed periodically, and feedback will be provided to help in your professional development.
8. Confirmation of Employment: Upon successful completion of the training period and a positive performance assessment, you may be offered a permanent position with Jerai Fitness Limited. The terms of employment will be communicated at that time.
9. Company Policies: You will be required to abide by the rules, regulations, and policies of Jerai Fitness Limited at all times.
10. Working Hours: Your official working hours will be 9am to 6pm, subject to business requirements.
11. Leave Policy: No paid leave will be provided during the training period. Any leave taken will be treated as unpaid leave.

Regd. Office: D-204, Gagangiri Complex, 2nd Floor, Above McDonald's, New Link Road, Kandarpada, Dahisar (West), Mumbai - 400 068.
Works: Jerai Compound, Survey No. 219, Village - Ghonsai, Taluka - Wada, Dist. - Palghar - 421 312, Maharashtra, India.

mukesh

12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.
13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited

Authorized Signatory



Acknowledgement and Acceptance:

I, Mukesh Vinod Prajapati, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee** at **Jerai Fitness Limited**.

Signature: _____

Date: 16.06.2025



An ISO Certified Company | CIN NO.: U92411MH1994PLC077128

Corp. Office: 209 - 212, 2nd Floor, Techno IT Park, New Link Road, Borivali (West), Mumbai - 400 092, Maharashtra, INDIA.

☎ +91 75061 02102 / +91 75061 05105 ✉ E-mail: sales@jeraifitness.com / jfpl94@gmail.com 🌐 www.jeraifitness.com

Date: 03.07.2025

Name : Mr. Yashraj Vijay Sharma
Address : Flat No. A/201, Jyoti Harmony Building, In Avenue C 2,
Yc 1, Building No. 03 And 04, Vtc - Vasai Virar Municipal Corporation,
Post - Virar, Sub Dist - Vasai, Palghar, Maharashtra Pin Code - 401303
Contact No. : 7028846529

Subject: Offer of Appointment as Trainee

Dear Mr. Yashraj Vijay Sharma,

We are pleased to offer you the position of Trainee at Jerai Fitness Limited. This appointment is for a period of one (1) year, starting from **03.07.2025**, during which you will undergo structured training and evaluation. Your performance during this period will be assessed, and based on your demonstrated capabilities, professionalism, and company requirements, you may be considered for a permanent role within the organization.

Terms of Appointment:

1. Designation: Trainee
2. Duration: 1 Year (subject to performance review for permanent employment)
3. Reporting To: Mr. Dilip Lad (Director)
4. Location: Wada, Palghar
5. Stipend/Salary: Rs. 35200/- CTC
6. Probation Period: The entire one-year tenure will be treated as a probationary period.
7. Performance Evaluation: Your performance will be reviewed periodically, and feedback will be provided to help in your professional development.
8. Confirmation of Employment: Upon successful completion of the training period and a positive performance assessment, you may be offered a permanent position with Jerai Fitness Limited. The terms of employment will be communicated at that time.
9. Company Policies: You will be required to abide by the rules, regulations, and policies of Jerai Fitness Limited at all times.
10. Working Hours: Your official working hours will be 9am to 6pm, subject to business requirements.
11. Leave Policy: No paid leave will be provided during the training period. Any leave taken will be treated as unpaid leave.
12. Non-Disclosure Agreement (NDA): You will be required to sign a Non-Disclosure

Regd. Office: D-204, Gagangiri Complex, 2nd Floor, Above McDonald's, New Link Road, Kandarpada, Dahisar (West), Mumbai - 400 068.

Works: Jerai Compound, Survey No. 219, Village - Ghonsai, Taluka - Wada, Dist.- Palghar - 421 312, Maharashtra, India.

Agreement (NDA) upon joining, which will obligate you to maintain the confidentiality of company information.

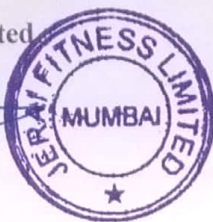
13. Termination Clause: Either party may terminate this appointment with a prior written notice of 1 Month or salary in lieu thereof.

We look forward to welcoming you to our team and wish you a successful tenure at Jerai Fitness Limited.

Best Regards,

For Jerai Fitness Limited

S. T. Palash
Authorized Signatory



Acknowledgement and Acceptance:

I, Mr. Yashraj Vijay Sharma, have read and understood the terms and conditions mentioned in this offer letter and accept the appointment as **Trainee** at **Jerai Fitness Limited**.

Signature: _____

Yashraj Sharma

Date: 03.07.2025



Gemsons Precision Engineering (P) Ltd.

Mfrs. & Exporters of Instrumentation, Oil & Gas, Valve & Regulator, Turbo, High Voltage, Aerospace & Motion, Medical Parts & Precision CNC Machined Components & Assemblies



FACTORY OFFICE - I: Plot No. 9, Dewan Shah Udhyog Nagar, Waliv Phata, Vasai- East, Palghar-401208 , Tel : (91) 8793087631 to 8793087637, Email : gemsons@gemsons.com Website: www.gemsons.com CIN : U74210MH1999PTC119881

FACTORY OFFICE - II: Plot No.26, Survey No.62, Besides Apple Studio, Near Burma Shell Petrol Pump, Waliv, Vasai- East, Palghar-401208

Private & Confidential

Date: 14th July 2025

Employee Name: **Mayur R. Kanade,**
Department: **Q.A.**
Employee Code: **3704**

Dear Sir,

You have been appointed in our Company as "Jr. Engineer-Q.A." on Probation from **14/07/2025** till **13/01/2027**.

We have received the following Original documents from you as a deposit, which will be return to you only after completion of your probation period.

Certificate Nos.19146211 & 19279255

Please note that you have to complete minimum 432 days attendance to get back your Original Certificates and the work experience Certificate from the company.

If you receive the Warning Letter/s followed by the Termination Letter or if you are not in a position to complete the above said Bond period for any reason including your Termination, you have to compensate the company Two month's current (9hrs.) Salary also you have to complete 1.5month notice period to get back your Original Certificate from the Company.

Thanking you,

Yours faithfully,
For **Gemsons Precision Engineering Pvt. Ltd.,**


SAVIO PEREIRA
DIRECTOR



Mayur R. Kanade

(I agree to follow the above Bond without any changes and I assure that I will follow all the Rules, Culture, Discipline & Policies of the Company)



Gemsons Precision Engineering (P) Ltd.

Mfgs. & Exporters of Instrumentation, Oil & Gas, Valve & Regulator, Turbo, High Voltage, Aerospace & Motion, Medical Parts & Precision CNC Machined Components & Assemblies



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FACTORY OFFICE - II: Plot No.26, Survey No.62, Besides Apple Studio, Near Burma Shell Petrol Pump, Waliv, Vasai- East, Palghar-401208

Private & Confidential

Date: 14th July 2025

Employee Name: **Mayur R. Kanade,**
Department: **Q.A.**
Employee Code: **3704**

Dear Sir,

You have been appointed in our Company as "Jr. Engineer-Q.A." on Probation from 14/07/2025 till 13/01/2027.

Your services will be confirmed by the Management after completion of your Probation period based on the performance review.

You will be compensated for any additional hours you may work over and above the stipulated hours as per our Company's policies.

Your per day payment Rs.1000/- for 9 hours will be payable to you on 7th of every month.

Please read the above instructions carefully before signing the said letter of your employment. Your signature on this letter signifies your clear understanding of the above terms and conditions.

Thanking you,

Yours faithfully,
For GEMSONS PRECISION ENGINEERING PVT. LTD.,


SAVIO PEREIRA
DIRECTOR



Mayur R. Kanade

(I agree to follow the above Bond without any changes and I assure that I will follow all the Rules, Culture, Discipline & Policies of the Company)

ENCL: GENERAL CONDITIONS

**Private & Confidential****General Conditions****Job Responsibilities:**

You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and department head authorized by the management to assign such duties and responsibilities.

Working Hours:

You will be required to work up to 54 hours a week and such other hours as may be reasonably required to complete your responsibilities. Your official working hours will be as per assigned shift from time to time by your supervisor, Monday through Saturday which are exclusive of a lunch break, which may vary as per shift. Any changes made to your working hours, shall be communicated to you by the management from time to time.

Place/Transfer:

Your present place of work will be Vasai, but during the course of the service, you shall be liable to travel to other locations and/or be posted/transferred anywhere, temporarily or permanently, existing now or still to be formed, to serve any of GEMSONS PRECISION ENGINEERING PVT LTD's Projects or any other establishment under the same management in India or outside, at the sole discretion of the management without adversely affecting your emoluments and general condition of service. You will be governed by the transfer rules prevailing in the company at that given point of time.

Probation/Confirmation:

After completion of your probation period your performance review will be done by the Management & Department Head. Based on your performance, attendance and conduct, this period may be reduced, dispensed or extended at the discretion of the management and unless an order in writing is given to you, you shall be not be deemed to have been confirmed.

If your service is not found satisfactory during probation period, Company can be terminated at the sole discretion of the management without any notice or monetary compensation in lieu of the notice and without assigning any reasons thereof.

Absence without Notice:

Absence without leave or prior approval of your superior or intimation to Human Resources or remaining absent beyond the period of leave originally granted or subsequently extended, appropriate legal action will be taken as per law, unless you return to work within 3 days from the commencement of such absence and provide satisfactory explanation to management regarding such absence.

Leave Salary:

You are entitled for 15 days Privilege Leave, 5 days Casual Leave & 7 National Holidays per calendar year as per the Factory Act 1948 on pro-rata basis. You can apply for Privilege Leave & Casual Leave after completion of Six month's service. You will be eligible to other benefits as per leave policies, applicable from time to time.

Notice Period:

Failure to serve your notice period as deemed mandatory as per company policies, notice pay and any other outstanding, which may be due from you, will be deducted from dues payable to you on separation and/or recovered from you. In case the notice period is waived off by the management, the waived notice period will not be considered for the purpose of remuneration and entitlements payable to you, if any. You will not be entitled to avail Privilege Leave while serving the notice period.



Termination:

In course of your duty before or after the confirmation, in case you found guilty of misconduct, theft & offence of any kind, your service may be terminated with immediate effect.

In case of unsatisfactory/poor performance before or after the confirmation, company is free to take the immediate action of your termination or Management may give you the notice period which would be at the sole discretion of Management.

Resignation:

If you decide to resign after Confirmation will be required to serve notice period "1½ month" or payment of an amount equivalent to your notice period gross salary in lieu thereof. However the management in its absolute discretion may waive the notice period fully or in part.

Retirement:

You shall automatically retire from the services of the company on attaining the age of 58 years on the basis of the age proof submitted by you. If Management requires your service then you will be employed subject to your being medically and mentally fit.

Terms & Conditions of Employment:

1. Your appointment shall be subject to your successfully clearing extensive background reference checks from past or previous employers including criminal and financials check, if required.
2. During the period of your employment with GEMSONS PRECISION ENGINEERING PVT LTD., you will be required to apply and maintain highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
3. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, temporary or consultative in nature, without the prior written permission of GEMSONS PRECISION ENGINEERING PVT LTD., failure to which will be considered as a violation of the terms of employment mentioned herewith, leading to termination of your employment services, without notice or salary in lieu thereof.
4. This appointment letter is being issued to you on the basis of the representation, information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement or have not disclosed or suppressed a material fact, resulting in your being offered this appointment, the management may take such action as it deems fit in its sole discretion, including termination of your employment without notice or salary in lieu thereof.
5. You will neither accept nor offer any present, commission or any sort of gratification in cash or kind from any person, party or firm or company having dealing with GEMSONS PRECISION ENGINEERING PVT LTD., without the permissions in writing.
6. Upon separation/ termination of your employment, you shall repay all the amounts given by the company by way of loans or advances, and you shall obtain clearance from all departments. On completion of same, your dues, if any, will be settled by the company.



7. You will not (except in the normal course of the GEMSONS PRECISION ENGINEERING PVT LTD's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to GEMSONS PRECISION ENGINEERING PVT LTD's products or to any matter with which GEMSONS PRECISION ENGINEERING PVT LTD may be concerned, unless you have previously obtained the written permission from the Company. You cannot approach any political party etc.
8. Upon separation/ termination of your employment you shall immediately return all original files and copies that contain, represent, display, record or constitute confidential information and/or intellectual property rights including but not limited to electronic devices, records, data, notes, reports, proposals, business cards, letters, specifications, drawings, equipment, materials, documents, correspondence, drafts, and/or any other goods referring to GEMSONS PRECISION ENGINEERING PVT LTD's business and affairs, including any copies thereof.
9. During the period when you are employed by GEMSONS PRECISION ENGINEERING PVT LTD and thereafter, all technical information, including, but not limited to, discoveries, inventions, know-how, concepts, processes, products, methods and innovations (hereinafter referred to as "technical information"), related to the businesses, products, programs and services of GEMSONS PRECISION ENGINEERING PVT LTD that are contemplated, developed and accomplished by you, whether independently or jointly with others, shall be deemed GEMSONS PRECISION ENGINEERING PVT LTD's technical information and absolute property, and all the corresponding rights including intellectual property rights shall belong solely to GEMSONS PRECISION ENGINEERING PVT LTD.
10. You agree that GEMSONS PRECISION ENGINEERING PVT LTD has the complete ownership of all its confidential and technical information along with its incidental intellectual property rights, regardless of form (written/electronic/oral) or marking or storage. You shall maintain utmost secrecy and care with respect to the aforesaid information including but not limited to archives, technical materials and information, sales materials, financial materials, procedures, project documents, commercial offer, design documents, project cost & estimation, technology, software packages license, company's policies, all intellectual property rights (IPR) and company's human assets profile.
11. You shall record and keep the technical information developed by GEMSONS PRECISION ENGINEERING PVT LTD, according to the formats or methods required by GEMSONS PRECISION ENGINEERING PVT LTD with utmost care.
12. Any of the technical or confidential information pertaining to GEMSONS PRECISION ENGINEERING PVT LTD which might come into your possession during the continuous of your service with us shall not be disclosed, (except as required by applicable law, regulation or legal process), divulged or made public by you and you shall abide by and strictly implement all confidentiality regulations. You shall not copy, transfer or use confidential information & will not disclose to any third party or use all such information or any part thereof, for your personal benefit or otherwise, without the company's prior permission in writing other than for the purposes of job requirements.
13. You shall be responsible for safekeeping and return in good condition and order all GEMSONS PRECISION ENGINEERING PVT LTD property, which may be in your use, custody or charge.

14. You undertakes to indemnify and keep indemnified GEMSONS PRECISION ENGINEERING PVT LTD and its directors, officers, servants, agents, consultants and employees against all losses, costs, expenses, claims, liabilities, actions, proceedings, demands, damages whatsoever, which may be brought against or incurred or suffered or awarded or paid (including the costs of litigation and attorneys' fees) by GEMSONS PRECISION ENGINEERING PVT LTD, its directors, officers, servants, agents, consultants or employees or any other person on their behalf in respect of or arising out of any breach of terms of appointment, non-performance or inaccuracy of any warranty, representation, covenant, infringement of any Intellectual Property Rights etc. hereinbefore given on your part or out of any claim by a third party based on facts, which if substantiated would constitute a breach or non-performance of such warranties.
15. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonesty, disobedience, breach, inaccuracy of any warranty, representation, covenant, infringement of any intellectual property rights, 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 with immediate effect on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
16. If GEMSONS PRECISION ENGINEERING PVT LTD does not exercise its rights or take actions in response to your defaulting acts, it shall not be regarded as renouncing its rights or abstaining from pursuing investigating and affixing responsibility on you of such defaulting responsibilities or duties at a later stage.
17. The terms of employment shall survive the expiry or early termination of the employment.
18. Company has established a variety of policies and standards that ensure a safe, enjoyable working environment. During the period of your employment with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the company. It is agreed that the introduction and administration of these policies is within the sole discretion of the company and that these policies do not form a part of this agreement. It is agreed that if the company introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this agreement.

In addition to your remuneration, you will be entitled to the following benefits:

Provident Fund	:	As per E.P.F. & M.P. Act, 1952
E.S.I.C./Sickness	:	As per the E.S.I. Act, 1948
Gratuity	:	As per the Payment of Gratuity Act, 1972
Bonus	:	As per the Payment of Bonus Act, 1965
Leave	:	As per Leave Policy of the Company

The terms and conditions of this appointment letter and service are strictly confidential in nature and may not be disclosed to or discussed with anyone.

During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

This appointment letter is governed by and shall be construed in accordance with the laws of India, and both parties to this appointment letter shall submit to the exclusive jurisdiction of courts in Mumbai. This appointment letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with the organization. Any amendment or modification to this appointment letter shall be made in writing and signed by both the parties.

Please sign each page of the duplicate copy of this letter signifying your acceptance to all the above terms and conditions set out herein.

We welcome you to the GEMSONS PRECISION ENGINEERING PVT LTD family and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Wishing you all the very best!

For GEMSONS PRECISION ENGINEERING PVT. LTD.,



Asst. Manager-Human Resources

I unconditionally agree to all the above terms & conditions mentioned in this letter.

Employee Name: Mayur R. Kanade

Department: Q.A.

Signature of Employee:



Date:

17/7/25



ABHISHEK MILLENNIUM CONTRACTS PVT. LTD.
Engineers & Contractors

16/06/2025

To,
Mr. Naresh Narsima Katre
S/O. Narsima Mahadev Katre,
104/06, Sunshine Green Park,
Opp. Vidya Vikasini School,
Fatherwadi, Vasal (East),
District - Palghar,
State - Maharashtra-401 208
+91 95507 45472

SUBJECT: OFFER OF APPOINTMENT FOR THE POST OF - JR. PROJECT ENGINEER

Dear Mr. Naresh Narsima Katre,

This is with reference to your application and subsequent interview you have had with us.

We are pleased to appoint you as "Jr. Project Engineer" at M/s. Abhishek Millennium Contracts Private Limited (hereinafter referred to as AMCPL) with effect from 16th June, 2025.

The Rules and Regulations that will be applicable to you are detailed in Annexure - I. The remuneration package you will be paid is as given in Annexure - II. Annexure I and II shall form part of the appointment letter. Please confirm your acceptance by signing on the copy of this letter and Annexures.

We are glad to have you as part of the AMCPL team, and look forward to your contribution in strengthening AMCPL in the years to come.

Regards,

M/s. Abhishek Millennium Contracts Pvt .Ltd

Human Resources
Encl. : Annexure I and II



Cont. ... 1

Annexure I

1. All the rules and regulations as applicable to other employees of AMCPL including office timing, holidays / leave etc. will also be applicable to you.
2. You will be on a probation period for six months from the date of joining the work. During and at the end of probation period your performance shall be reviewed, and if it is found to be up to AMCPL's expectations, you will be confirmed for the post.
3. If your performance is found unsatisfactory, you shall be advised in writing to improve your performance and you will be confirmed only after your performance is improved to the satisfaction of AMCPL. Else, your services may be terminated without payment of any compensation.
4. During the probation period, AMCPL can terminate your services with no additional benefits, with a notice period of one month. If you wish to resign during probation period, you need to give one month's notice or payment in lieu thereof.
5. If you wish to resign after confirmation or six months after joining the services, you need to give THREE months' notice to AMCPL or payment in lieu thereof to AMCPL.
6. You shall perform all the duties entrusted to you from time to time and shall at all times, be governed by the conduct, disciplines, rules and regulations as framed by the AMCPL management.
7. Your performance will be reviewed annually and your annual increment and further advancement shall depend upon your satisfactory performance.
8. You can be posted / transferred to any of our project / site, located anywhere in India, based on the AMCPL business needs at the sole discretion of the Management.
9. You will be covered by the provisions of Provident Fund and or ESI provisions as per rules of the Government of India.
10. Employee benefits are confidential hence cannot be disclosed/ discussed with anyone including your co-workers without AMCPL prior approval.
11. You will observe the security regulations of the company which may be varied from time to time and you will not unlawfully possess any substance, article or thing which is the property of the company or its employees.
12. The employees are under obligation to follow Safety and Security instructions given by the company while on duty. The company will not be liable in any manner if employee does not comply with the same.
13. During your period of employment and subsequent thereto, you will not disclose to others (including other employees of the company) or make use of directly or indirectly, any confidential information of the company or of others who have disclosed it to the company under conditions of confidentiality unless for a purpose authorised by the company.

Cont. ...2



14. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Company's policies and Company's human resources profile.
15. It is an express condition that the AMCPL's employees are whole time employees and accordingly you shall fully devote your time to the AMCPL's business. You shall not do any business or take up any other job / assignment neither on full / part time nor on contract basis with any other Employer while in service with AMCPL. In the event of breach of this condition on your part, your services will be terminated with immediate effect and without giving any notice or salary in lieu of the Notice Period.
16. You will take prior sanction from your Supervisor / Management in writing before abstaining yourself from the work at any time. In case of unauthorised absence, your proportionate pay shall be deducted.
17. AMCPL shall have the discretion to terminate your services if you are absent from the work for 6 days or more without prior sanction from your supervisor / management in writing.
18. Your services can be terminated by AMCPL with advance written notice of THREE month. However, AMCPL has the right to terminate your services at any time without any notice, whatsoever by paying you an amount equivalent to 03 month salary in lieu of notice.
19. AMCPL shall be entitled to terminate your employment if you –
 - Commit any serious or persistent misconduct of any of the provisions of this letter;
 - Fail to carry out any of your duties in a fit and defined manner;
 - Found to be medically unfit or you remain absent due to continued ill health;
 - are or have been convicted of any criminal offence when you have failed to disclose and which in the company's opinion would compromise the company and or its employees;
20. If your services are terminated as per the clause 19 above, the same shall be with immediate effect without giving any notice or salary in lieu of notice period.
21. The matters of unresolved disputes (if any), shall be honoured in the courts of law at Mumbai only.
22. Your employment with the company shall end at the end of month in which you turn 60 years of age, unless you and the company agree otherwise in writing.
23. In case of your leaving the job or termination of the same in any way, your final accounts shall be settled after you hand over to the person nominated by the company, failing this, the company shall have the right to withhold the payment of your final due
24. Whatever statutory dues payable if any, will be deducted from your gross remuneration as and when required.

Cont. ...3



25. Employee will update to the management from time to time about change in your address / telephone number / mail ID etc. failing which last updated details will be final for any communication by the Company.

Annexure II

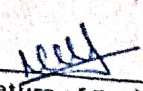
Details	Annual (Rs.)	Monthly (Rs.)
Basic	120,000.00	10,000.00
HRA	75,000.00	6,250.00
CCA	75,000.00	6,250.00
Other Allowances	30,000.00	2,500.00
Total Gross Salary	300,000.00	25,000.00
Professional Tax	2,400.00	200.00
Employee's Contribution to Provident Fund	21,600.00	1,800.00
Total Deduction	24,000.00	2,000.00
Net Salary	276,000.00	23,000.00



Notes:

1. Income Tax or any other taxes as and when applicable will be deducted from Salary.

I Naresh Narsima Katre hereby accept my appointment on the above terms & conditions listed in this offer appointment letter, which have been read and understood by me / have been explained to me in language known to me and I agree to abide by all the above terms & conditions.


Signature of Employee

26/8/25
Date



June 17, 2025

Mr. Omkar Waikar

Borivali

Dear Omkar ,

We are pleased to engage your services as a '**Associate**' on a temporary basis with us on the following terms and conditions:

1. Your services will be engaged for a period of twelve months starting from **June 23, 2025 to June 22, 2026**. This is in line with a specific short duration initial project being undertaken by the company.
2. A service fee of **Rs. 300000/-** per annum will be payable for your services (Subject to TDS). You will be eligible for Mediclaim Insurance coverage for self.
3. You are expected to conduct yourself properly to ensure that your conduct and dealings are proper, professional & ethical. Your behavior and conduct should not in any way be damaging to our company's image and reputation. Inappropriate behavior or misconduct on your part will lead to termination of your services.
4. You would be entitled for 5 days of leave during the above tenure with us. More than 2 days of leave cannot be availed consecutively without seeking prior approval. Any leave more than the eligible 5 days would be treated as loss of pay.
5. Either party can terminate the service by giving a 15 days notice (in case of IT department – 30 days notice period) or payment in lieu of notice.
6. In line with your work, you will be associating with company employees in the company's offices and also interacting with company's customers. You will abide by and follow the normal working & interaction norms in the office, including working hours. You are expected to abide by the Company's rules and regulations.
7. As mutually agreed, you will observe weekly off as observed by the employees of the organization, however you may be required to work on some of these weekly off depending on work urgencies / requirements.
8. During the course of your working with us, you will learn or know about the Company's business plans or other information of a confidential nature. You will maintain full confidentiality and all notes, data of any kind including electronic data; information, company communication etc will be kept confidential. These are the property of the company and will be surrendered by you to the company at the end/termination of your services at the request of the company at any time during the course of your working with us. Failure to do so will lead to summary termination of your services.

9. The company can terminate this services with or without notice in case it is felt that your services are unsatisfactory or on account of inappropriate behavior or misconduct on your part.
10. It is clearly understood and agreed that your services are being engaged for above mentioned period only with the Company. This does not guarantee or make you eligible/entitled for any permanent employment with the company or its subsidiary or joint venture companies currently existing or likely to be incorporated in India in the future. Any further extension or engagement of your services in the future on same or revised terms will be at the discretion of the company.

Please confirm your acceptance of this letter and the above said terms and conditions by signing and returning the enclosed duplicate copy of this letter.

We take the opportunity to welcome you and convey our best wishes to you for this assignment.

Yours sincerely,

For Tata AIG General Insurance Co. Ltd.,



Divya Arya

Senior Vice President & Head - Corporate HR

I the undersigned, confirm my acknowledgement, acceptance and agreement to the above said terms and conditions.

Name : Omkar V. Waikar Signature : 

Place : Nalasopara Date : 20-06-2025

19-05-2025

Durgasingh Chundavant

durgasinghchundawat2@gmail.com

+91 9137946436

Dear Durgasingh,

We are delighted to offer you the position of “Executive” at **CaratLane Trading Private Limited**. Your initial posting will be at **Mumbai, Maharashtra**.

As agreed, during our discussion, this offer is valid for the next 2 days from the date of offer letter release i.e. **19-05-2025**, provided you accept the offer in writing and join us on or before **26-05-2025**. Under the terms of this offer:

1. Total Compensation: As a regular full-time employee of the company your annual salary will be **Rs. 2,84,000 (Two Lakh Eighty Four Thousand Rupees Only)**. Further you will be eligible to participate in the company's group medical insurance program and also for Gratuity as per the act. These benefits are worth **Rs. 30,621 (Thirty Thousand Six Hundred And Twenty One Rupees)** and will be in addition to your Salary mentioned above. A detailed break up of your salary is provided in Annexure A. All forms of compensation referred to in this letter are subject to deduction to reflect applicable withholding and payroll taxes.

2. Probation Period: You will be on probation for a period of **6 months**. Your services will be confirmed at the end of the probation period, based on your performance evaluation against key metrics as defined in the KRAs issued to you at the time of joining the company.

3. Notice Period: During the period of probation, yourself or the Company has the right to terminate the services with a notice of **15 Day(s)** notice in writing or basic salary in lieu of notice. Following probation, if either party wishes to terminate this agreement either, they may do so by giving the other party **30 Day(s) notice** or basic salary in lieu of notice. Your employment with the Company will be “at will,” meaning that either you or the Company will be entitled to terminate your employment at any time and for any reason, with or without cause subject to requirements of applicable law. The Company reserves the right to terminate your service at any time without notice should you be guilty of misdemeanor, misconduct, negligence or any breach of the terms and conditions of this agreement.

4. Tax & Compliance: It is your continuous responsibility to meet all requirements under Indian Tax Laws including tax compliance and filing of personal tax returns in respect of all payments paid to you during your employment with CaratLane Trading Pvt Ltd. Taxes on any payment made under this letter will be borne by you. The Company shall deduct tax at source and any payments under this letter that require such deduction to be made by the employer in accordance with the Indian Tax Laws.

5. Leave: Every employee will be eligible for 24 working days of annual leave thereafter. Please refer to the Leave Policy for more details.

6. Non-Disclosure: CaratLane has extended this offer to you based upon your experience, knowledge, background, skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. As a condition of employment

CaratLane Trading Private Limited

(A subsidiary of Titan Company Limited)

Reg. Office: No.:727, Anna Salai, Pathari Road, Thousand Light, Chennai 600 006

Corp Office: # 701, 7th & 10th Floor, Ackruti Star Building, MIDC Central Road MIDC, Andheri East-Mumbai – 400 093. Tel: 022-4293 0360

Corp Office: Unit No. 902, 9th Floor, EROS Corporate Tower, Nehru Place, New Delhi 110 019

CIN: U52393TN2007PTC064830 | www.caratlane.com | Toll Free No: 1800-102-0103 | Email: contactus@caratlane.com



at CaratLane, you agree not to disclose or use confidential or proprietary information or any trade secrets of any current or prior employer. In this regard, you should be extremely careful not to bring to CaratLane any documents or other materials in tangible form belonging to or acquired from any current or prior employer. You will need to sign the Company's Non-Disclosure Agreement as a condition of your employment at a later date. Also, you represent that you are not subject to any restrictions that prevent you from working for CaratLane.

7. Work Made for Hire: All work products developed by the Employee shall be deemed "work made for hire" including the source code if any and shall be the exclusive property of Company or its affiliates without any material, financial or territorial limitation and without any additional payment due from Company other than salary agreed upon. The Employee shall have no proprietary interest or claim whatsoever in or to any work / product developed by him / her pursuant to the employment with the Company.

8. Discipline: During the period of your employment, you will be governed by CaratLane rules, operating policies and procedures, notices and new regulations as there may be, which are issued and or amended with cause, from time to time.

9. Outside Activities: While you render services to the Company, you will not engage in any other gainful employment, business, and such other activity which results in direct competition to business of the Company without the written consent of the Company or act in any manner detrimental to the interest of the company.

10. Verification & Reference Check: This offer is subject to verification of your employment, salary history, education background and a reference check from your previous employers. Any false information provided is subject to termination of employment without any compensation. Please carry your degree certificates and your service certificates and relieving letter from your last / current employer at the time of your joining.

11. Performance Review: Salary reviews and increases are given during the regular Performance Appraisal schedule in April of each year, subject to our appraisal policy.

We look forward to a challenging and rewarding association with you, as a member of our team.

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

Annexure – A

CaratLane Trading Private Limited
(A subsidiary of Titan Company Limited)

Reg. Office: No.:727, Anna Salai, Pathari Road, Thousand Light, Chennai 600 006

Corp Office: # 701, 7th & 10th Floor, Ackruti Star Building, MIDC Central Road MIDC, Andheri East-Mumbai – 400 093. Tel: 022-4293 0360

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CIN: U52393TN2007PTC064830 | www.caratlane.com | Toll Free No: 1800-102-0103 | Email: contactus@caratlane.com

Name:		Durgasingh Chundavant	
Designation:		Executive	
Location:		Mumbai, Maharashtra	
COMPENSATION BREAK - UP			
A	Salary Components	Monthly (Rs)	Annual (Rs)
	Basic	21,867	2,62,400
	House Rent Allowance		
	Special Allowance	0	0
	Conveyance Allowance ¹		
	Total Gross (A)	21,867	2,62,400
B	Employer Contribution		
	Employer’s Contribution to PF	1,800	
	Employer Contribution (B)	1,800	21,600
C	Variable Pay (Quarterly Payout)		0
	Total CTC (A+B+C)	23,667	2,84,000
D	Benefits		
	Medical Insurance		18,000
	Gratuity ²		12,621
	Total Benefits (D)		30,621
	Grand CTC (A+B+C+D)	26,218	3,14,621

- a. Tax is applicable as per the prevailing Tax Laws.
b. Professional Tax is subject to change as & when revised by authorities.
1 Bills to be submitted in the HRMS in January every year
2 Gratuity will be payable as per the Gratuity Act.

For CaratLane Trading Private Limited



Authorized Signatory

Read & Accepted

CaratLane Trading Private Limited

(A subsidiary of Titan Company Limited)

Reg. Office: No.:727, Anna Salai, Pathari Road, Thousand Light, Chennai 600 006

Corp Office: # 701, 7th & 10th Floor, Ackruti Star Building, MIDC Central Road MIDC, Andheri East-Mumbai – 400 093. Tel: 022-4293 0360

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CIN: U52393TN2007PTC064830 | www.caratlane.com | Toll Free No: 1800-102-0103 | Email: contactus@caratlane.com

SHREE INFRAGROWTH CONSULTANT PVT. LTD.

49, Parekh Mahal, 1st Floor, Above Ashray Hotel, L. J. Road, Shivaji Park, Mahim, Mumbai-400016.
CIN NO.: U74900MH2008PTC177537

3rd June'2025

Mr.Soham Santosh Agaskar

Room No -303, Saiplaza,
Building No.2, Ramucompund,
Opp Ganpati Mandir,
Veer Savarkar Road,
Virar(E)
Pincode : 401305.

Dear Soham,

With reference to your application and subsequent interview with us, we are pleased to offer you the position with our organization in QA department. With remuneration of INR.26,700/- (Gross) +OT- pm You will be on probation for a period of six months from the date of your joining the Company. You will serve one month of notice period in case of leaving your duties.

On joining you will be required to furnish the following documents:

1. 2 Passport size photograph
2. Proof of residence (ration card / electricity bill / telephone bill)
3. Photo of Identity proof (Passport / Pan Card / Election Card / Driving License)
4. Proof of Age (Birth certificate / School Leaving certificate)
5. Proof of Educational Qualifications.
6. Details of Appointment (offer/ appointment / resignation / relieving / work - experience letters)
7. Proof of Compensation (salary slip / Form -16)
8. Copy of PAN Card
9. One original certificate (Any academics)

You shall join the services of the Company on or before 3rd June'2025. Your reporting time on the date of joining will be **9.15 a.m.** at our **Vasai** office.

Please return the enclosed copy duly signed as a token of your acceptance.

For Shree Infragrowth Consultant Pvt Ltd.

for
Machhi

Human Resources Department

Shree Infragrowth Consultant Pvt.Ltd.
49, 1st Flr., Parekh Mahal,
Above Ashray Hotel,
L. J. Rd., Shivaji Park, Mahim,
Mumbai.
GSTIN/UIN: 27AALCS6075R1ZB
State Name: Maharashtra, Code: 27
CIN: U74900MH2008PTC177537

Accepted
(Signature)



Requirement of Mechanical Engineer at Gemsons Precision Pvt .Ltd

Samruddhi Rane <hr@gemsons.com>

Wed, Jul 16, 2025 at 10:51 AM

To: TPO Mechanical Engg VIVA institute Of Technology <tpo.mechplacement@viva-technology.org>

Cc: Johnson Pereira <johnson@gemsons.com>, Ranjeet <ranjeet@gemsons.com>

Dear Madam,

Greetings from Gemsons !

"Thank you for sharing the resumes for the Quality Assurance position. From the shared list, we have selected the following two candidates:"

Name of candidate	Joining date	Department	Designation
Mayur Rajan Kanade	14-07-2025	QA	Jr. Engineer
Sairaj Shetye	17-07-2025	QA	Jr. Engineer

Thanks & Regards,

Priyanka D

HR Executive

Gemsons Precision Engineering (P) Ltd.

Plot No. 9, Diwan Shah Udyog Nagar, Waliv, Vasai (E),

Palghar - 401208, Maharashtra, India

Office: +91 87 93 08 76 31/2/3/4/5/6/7/8, Ext: 217

Website: www.gemsons.com Email: hr@gemsons.com



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Gemsons Precision Engineering Pvt Ltd, Mumbai, India

APPOINTMENT LETTER

Date: 18/08/2025

Dev M Pitroda

D-104, Hashraj apartment, Padma colony,
Gaothan Road, Virar (West),
Palghar, Maharashtra- 401 303

Dear Dev,

Further to our discussions, we have pleasure in giving you this letter of appointment, setting out the details of your employment with our company. You are being appointed to the position of **Trainee Quality Engineer**. This appointment takes effect from your date of joining which shall not be later than **18/08/2025**.

1. Placement & Compensation

You will be placed in the appropriate band / responsibility level of the Company and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"*. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. Salary revision

Your salary will be reviewed on April 1st of each year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results.

3. Posting & Transfer

Your initial posting will be at "**Superfyn techno Engineers Pvt. Ltd**". However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

D.M. Pitroda

4. Probation:

That you will be on probation for a period of **Six Months**. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. Full time employment

Your position is a whole-time employment with the Company and you shall devote yourself exclusively to the business and interests 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 shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

6. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Board of Directors disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

D. M. Pitroda

9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

10. Date of Birth & Retirement

The date of birth declared by you is **07/02/2003** and you will be bound by such date of birth in all service matters with the Company. The retirement age is 58 years. You will retire from the employment of the Company at the end of the month in which you attain 58 years of age.

11. Resignation/Termination of employment

11.1. This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

11.2. Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

11.3. Executives, upon resignation, are required to provide a one-month notice period or one month's salary, regardless of whether they are within their probationary period or have been confirmed. Managerial-level employees are subject to a two-month notice period. s

Upon termination of employment, you will also return all company property, which may be in your possession.

12. Medical Fitness

This appointment is subject to your being, and remaining, medically fit.

13. Freedom of Movement

Employees have the right to freedom of movement within the workplace during working hours, subject to operational and safety requirements. The company encourages a professional and open environment where employees can freely access designated areas such as their workstations, canteen, washrooms, common areas,

D. M. Pitroda

and meeting rooms without unnecessary restrictions. Any temporary restrictions for safety, security, or operational reasons shall be communicated clearly and reasonably.

14. No Forced Overtime:

The company respects the personal time and commitments of all employees. No employee shall be compelled to work overtime against their will. Overtime work, if required due to operational necessity, will be undertaken strictly on a voluntary basis with the employee's consent and in accordance with applicable labour laws. All overtime work will be compensated as per statutory norms and company policy.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

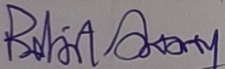
All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax rules.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Encl: Compensation details

Yours faithfully,

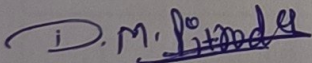
For Superfyn Techno Engineers Pvt. Ltd



Director

Date: 28/08/2025

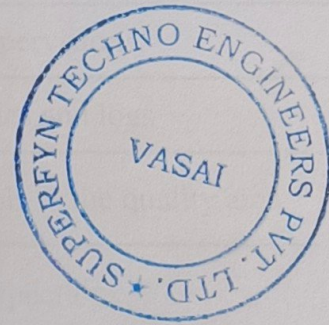
I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.



(Signature and Date)

Dev M Pitroda

28-08-2025



Job Description for Trainee Quality Engineer (TQ)

Name:	PITRODA DEV MANOJ (QAW-TQ-PDM)
Designation:	Trainee Quality Engineer (TQ)
Department:	QA_CNC_RUSHIKESH
Reporting to:	Director
Place/ Location:	RUSHIKESH

Responsibilities:

1	Develop awareness of customer expectations and product compliance requirements
2	Support documentation of inspection findings and quality records
3	Maintain cleanliness and proper storage of measuring instruments
4	Participate in training sessions on inspection techniques and quality tools
5	Shadow senior engineers during audits and customer complaint handling
6	Assist in basic gauge handling and verification under supervision
7	Help in organizing and maintaining calibration certificates and logs
8	Understand and follow safety and housekeeping protocols in the quality area.
9	Observe and assist in incoming, in-process, and final inspections
10	Learn to read and understand engineering drawings and quality standards
11	Control & Handling the N/C product
12	Identification of materials is required.
13	Ensure complete traceability of inventory items through accurate documentation, labeling, and digital tracking systems to support quality control and customer audits.

D. M. Pitroda

SUPERFYN TECHNO ENGINEERS PRIVATE LIMITED**Cost-to-Company Bifurcation****Name of the Employee: PITRODA DEV MANOJ****Designation: TRAINEE QUALITY ENGINEER**

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic + Dearness Allowances	10,500	1,26,000
HRA Per Month	5,250	63,000
Medical Allowances	2,630	31,560
Conveyance	2,620	31,440
2) Gross Income	21,000	2,52,000
3) Employees Statutory Deductions		
ESIC (0.75%)	138	1,660
Provident Fund (12%)	1,260	15,120
Professional Tax (PT)	200	2,500
Total of Statutory Deductions	1,598	19,280
4) Net In Hand	19,402	2,32,720
5) Employers Statutory Deductions		
ESIC (3.25%)	597	7,160
Provident Fund (12% + 1%)	1,365	16,380
Total of Statutory Deductions	1,962	23,540
6) Calculated CTC	22,962	2,75,544
7) Annual Components/Retirals		
Statutory Bonus (8.33%)	875	10,500
Encashment of Leave (20:1)	438	5,260
Gratuity* (5 Years Service)	505	6,060
Total of Annual Components & Retirals	1,818	21,820
8) Total Cost-to-Company	24,780	2,97,360

D.M. Pitroda

APPOINTMENT LETTER

Date: 04/06/2025

Kalpesh Dayanand Bhoir

At- Sakhare Po-Dahisar Ta- Palghar

Agari Chawal, VTC- Sakhare, Po- Palghar

Thane, Maharashtra, 401404

Dear Kalpesh,

Further to our discussions, we have pleasure in giving you this letter of appointment, setting out the details of your employment with our company. You are being appointed to the position of **Trainee Quality Engineer**. This appointment takes effect from your date of joining which shall not be later than **04/06/2025**.

1. Placement & Compensation

You will be placed in the appropriate band / responsibility level of the Company and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"*. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. Salary revision

Your salary will be reviewed on April 1st of each year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results.

3. Posting & Transfer

Your initial posting will be at "**Superfyn techno Engineers Pvt. Ltd**". However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.



4. Probation:

That you will be on probation for a period of **Six Months**. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. Full time employment

Your position is a whole-time employment with the Company and you shall devote yourself exclusively to the business and interests 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 shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

6. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Board of Directors disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.



9. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

10. Date of Birth & Retirement

The date of birth declared by you is **03/06/2003** and you will be bound by such date of birth in all service matters with the Company. The retirement age is 58 years. You will retire from the employment of the Company at the end of the month in which you attain 58 years of age.

11. Resignation/Termination of employment

- 11.1. During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one or two months (30 - 60 days) notice or salary.
- 11.2. This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.
- 11.3. Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.
- 11.4. Executives, upon resignation, are required to provide a one-month notice period or one month's salary, regardless of whether they are within their probationary period or have been confirmed. Managerial-level employees are subject to a two-month notice period.

Upon termination of employment, you will also return all company property, which may be in your possession.

12. Medical Fitness

This appointment is subject to your being, and remaining, medically fit.

13. Freedom of Movement

Employees have the right to freedom of movement within the workplace during working hours, subject to operational and safety requirements. The company encourages a professional and open environment where



employees can freely access designated areas such as their workstations, canteen, washrooms, common areas, and meeting rooms without unnecessary restrictions. Any temporary restrictions for safety, security, or operational reasons shall be communicated clearly and reasonably.

14. No Forced Overtime:

The company respects the personal time and commitments of all employees. No employee shall be compelled to work overtime against their will. Overtime work, if required due to operational necessity, will be undertaken strictly on a voluntary basis with the employee's consent and in accordance with applicable labour laws. All overtime work will be compensated as per statutory norms and company policy.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such. Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax rules.

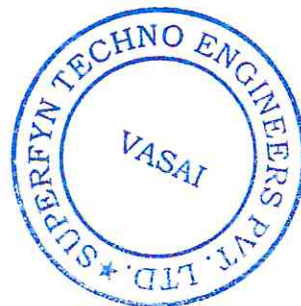
We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Encl: Compensation details


Yours faithfully,

For Superfyn Techno Engineers Pvt. Ltd


Director



I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.


(Signature and Date)

Kalpesh Dayanand Bhoir

SUPERFYN TECHNO ENGINEERS PRIVATE LIMITED		
Cost-to-Company Bifurcation		
Name of the Employee: KALPESH DAYANAD BHOIR		
Designation: TRAINEE QUALITY ENGINEER		
Component Category	Monthly	Annual
1) Fixed Compensation		
Basic + Dearness Allowances	11,000	1,32,000
HRA Per Month	5,500	66,000
Medical Allowances	2,750	33,000
Conveyance	2,750	33,000
2) Gross Income	22,000	2,64,000
3) Employees Statutory Deductions		
ESIC (0.75%)	144	1,730
Provident Fund (12%)	1,320	15,840
Professional Tax (PT)	200	2,500
Total of Statutory Deductions	1,664	20,070
4) Net In Hand	20,336	2,43,930
5) Employers Statutory Deductions		
ESIC (3.25%)	626	7,510
Provident Fund (12% + 1%)	1,430	17,160
Total of Statutory Deductions	2,056	24,670
6) Calculated CTC	24,056	2,88,672
7) Annual Components/Retirals		
Statutory Bonus (8.33%)	916	10,990
Encashment of Leave (20:1)	458	5,500
Gratuity* (5 Years Service)	529	6,350
Total of Annual Components & Retirals	1,903	22,840
8) Total Cost-to-Company	25,959	3,11,510

Kalpesb
04/09/25



ITDM PRIVATE LIMITED

CIN: U72900MH2022FTC380535

LETTER OF OFFER

Date: 26-09- 2024

To,
Durga Adhikari Chhetri
Mumbai.

Subject: Letter of Offer – Ms. Durga Adhikari Chhetri

Dear Durga,

We are pleased to make an offer for the position of “**Intern– QA**” at ITDM Private Limited. You will be entitled for a stipend of **INR 10,000** per month.

Kindly sign and email the duplicate copy of this letter as a token of your acceptance of the offer indicating therein your date of joining. We expect you to join us on **1st October 2024**.

Please email the below listed documents / details on your day of joining.

- a. One passport size photograph (Recent)
- b. Copy of Pan Card and Aadhar Card.
- c. Educational documents

We look forward to welcoming you on board at the earliest.

Yours faithfully,

Niyati Vasa

For ITDM Private Limited

Accepted By,

Durga Adhikari Chhetri

Tizzy Cloud Computing Pvt. Ltd.



Dear Miss. Nirali Bhatt

We are pleased to confirm you have been selected to work for Tizzy Cloud Computing Private Limited as **Intern QA** . You should join on or before 25th January 2025.

Required job duties are to:

- Drive the creation for compelling websites, landing pages micro sites
- Building new features, ensuring consistent plus compelling visual style & create graphics, user interfaces, style sheets templates
- Generating analytical reporting communicating with technical support as needed.
- Working collaboratively with other web designers as well as marketing it business units

Our financial proposal:

We would like to offer you a salary as per industrial norms and Deductions like PT or TDS will be done as per the corporate law. Your package will be **Rs. 96000p.a (Rs 8000 p.m.)**

Other Details:

If in case, you fail to join on the date mentioned without informing us by email at hradmin@tizzycloud.com at least 15 days before then your Offer will get cancelled and we will immediately offer this chance to get the same position to other candidates who have already applied along with you.

We are delighted to send you this offer to be approved and signed by you to start the job from 25th January 2025. We look forward to you joining our company in order to work with you.

Sincerely,
Tizzy HR

Internship Offer Letter

Date: 10th July 2025

Dear Ashwin Bhojane,

We are delighted to extend to you a formal offer for the position of Web Developer Intern at Le Mark Institute. In this role, you will be a valuable contributor to our mission of providing world-class education in the fields of design, media, and management.

I can confirm that Mr. Ashwin Bhojane is employed by Le Mark Institute in the following capacity:

Position Details:

Designation: Web Developer

Work Days: Monday to Saturday

Working Hours: 10:30 AM to 7:30 PM

Location: Matunga

Contract Type: Full Time

Package: 2.4 LPA

Pre-Joining Documentation:

To ensure a smooth and efficient onboarding process, we kindly request that you submit scanned copies of the following documents within three days of accepting this offer. Please bring one photocopy of each document on your first day of joining:

- Address and Photo Proof (Aadhar Card)
- PAN Card
- Experience Letter / Internship Letter (if applicable)
- Two recent colored passport-size photographs
- Last year's certificate/mark sheet
- Bank Account Details
- Emergency contact person's name and number
- Blood Group
- Updated Resume

We are excited about the opportunity for you to join Le Mark Institute and believe that your skills and expertise will significantly contribute to the continued growth and success of our institution. Kindly confirm your acceptance of this offer by 10th July 2025.

If you have any questions or require further clarification, please feel free to reach out to our Human Resources Department.

We look forward to welcoming you to the team.

Regards and Best Wishes,

Gautami Pandaram

Human Resources

Department Le Mark Institute



Date: 15/07/2025

Hrutik Gaikwad

Mobile: +91 9763186236

Address: S/O, Sunil Pandharinath
Gaikwad

At Post- Lilabai Pawar Thermal Power
Road, Near Balloon Factory, Dahanu
Road West, Lonipada Dhahanu, Tal-
Dahanu Dist- Palghar State-
Maharashtra, 401602

Subject: Appointment for post of Jr Software Engineer

Dear Hrutik Gaikwad,

We are pleased to offer you, the position of Jr. Software Engineer with Neovision Solutions LLP on the following terms and conditions:

1. Salary

Your salary will commence at ₹25,000 per month.

2. Probation Period

Your appointment will be subject to a probationary period of 3 months. An official confirmation of Your appointment will be notified to you in writing.

3. Commencement of employment

Your employment will be effective, as of 1st August 2025.

4. Job title

Your job title will be Jr. Software Engineer.

5. Place of posting

You will be posted at Mumbai, Maharashtra. You may however be required to work at any place of business which the Company has, or may later acquire.

6. Hours of Work

The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10.00 Am to 7.00 Pm and you are expected to work not less than Nine hours each day, and if necessary for additional hours depending on your responsibilities.





7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are as below.

You may be working as software engineer, at this stage you are developing technical skills and working to resolve troubleshooting coding, testing and software related issues. Client coordination with respect to application delivery will be essential part of the profile.

8. Company Property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 1 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. If conditions arrived then financial penalties May be applied for disputed notice period.

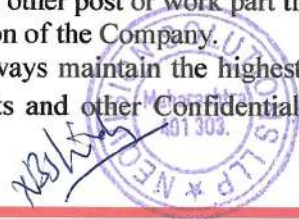
10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential information relating to the business of the Company





which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Mumbai, Maharashtra only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,



Mr. Nilesh Shinde



To,
Mr. Ravikishan Gupta.

Internship Offer

Dear Rashmi,

On behalf of Kailasa Analytics & Services Pvt Ltd, we are pleased to extend you this offer of temporary employment as an **Intern - IT**, reporting to **Manish Sharma**. If you accept this offer, you will begin your internship with the Company on **6th January 2025** and will be expected to work **6 days per week**.

You will be paid **Rs. 10,000/- as a stipend on a monthly basis**. As an intern, you will be receiving "Temporary employment" status.

Upon successful completion of the 6-month internship, you will be continued as a full-time employee and will be offered an annual salary package of **₹4,00,000 – ₹4,50,000**, based on your performance evaluation during the internship, as discussed under the Pre-Placement Offer (PPO) terms..

As a temporary employee, you will not receive any of the employee benefits (PF, ESIC, TDS, Insurance, Incentives) that regular Company employees receive.

Your internship is expected to end in 6 months. After completing your internship, you will be presented with an **experience letter**. Upon completion of your internship, you shall return all the company documents and materials belonging to the company that you have in your possession.

We hope that your association with the Company will be successful and rewarding. Kindly send a signed copy of this offer letter as a confirmation of acceptance.

I "Rashmi Phegade" have read and understood the above terms and conditions and agree to join the organization on the said date.

Sign:
For Kailasa Analytics & Services Pvt Ltd



Jitendra Rath
Human Resource Manager



Dedha/Appointment/2024-25/2048

Date: 6th January 2025

Sagar Anant Jadhav

Bhiwandi (Maharashtra)

Dear Sagar,

DOJ: 7th January 2025

We are pleased to offer you employment to work as **“HR ASSISTANT - MIS”** on deputation with our **client site at Bhiwandi (Maharashtra)** for a fixed period of employment, on the following terms and conditions:

1. The term of your employment is valid till the validity of our contract with the client. Notwithstanding the aforesaid and without prejudice to clause 8, in the event of the project/work for which you are deputed comes to an end before the aforementioned period, this employment contract shall be co-terminus with such project/work. For avoidance of doubt, your appointment is on a fixed term contract basis.
2. During the tenure of your employment with us, you can be deputed at the sole discretion of the management to any of our clients to do work pertaining to or incidental to our project with such client/s.
3. You will be entitled to **1.75** paid leaves per month, on pro rata basis, the same shall be paid in the monthly wages.
4. You will not be absent from your duty without sufficient reasons. You will obtain prior written permission/sanction from us for your leave/absence giving reasons thereof and probable duration immediately, the absences will be treated as leave without pay and if such unauthorized absence/leave continues for more than 3 days, you shall be liable for appropriate disciplinary action including termination of your employment.
5. You will be governed by the conduct, discipline, rules and regulations as laid down by our management.
6. You will receive remuneration as detailed in Annexure I. The salary for the first month will be paid, subject to furnishing the details mentioned below:
 - A. CV and a passport size photograph
 - B. Proof of age, Identity and Residence (Pan Card & Aadhar Card are Mandatory)
 - C. Driving License (Mandatory for Biker's and Delivery Executives)
 - D. Certificate of Educational Qualifications
 - E. Experience Certificates from previous employer
 - F. Release from previous employer
 - G. A copy of your present salary slip and 2 references with telephone and e-mail contact.

If any of the particulars submitted by you to are found not to be true, your services will be liable to be terminated immediately without any notice, without prejudice to our other rights.

7. The salary will be paid to you for the number of days present (including applicable weekly offs) during the month. You will receive your salary and arrears if any on or before 7th of every month.
8. This employment contract can be terminated with a notice of 15 days in writing or salary in lieu of notice, by either party, unless your employment is terminated by us on the grounds of breach of code of conduct, misbehavior, misconduct, or indiscipline, etc. In such case **Dedha India HR Solutions Pvt Ltd** reserves the right to terminate your services with immediate effect without any payment in lieu of notice period.
9. You will, with effect from **7th January 2025** be required to work at **Client** office/ premises at any of their locations.

Corporate Office: 6th Floor, Tower A, M3M Urbana Business Park, Sector 66, Gurugram, Haryana - 122018

Ph.: +91-9205111450, 9205713996, 9205111454

Email-ID: info@dedhaindia.com **Website:** www.dedhaindia.com

10. During the tenure of deputation, you will continue to be an employee of **Dedha India HR Solutions Pvt Ltd** and shall be under our control and supervision

11. In the day-to-day functioning or carrying out all responsibilities, you will abide by the IT and secrecy policies that we have signed up with Client. You shall not give out to anyone in any manner whatsoever particulars, or any details of any of the matters pertaining to the Client or its working, or any other confidential information. In the event of breach of this condition on your part, your services will be liable for termination of with immediate effect, without prejudice to our other rights in this regard.

12. You shall also abide by training that may be offered to you by **Client** to enable you perform the project on our behalf.

13. You shall perform services during the working hours of **Client**

14. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against **Client**.

15. You shall not engage in any act subversive of discipline in the course of your duty/duties in the property of **Client** or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.

16. You shall be responsible for protecting our/**Client's** property entrusted to you in the due discharge of your duties and shall indemnify us/**Client**, when there is a loss of any kind to such property.

17. You will be liable to compensate **Dedha India HR Solutions Pvt Ltd** in case any claim arises from **Client** on account of your willful act or negligence.

18. It is an express condition that during the period of fixed term contract, you shall not, without our express permission, undertake any other business, work, or public office, on payment or otherwise. In the event of breach of this condition on your part, you will be liable for termination of your services with immediate effect.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members to the **Dedha India HR Solutions Pvt Ltd** family. As a new entrant, we would like you to whole-heartedly contribute in this process.

As a token of acceptance of the above terms and conditions, request you to sign the duplicate copy of this letter and return to us.

Background Checks - Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.

With warm regards,

For M/s. Dedha India HR Solutions Pvt Ltd



Authorized Signatory

Corporate Office: 6th Floor, Tower A, M3M Urbana Business Park, Sector 66, Gurugram, Haryana - 122018

Ph.: +91-9205111450, 9205713996, 9205111454

Email-ID: info@dedhaindia.com **Website:** www.dedhaindia.com

Annexure I

Name: Sagar Anant Jadhav

Designation: HR Assistant - MIS

Client where deputed: Bhiwandi (Maharashtra)

Location: Bhiwandi (Maharashtra)

Sub Location: Bhiwandi

Start date: 7th January 2025

Particulars	Salary Per Month	Salary Per Annum
Basic	15500	186000
HRA	6166	73992
Conveyance	0	0
Suppl. Allowance	0	0
Balance Pay	0	0
Medical Allowance	0	0
SCOC	0	0
Education Allowance	0	0
LTA	0	0
Leave With Wages	1043	12516
Bonus	1291	15492
Sub Total : (A) Gross	24000	288000
Other Employers Cost:		
Fixed OT	0	0
PF @ 13%	1950	23400
Employers ESIC @3.25%	0	0
LWF	12.50	150
Sub Total : (B)	1963	23550
Cost to Company : (A)+(B)	25963	311550
Less Deductions:		
PF @ 12%	1800	21600
P. Tax as Per State	200	2400
Employees ESIC @0.75%	0	0
Sub Total : (C)	2000	24000
Take Home : (A) – (C)	22000	264000

Additional Benefits:

- | | |
|---|----------------------------------|
| 1. Group Medical insurance (Up to 1 Lakh) | Self + Spouse + Children up to 2 |
| 2. Personal Accidental Insurance (Up to 2 Lakh) | Self |

****Professional Tax (PT) & Labour welfare fund (LWF) will be subject to deduction as per state norms**

I hereby accept the above-mentioned terms and conditions.

Signature: _____ **Date:** _____

Corporate Office: 6th Floor, Tower A, M3M Urbana Business Park, Sector 66, Gurugram, Haryana - 122018

Ph.: +91-9205111450, 9205713996, 9205111454

Email-ID: info@dedhaindia.com **Website:** www.dedhaindia.com

Date: 26th December 2024

To,
Mr. Abhishek Jaiswal.

Internship Offer Dear

Abhishek,

On behalf of Kailasa Analytics & Services Pvt Ltd, we are pleased to extend you this offer of temporary employment as an **Intern - IT**, reporting to **Manish Sharma**. If you accept this offer, you will begin your internship with the Company on **6th January 2025** and will be expected to work **6 days per week**.

You will be paid **Rs. 10,000/- as a stipend on a monthly basis**. As an intern, you will be receiving "Temporary employment" status.

Upon successful completion of the 6-month internship, you will be continued as a full-time employee and will be offered an annual salary package of **₹4,00,000 – ₹4,50,000**, based on your performance evaluation during the internship, as discussed under the Pre-Placement Offer (PPO) terms..

As a temporary employee, you will not receive any of the employee benefits (PF, ESIC, TDS, Insurance, Incentives) that regular Company employees receive.

Your internship is expected to end in 6 months. After completing your internship, you will be presented with an **experience letter**. Upon completion of your internship, you shall return all the company documents and materials belonging to the company that you have in your possession.

We hope that your association with the Company will be successful and rewarding. Kindly send a signed copy of this offer letter as a confirmation of acceptance.

I "Rashmi Phegade" have read and understood the above terms and conditions and agree to join the organization on the said date.

Sign:

For Kailasa Analytics & Services Pvt Ltd



Jitendra Rath
Human Resource Manager



01 January 2025

Letter Of Appointment

To,
Ms. Tejal Katigar
TCS - Mumbai

Dear Ms. Tejal,

Further to your acceptance of our offer letter vide TCSL/DT20217705152/- Mumbai dated 1 January 2025 we are pleased to appoint you in our organization in grade C1 as Security Engineer.

Your emoluments are already communicated to you, are fixed at a salary of ₹7,20,889/- per annum as per our foresaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 15-JAN-2025 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 2035449.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TCS Private & Confidential



STEM Learning Pvt. Ltd.

Building Brains.....Beyond Books.....

1205, Marathon Icon, Marathon Nextgen CAMPUS,
Opp. G. K. Marg, Lower Parel (w),
Mumbai - 400013.
Contact : 022 2493 3738

Date: - 05-07-2025

To,
Mr. Ujwal Vijay Khatri,
C/04 Chandresh regency, S V Road,
Asha Nagar, Bhayender east, Thane
Mumbai Maharashtra 401105

PROVISIONAL OFFER OF EMPLOYMENT

Dear Mr. Ujwal Khatri,

We are pleased to offer you the position of **Front- end Intern at Stem Learning Pvt Ltd.** for a period of 6 months. Your internship will commence on **07th-July-2025** and will be based at **Mumbai**.

During this period, you will be entitled to a monthly stipend of **Rs. 10,000/-**. The stipend will be paid on a monthly basis, subject to satisfactory performance and adherence to company policies.

Please note that a Professional Tax (PT) deduction of Rs. 175/- per month will be applicable.

You are required to send your offer acceptance on hr@stemlearning.in

Thanking you,

Yours truly,
For STEM Learning Pvt. Ltd

Meera Dhanuka



Meera Dhanuka
Associate Vice President



Term and Condition

Terms and Conditions:

1. Your internship will be for a duration of **6 months** from the date of joining.
2. This internship does not guarantee permanent employment with the company. However, based on your performance and business requirements, you may be considered for a full-time position.
3. You are expected to maintain confidentiality regarding company information and follow all company policies and procedures.
4. You will report to **Aqsa Khan** and work on assigned tasks and projects.
5. In case of early resignation before completing the internship period, you are required to provide a notice period.
6. The company reserves the right to terminate the internship at any time based on performance or violation of company policies.
7. **Professional Tax (PT) of Rs. 175/- per month** will be deducted from your stipend as per applicable laws.



STEM Learning Pvt. Ltd.

Building Brains.....Beyond Books.....

1205, Marathon Icon, Marathon Nextgen CAMPUS,
Opp. G. K. Marg, Lower Parel (w),
Mumbai - 400013.
Contact : 022 2493 3738

Reporting Details: -

Reporting Date: 07th July 2025

Reporting Time: 10:00 AM

Contact Person: Ms. Komal Mehra (+91 8433559899)

Email: komal.mehra@stemlearning.in

On the date of joining, you are requested to bring below mentions documents.

- Copy of Aadhar card & Pan Card is mandatory.
- Three recent passport size photographs.
- If experience, relieving letter, Experience letter & latest 3 months' salary slip

Date: 05-07-2025



Fwd: Joining Confirmation

1 message

Shani Mishra <shanimishra284@gmail.com>
To: tpovit@viva-technology.org

Sat, Aug 23, 2025 at 10:40 AM

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

From: **Shani Mishra** <shanimishra284@gmail.com>
Date: Wed, 6 Aug 2025 at 20:10
Subject: Fwd: Joining Confirmation
To: <upadhyaychandrama85@gmail.com>

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

From: **Shani Mishra** <shanimishra284@gmail.com>
Date: Wed, 6 Aug 2025, 7:14 pm
Subject: Fwd: Joining Confirmation
To: choubvijay18@gmail.com <choubvijay18@gmail.com>

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

From: **HRGHARWALE** <hrgharwale@gmail.com>
Date: Wed, 6 Aug 2025, 6:15 pm
Subject: Joining Confirmation
To: <shanimishra284@gmail.com>

Dear Mr. Shani Mishra,

We are pleased to offer you the position of **Junior Software Engineer** at **Gharwale.Com**. We believe your skills and experience will be a valuable asset to our technology team.

Below are the key terms and conditions of your employment:

- **Date of Joining:** 20th July 2025

- **Monthly Salary:**

Your starting monthly salary will be INR 18,000/-.

- **Trial Period:**

A 7-day working trial to understand the job culture and product details.

If you want to quit, you can quit within 7 days.

- **Probation Period:**

A. It is understood and agreed that the first 6 months of employment shall constitute a probationary period ("**Probationary Period**") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.

B. Within probation period, paid leaves, bonuses, and incentives will not be applicable.

C. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.

● **Uninformed Leave and Termination:**

If you take an uninformed leave within 45 days, the company will charge a fine of Rs. 1500/-.

● **Notice Period:**

The Employee may terminate his employment at any time by providing the Employer with at least 45 days(s) advance notice of his intention to resign.

● **Weekly Off:**

Your weekly off day will be on Tuesday. There will not be long holidays in the period of 6 months in any circumstances.

● **Office Timings:**

- Monday to Sunday: 10:30 AM to 7:30 PM

● **Discontinuation of Employment:**

As you discussed in the interview, if you decide to discontinue your employment before completing 45 days, **please be aware** that no salary will be paid by the company.

● **Original Documents Submission:**

Mutually agreed upon joining, you will be required to submit your original documents as security to the company because, company is providing you training free of cost with a stipend amount. A formal acknowledgment will be provided to you for this.

● **Work Usage Policy:**

As part of your responsibilities at **[Company Name]**, please note the following mandatory compliance points:

- ❖ All professional communication and work-related tools/accounts must be created and used under the company's official contact details. You are required to use only the **company's phone number and official email ID** for any external communications related to company work.
- ❖ Any account credentials (usernames and passwords) created for business purposes must be **shared with the company**, and such accounts will be considered company property.
- ❖ You are **not permitted to use any personal email, phone number, or other personal credentials** for company-related work or project access.

❖ Any tools, software, platforms, or systems you set up or use in the course of your employment will remain the intellectual property of the company.

Failure to comply with this policy may be treated as a breach of company protocol and may lead to disciplinary action.

● **Confidential Information:**

Any trade secret / Data or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party.

If an employee is caught leaking Data or confidential or sensitive information, the employer will take legal action and initiate Court proceedings.

We are confident that you will excel in your role and make significant contributions to our team. Your commitment to meeting the targets and expectations set forth will be key to your success and growth within the company.

This offer is contingent upon successful completion of background verification and document submission, as per our HR policies.

Please indicate your acceptance by signing and returning a copy of this letter

We look forward to having you onboard and working with us to build impactful solutions.

Thanks & Regards

Manasvi Bidvi

HR

Gharwale.Com

Date: 26th December 2024

To,
Ms. Rashmi Phegade.

Internship Offer

Dear Rashmi,

On behalf of Kailasa Analytics & Services Pvt Ltd, we are pleased to extend you this offer of temporary employment as an **Intern - IT**, reporting to **Manish Sharma**. If you accept this offer, you will begin your internship with the Company on **6th January 2025** and will be expected to work **6 days per week**.

You will be paid **Rs. 10,000/- as a stipend on a monthly basis**. As an intern, you will be receiving "Temporary employment" status.

Upon successful completion of the 6-month internship, you will be continued as a full-time employee and will be offered an annual salary package of **₹4,00,000 – ₹4,50,000**, based on your performance evaluation during the internship, as discussed under the Pre-Placement Offer (PPO) terms..

As a temporary employee, you will not receive any of the employee benefits (PF, ESIC, TDS, Insurance, Incentives) that regular Company employees receive.

Your internship is expected to end in 6 months. After completing your internship, you will be presented with an **experience letter**. Upon completion of your internship, you shall return all the company documents and materials belonging to the company that you have in your possession.

We hope that your association with the Company will be successful and rewarding. Kindly send a signed copy of this offer letter as a confirmation of acceptance.

I "Rashmi Phegade" have read and understood the above terms and conditions and agree to join the organization on the said date.

Sign:

For Kailasa Analytics & Services Pvt Ltd



Jitendra Rath
Human Resource Manager



ITDM PRIVATE LIMITED

CIN: U72900MH2022FTC380535

LETTER OF OFFER

Date: 26-09- 2024

To,
Pooja Prajapati
Mumbai.

Subject: Letter of Offer – Ms. Pooja Prajapati

Dear Pooja,

We are pleased to make an offer for the position of “**Intern– QA**” at ITDM Private Limited. You will be entitled for a stipend of **INR 10,000** per month.

Kindly sign and email the duplicate copy of this letter as a token of your acceptance of the offer indicating therein your date of joining. We expect you to join us on **1st October 2024**.

Please email the below listed documents / details on your day of joining.

- a. One passport size photograph (Recent)
- b. Copy of Pan Card and Aadhar Card.
- c. Educational documents

We look forward to welcoming you on board at the earliest.

Yours faithfully,

Myati Vasa

For ITDM Private Limited

Accepted By

Pooja Prajapati



Branch International Financial Services Private Limited
01, AWFIS, Space Solutions, 4th Floor
VIOS Towers, Off Eastern Express Highway
Sewri-Chembur Road, Mumbai 400037
CIN: U65929MH2017FTC296528

1 January 2025

Name: Royson Salis

Address: Pareira Housing Complex, Building No. 5 / A-wing / Room No. 003, Opposite Dwarka Nagri Society, Phoolpada Road, Virar East, Mumbai - 401305

Phone: +91 95797 11372

Email: royson8salis@gmail.com

Dear **Royson**,

RE: LETTER OF OFFER OF CONFIRMATION – Associate Backend Engineer.

We are delighted to offer you the position of **Associate Backend Engineer (B1)** with **Branch International Financial Services Private Limited**. This offer is subject to your acceptance of this position in writing no later than **24 January 2025**. In addition, the offer is subject to the regular background checks being completed successfully.

Our mission is to deliver world-class financial services to the mobile generation. Should you join us, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing:

Title: Associate Backend Engineer (B1)

Reporting to: Engineering Team Lead, India

Start date: 30th January 2025

Location: Mumbai, India

CTC (Cost-to-Company): INR 4 lakh per annum.

Stock options: 1,000 stock options (as per Company's policy and applicable Stock Option Agreement)

Other terms of employment will be as below:

1) Employment: You will be employed on an open-ended Full Time Employee contract.

2) Benefits: Company sponsored health insurance for yourself, spouse, (up to 2) kids and

parents/in-laws

3) Probation: There will be a 3-month probation period, after which, depending on your performance, you shall either be confirmed as a permanent employee or put on another 3-month probation.



Branch International Financial Services Private Limited
01, AWFIS, Space Solutions, 4th Floor
VIOS Towers, Off Eastern Express Highway
Sewri-Chembur Road, Mumbai 400037
CIN: U65929MH2017FTC296528

- 4) Working hours:** Standard work hours are 9 hours per day, Monday to Friday. Please note that working hours may vary from time to time depending on team meeting arrangements, the needs of the organization and as per discretion of your immediate supervisor.

This document is simply a brief of our employment offer and will stand in for your employment agreement until such time the employment agreement is issued and signed. The employment agreement will explain, in detail, areas covered in this letter in addition to other company terms and conditions.

Sincerely,
For Branch International Financial Services Private Limited

YG Research India Private Limited
46th Floor,
Oberoi Commerz III,
International Business Park,
Oberoi Garden City,
Off Western Express Highway,
Goregaon East,
Mumbai 400 063
<https://business.yougov.com/>
+91 7304557551 / 8976996517

PRIVATE & CONFIDENTIAL

VIVA Institute of Technology

Friday, 28 March 2025

To whom it may concern,

Re: Sayyed Rashid Zakirhussain

I can confirm that **Sayyed Rashid Zakirhussain** is employed by YouGov in the following capacity:

Job Title: Survey Scriptor

Contract Type: Permanent, full-time

Dates: 10/08/2024 – Present

CTC: 8.47 LPA

The following outlines the roles and responsibilities managed by the employee.

The Role:

Sayyed Rashid Zakirhussain is a part of an operations team, which will provide operational support to research teams in Europe, the USA, the Middle East and APAC, enabling them to offer quality consultancy on a wide variety of topics. Alongside other survey scriptwriters and data processing execs, he is a part of an Operations team which strives to produce accurate results every time and supports the rest of the company in delivering innovative and robust research solutions.

The Deliverables:

- To provide expert scripting services for researchers to aid them in their client relationships
- To take complex questionnaires from researchers and script them using YouGov's bespoke scripting software in an accurate and timely manner.
- Testing survey logic to ensure that it is error free.
- Using experience to liaise with internal clients, advising on best practice and assisting with problem solving
- Management of own workload to ensure that deadlines are met and standards are achieved.
- To assist the senior scripters in implementing any new solutions for improved efficiency within the workflow
- To maintain excellent record administration so as to have an accurate log of work carried out as part of the service
- To ensure all reporting and management requests are accurate and delivered on time

YG Research India Private Limited
46th Floor,
Oberoi Commerz III,
International Business Park,
Oberoi Garden City,
Off Western Express Highway,
Goregaon East,
Mumbai 400 063
<https://business.yougov.com/>
+91 7304557551 / 8976996517

Skills required:

- Familiarity with any computer language or web-design coding (e.g. HTML, CSS, JavaScript)
- Degree in an IT-based subject, or evidence of a similar level of computer skills

Please note that it is the Company's policy to supply only the above standard information, and not to answer specific questions. This should not be taken as a positive or negative reflection on the individual concerned.

The above information is given in good faith and in strict confidence but without liability to the organisation or myself. While every care is taken to ensure the above information is accurate, responsibility cannot be taken for any omissions or inaccuracies.

Yours sincerely,



Neha Jadhav
Senior HR Operations Specialist
YG Research India Private Limited

Offer Letter

Date: 11th June 2025

To,
Mr. Amaan Ashraf Shaikh,

We are delighted to offer you a full-time position as a Software Developer at Nyssa Infotech. Based on your qualifications and your interest in the fields of Web Development and Data Analytics, we are confident that you will make a valuable contribution to our team.

Offer Details:

- Position: Software Developer
- Reporting To: Shaad Shaikh (Project Head)
- Location: Remote
- Annual CTC: ₹ 2.5 LPA

Your expected date of joining is 12th June 2025 at 9:00 AM. Upon reporting, you will be required to complete the joining formalities with the HR Department.

This offer is subject to the terms and conditions of employment at Nyssa Infotech. A detailed Appointment Letter containing your employment terms will be issued to you on the day of joining.

We look forward to welcoming you aboard and wish you a rewarding career with us. Please sign and return a copy of this letter as confirmation of your acceptance.

With best wishes,
Nyssa Infotech



Samshad Shaikh
(Human Resource Manager)
Nyssa Infotech



ITDM PRIVATE LIMITED

CIN: U72900MH2022FTC380535

LETTER OF OFFER

Date: 07-10- 2024

To,
Sanjana Yadav
Mumbai.

Subject: Letter of Offer – Ms. Sanjana Yadav

Dear Sanjana,

We are pleased to make an offer for the position of “**Intern– QA**” at ITDM Private Limited. You will be entitled for a stipend of **INR 10,000** per month.

Kindly sign and email the duplicate copy of this letter as a token of your acceptance of the offer indicating therein your date of joining. We expect you to join us on **8 October 2024**.

Please email the below listed documents / details on your day of joining.

- a. One passport size photograph (Recent)
- b. Copy of Pan Card and Aadhar Card.
- c. Educational documents

We look forward to welcoming you on board at the earliest.

Yours faithfully,

Accepted By

Niyati Vasa

For ITDM Private Limited

Sanjana Yadav

Sanjana Yadav



Fwd: Confirmation of Position

1 message

Ketan Dubey <ketandubey16@gmail.com>

Mon, Nov 17, 2025 at 2:26 PM

To: "niteshkumar@viva-technology.org" <niteshkumar@viva-technology.org>

Regards:-
Ketan Dubey
8808159638

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

From: **Ketan Dubey** <ketandubey16@gmail.com>

Date: Fri, 14 Nov, 2025, 12:16 pm

Subject: Fwd: Confirmation of Position

To: chandanipatel@viva-technology.org <chandanipatel@viva-technology.org>

Regards:-
Ketan Dubey
8808159638

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

From: **Ketan Dubey** <ketandubey16@gmail.com>

Date: Wed, 15 Oct, 2025, 2:50 pm

Subject: Fwd: Confirmation of Position

To: <2303xsma8bketan@viva-technology.org>

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

From: **Digital Bombay** <hrdigitalbombay@gmail.com>

Date: Thu, 9 Oct 2025 at 17:20

Subject: Confirmation of Position

To: Ketan Dubey <ketandubey16@gmail.com>

Dear Mr. Ketan Dubey,

We are pleased to offer you the position of **UI/UX Developer – Intern**. We believe your skills and experience will be a valuable asset to our technology team.

Below are the key terms and conditions of your employment:

- **Date of Joining:** 26th September 2025.

- **Monthly Salary:**

Your starting monthly salary will be INR 13,000/-.

- **Trial Period:**

A 7-day working trial to understand the job culture and product details.

If you want to quit, you can quit within 7 days.

- **Probation Period:**

A. It is understood and agreed that the first 6 months of employment shall constitute a probationary period ("**Probationary Period**") during which period the Employer may, in

its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.

B. Within probation period, paid leaves, bonuses, and incentives will not be applicable.

C. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.

D. Employment may be immediately terminated without notice in cases of weak performance or misbehavior, as per company policy.

● **Uninformed or Misuse of Leave Policy:**

Taking leave without prior approval, informing on the same day, or providing a false reason for leave is considered a serious violation of company policy.

Such behavior disrupts team operations and affects overall productivity.

Repeated violations or any intentional misuse of the leave policy may lead to disciplinary action, including but not limited to salary deductions, written warnings, suspension, or termination of employment.

● **Notice Period:**

The Employee may terminate his employment at any time by providing the Employer with at least 45 days(s) advance notice of his intention to resign.

● **Weekly Off:**

Your weekly off day will be on Tuesday. There will not be long holidays in the period of 6 months in any circumstances.

● **Office Timings:**

- Monday to Sunday: 10:30 AM to 7:30 PM

● **Discontinuation of Employment:**

As you discussed in the interview, if you decide to discontinue your employment before completing 45 days, **please be aware** that no salary will be paid by the company.

● **Original Documents Submission:**

Mutually agreed upon joining, you will be required to submit your original documents as security to the company because, company is providing you training free of cost with a stipend amount. A formal acknowledgment will be provided to you for this.

● **Work Usage Policy:**

As part of your responsibilities at **Digital Bombay**, please note the following mandatory compliance points:

- ❖ All professional communication and work-related tools/accounts must be created and used under the company's official contact details. You are required to use only the

company's phone number and official email ID for any external communications related to company work.

❖ Any account credentials (usernames and passwords) created for business purposes must be **shared with the company**, and such accounts will be considered company property.

❖ You are **not permitted to use any personal email, phone number, or other personal credentials** for company-related work or project access.

❖ Any tools, software, platforms, or systems you set up or use in the course of your employment will remain the intellectual property of the company.

Failure to comply with this policy may be treated as a breach of company protocol and may lead to disciplinary action.

● **Confidential Information:**

Any trade secret / Data or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party.

If an employee is caught leaking Data or confidential or sensitive information, the employer will take legal action and initiate Court proceedings.

We are confident that you will excel in your role and make significant contributions to our team. Your commitment to meeting the targets and expectations set forth will be key to your success and growth within the company.

This offer is contingent upon successful completion of background verification and document submission, as per our HR policies.

Please indicate your acceptance by signing and returning a copy of this letter

We look forward to having you onboard and working with us to build impactful solutions.

Thanks & Regards

Manasvi Bidvi

HR

Digital Bombay



Fwd: Confirmation of Position

1 message

Prince Kushwaha <kushwahaprinced566@gmail.com>

Mon, Nov 17, 2025 at 2:27 PM

To: "niteshkumar@viva-technology.org" <niteshkumar@viva-technology.org>

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

From: **Prince Kushwaha** <kushwahaprinced566@gmail.com>

Date: Fri, 14 Nov, 2025, 12:24 pm

Subject: Fwd: Confirmation of Position

To: <niteshkumar@viva-technology.com>

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

From: **Prince Kushwaha** <kushwahaprinced566@gmail.com>

Date: Fri, 14 Nov, 2025, 12:17 pm

Subject: Fwd: Confirmation of Position

To: <chandanipatel@viva-technology.com>

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

From: **HR GHARWALE IN** <hr@gharwale.in>

Date: Sat, 20 Sept, 2025, 7:03 pm

Subject: Confirmation of Position

To: Prince Kushwaha <kushwahaprinced566@gmail.com>

Dear Mr. Prince Kushwaha,

We are pleased to offer you the position of **Intern** at **Gharwale.Com**. We believe your skills and experience will be a valuable asset to our technology team.

Below are the key terms and conditions of your employment:

- **Date of Joining:** 25th August 2025

- **Monthly Salary:**

Your starting monthly salary will be INR 16,000/-.

- **Trial Period:**

A 7-day working trial to understand the job culture and product details.

If you want to quit, you can quit within 7 days.

- **Probation Period:**

A. It is understood and agreed that the first 6 months of employment shall constitute a probationary period ("**Probationary Period**") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.

B. Within probation period, paid leaves, bonuses, and incentives will not be applicable.

C. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.

● **Uninformed Leave and Termination:**

If you take an uninformed leave within 45 days, the company will charge a fine of Rs. 1500/-.

● **Notice Period:**

The Employee may terminate his employment at any time by providing the Employer with at least 45 days(s) advance notice of his intention to resign.

● **Weekly Off:**

Your weekly off day will be on Tuesday. There will not be long holidays in the period of 6 months in any circumstances.

● **Office Timings:**

- Monday to Sunday: 10:30 AM to 7:30 PM

● **Discontinuation of Employment:**

As you discussed in the interview, if you decide to discontinue your employment before completing 45 days, **please be aware** that no salary will be paid by the company.

● **Original Documents Submission:**

Mutually agreed upon joining, you will be required to submit your original documents as security to the company because, company is providing you training free of cost with a stipend amount. A formal acknowledgment will be provided to you for this.

● **Work Usage Policy:**

As part of your responsibilities at **Gharwale.Com**, please note the following mandatory compliance points:

- ❖ All professional communication and work-related tools/accounts must be created and used under the company's official contact details. You are required to use only the **company's phone number and official email ID** for any external communications related to company work.
- ❖ Any account credentials (usernames and passwords) created for business purposes must be **shared with the company**, and such accounts will be considered company property.
- ❖ You are **not permitted to use any personal email, phone number, or other personal credentials** for company-related work or project access.
- ❖ Any tools, software, platforms, or systems you set up or use in the course of your employment will remain the intellectual property of the company.

Failure to comply with this policy may be treated as a breach of company protocol and may lead to disciplinary action.

● **Confidential Information:**

Any trade secret / Data or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party.

If an employee is caught leaking Data or confidential or sensitive information, the employer will take legal action and initiate Court proceedings.

We are confident that you will excel in your role and make significant contributions to our team. Your commitment to meeting the targets and expectations set forth will be key to your success and growth within the company.

This offer is contingent upon successful completion of background verification and document submission, as per our HR policies.

Please indicate your acceptance by signing and returning a copy of this letter

We look forward to having you onboard and working with us to build impactful solutions.

Thanks & Regards
Manasvi Bidvi
HR
Gharwale.Com



Transforming Lives, Digitally

Offer Letter
Pradeep Suthar

Date: 21st-December-2024

To,
Pradeep Suthar
Virar

On behalf of the management team at 12Grids, we are very pleased to offer you employment at 12Grids (Tantragyan Technologies Pvt Ltd).

Your employment will commence from **7th January 2024**. You will have the designation of '**Associate- Software Engineer**' from the date of commencement of your employment.

You will be subject to the detailed terms of the Company's Employment Contract. You will be governed by the rules and regulations of the company that may be modified from time to time, at discretion of the company.

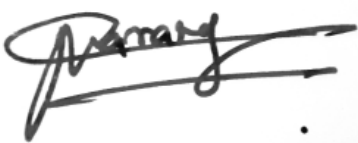
You will undergo initial 6 months of training. During the training period, your agreed salary will be **Rs. 8,000 per month**.

Following the successful completion of your internship, we will evaluate and discuss the possibility of a full-time employment opportunity

Probation Period: 6 Months

Please sign and return the scan copy of the offer letter indicating your formal acceptance of employment offered herein.

We look forward to having you join the
Team 12Grids!!



Ravindra Warang, Director
For 12Grids

Terms & Conditions

By accepting this offer, you acknowledge that your employment is at-will, allowing either party to terminate the relationship at any time, and you agree to provide written notice of resignation with a minimum of 3 months of Notice Period, while the organization retains the right to terminate your employment for various reasons, including but not limited to poor performance, policy violations, or changing business needs. (details given in employee agreement)

You will be the full-time employee of the Company and will not engage yourself in any work similar in nature to that of the Company and/or in which you may for the time being be engaged by the company and/or engage yourself, anywhere in any work, profession or employment in any capacity either honorary or otherwise.

It should be clearly understood that your assignment or work can be changed or altered whenever necessary at the discretion of the management to suit any new developments and requirements of the Company on the same terms and conditions without any additional benefits.

The assets of any of our Organisations should not be misused but employed to conduct the business for which they are duly authorized. These include tangible assets such as equipment and machinery, systems, software facilities, materials, and resources as well as intangible assets such as proprietary information, relationships with customers and suppliers, etc.

Please be aware that you are prohibited from sharing, releasing, or removing any private, confidential, or proprietary information related to the Company to anyone unauthorized. This includes any records, data, manuals, customer information, or intellectual property. This obligation applies during and after your employment. You must also safeguard the Company's intellectual property rights and understand that any products or solutions developed while working for the Company belong solely to the Company.

In situations involving leave or remote work (WFH), it is incumbent upon you to promptly notify both your reporting manager and the HR department. Failure to provide this notification may result in the implementation of disciplinary measures against you.

You shall strictly follow the company's policies and procedures defined from time to time. Any deviation from the same would result in strict disciplinary actions against you including termination.

We look forward to having you join the Team 12 Grids!!

I am delighted to accept the offer and look forward to contributing to the team.

(Sign and Date)

Candidate Name: _____

Location: _____