



**SHRI KHANDERAI PRATISHTHAN'S
DNYANSAGAR INSTITUTE OF MANAGEMENT & RESEARCH**

(Approved by AICTE, New Delhi, Recognized By Govt. of Maharashtra, Affiliated to S. P. Pune University)
(AISHE Code : C - 41293, PUN Code - IMMP014030)



**STUDENTS PLACEMENT
ORDER
2022-2023**



SKP Campus, Baner, Balewadi, Pune - 411 045 INDIA
☎ 7767800401 - 10 ✉ director@dimr.edu.in 🌐 www.dimr.edu.in



Dear Gavate Rameshwar Raosaheb

With your joining day approaching, we not only want to congratulate you for your role as Bharat Banking:Sales Manager - Bharat Enterprises at Axis Bank, but we also want to let you know that we are really excited to have you on board.

Posting Details:

Role	Bharat Banking:Sales Manager - Bharat Enterprises
Date of Joining	28-Aug-2023
Posted Location	W178:Gandhidham
Posted Location Address	PLOT NO. 349, SECTOR 12 / B, Gandhidham, Gujarat, 370201.
Supervisor Name	Preetam Gupta

Further to your reporting at the given location or logging in as per your previous conversation with the HR Representative, you will:

- Meet/ contact your HR Representative/ Supervisor who will induct you to the team
- Be provided with your Employee ID by your HR representative
- Be enrolled to the 'Head Start' induction program/ an equivalent program to help you understand the Bank and its functioning

Be rest assure that we at Axis will make sure that your first day on the job is a comfortable one with Axis representatives helping you at every step.

By motto and by attribute each one of us is '**Dil se open**'

Welcome to the Axis Family.



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Dnyansagar Institute of Management and
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Balewadi, Pune-411045



AXISB/LOA/RH2103534/128417
07/08/2023

Gavate Rameshwar Raosaheb
7385997878

LETTER OF APPOINTMENT

Dear Gavate,

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

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

Terms of Employment

1. Compensation

- 1.1 The annual compensation payable to you will be INR 8,40,232 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

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

3. Whole-time / Alternative Employment

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

4. Fidelity & Secrecy

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



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5. Probation Period

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

6. Mandatory Induction Certification

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

7. Transfer

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

8. Separation/ Retirement

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

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8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

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

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

8.4 Retirement

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

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

- 9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

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


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

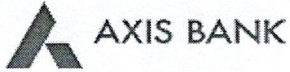
Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct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

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

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




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

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

Nair Pranav

Nair.Pranav@axisbank.com

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

Yours faithfully,

Anand Bardhan,
Head - Talent Acquisition
Human Resources

Director
Dnyansagar Institute of Management and
Research
Colony, Pune-411045



CTC Annexure

Emoluments for the Deputy Manager for Rameshwar Gavate

COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	2,52,088	21,007
Basket of Allowance	4,51,364	37,614
Bank's PF Contribution	30,251	2,521
Gratuity *	12,125	1,010
Location Pay	12,604	1,050
Statutory Bonus	16,800	1,400
Total Fixed Pay	7,75,232	64,603
Target Variable Pay	65,000	
Total Pay	8,40,232	
Benefits:		
Group Mediclaim Policy and Term Life Insurance	11,494	-
Loan Benefits	78,444	-
Total Pay + Value of Benefits	9,30,170	

Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

Target Variable Pay stated above is for the financial year, however the actual payout will be prorated for number of days worked in the given financial year.

Details of Benefits

Loan Benefit Eligibility

Type of Loan	Eligibility	Loan Amount (in Rs.)	Rate of Interest	Remarks
Housing Loan	Upon Confirmation	25,00,000	4% (Compound Int.)	For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less.
Vehicle Loan	Upon Confirmation	2,00,000	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.

Note: Loan benefits cannot be encashed if not availed.

Insurance Details

Type of Insurance	Insurance Cover (in Rs)	Remarks
Group Mediclaim Insurance Policy	4,00,000	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
Group Term Life Insurance Policy	75,00,000	Only employee is covered, a part of the annual premium is borne by the employee

The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.

Mobile Benefit

You will be eligible for mobile reimbursement (Including Data Service) as per company policy.

Gratuity *


You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.

Provident Fund

The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.

Voluntary Provident Fund (VPF)




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 Balewadi, Pune-411045

The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.

Other Benefits

**Variable Pay /
Annual
Incentive Plan
(as may be
applicable)**

Performance linked Variable Pay will be paid as per the Company's policy. The payout will be based both on individual performance and organization's performance.
Employees who are part of incentive schemes will be eligible for payout as per applicable incentive scheme and Variable Pay will not be applicable.



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Balewadi, Pune-411045





Tisya Building Products

D2/504, Rahul Park,
Warje, Pune – 411058
GSTN 27AIVPP3511E124
Tel: 9011092760
Email: getsolutions@tisyaimpex.com

May 15, 2023

Shubham Barse
Pune
9175634785

Subject: Job Offer

Dear Shubham

Congratulations! We are pleased to confirm you have been selected to work for Tisya. We are delighted to make you the following job offer.

The position we are offering is that of Sales Trainee at a salary of INR 500,000/- per year. This position reports to the Founder. Your working hours will be from 0900am till 0600pm, six days a week. (Excluding Sundays and declared holidays). Your area of operation shall be PAN India with a more concentration on Pune, Mumbai, Rest of Maharashtra, Gujarat, Delhi, Chandigarh, Hyderabad & Bangalore.

This is a full time position.

Benefits Information if relevant to the position:

Salary: 70% fixed & 30% being variable, variable part being payable only upon achieving monthly sales targets.

Products: All products available with Tisya with major concentration on Windows & Wall Claddings.

Probation Period – 3 months from the date of joining.

Leave benefits are applicable only after confirmation of your employment at the end of the probation period.

Additional: Travel to office, Laptop & Mobile Phone shall be NOT be provided by the company. Company shall provide you with all travel expenses for work related visits within and outside the city, Sim card with internet, Lodging & Boarding for outside travel, etc.

Sales Commission: 4% on the "contribution" generated during the financial year; to be payable as soon as 100% payment is secured on an order to order basis. This shall be detailed in your employment contract to be signed upon completion of your probation period. In case, either of us decides to terminate your services before the probation period is over, NO Sales Commission shall be payable.

We would like you to start work from 15th June 2023. If this offer is acceptable to you, please send us a signed copy of this letter as a token of acceptance.

We are confident you will be able to make a significant contribution to the success of Tisya and I look forward to working with you.

With joy,



Mahesh Pandit
Founder

I accept the offer as outlined above.

Shubham Barse



Date:

**Dnyansagar Institute of Management and
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Balewadi, Pune-411045**

Reference No. - 1384566805

Pranjal Amruta Vishwasrao

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

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

Yours sincerely,

Anjan Acharya

Digitally signed by ANJAN KUMAR ACHARYA
Date: 2023.12.02 13:35:36 +05:30

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

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
PIN: L65190GJ1994PLC021012Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.
Director
**Dnyansagar Institute of Management and
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Reference No. - 1384566805

Pranjal Amruta Vishwasrao

Annexure:

Remuneration:

- Your Base Salary will be Rs. 99,600/- (Rupees Ninety Nine Thousand Six Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,28,964/- (Rupees One Lakh Twenty Eight Thousand Nine Hundred Sixty Four only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 49,800/- (Rupees Forty Nine Thousand Eight Hundred only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,940/- (Rupees Fourteen Thousand Nine Hundred Forty only) per annum.

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

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

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




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:6:

Reference No. - 1384566805

Pranjal Amruta Vishwasrao

Benefits:

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

Digitally signed by ANJAN KUMAR
ACHARYA
Date: 2023.12.02 13:35:38 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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

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

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



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JOINING FORMALITIES

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

The login credentials are provided below:

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

Username: Registered email id or Applicant id

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

Following documents (Photocopies) are required to be uploaded:

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

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

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

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

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vashi, Mumbai 400 007, India.



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Remuneration Details

Name : Pranjal Amruta Vishwasrao

Position: Assistant Manager-II

Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	Annual
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	10,747	1,28,964
Superannuation Allowance	1245.00	14,940
Total	24,442	2,93,304
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	26,933	3,23,196
Performance Linked Retention Pay #	5,000	60,000
Total CTC	31,933	3,83,196

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

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

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

Date: 02-Dec-2023

Digitally signed by ANJAN KUMAR ACHARYA

Date: 2023.12.02 13:35:38 +05:30

Reason: Offer Letter

Location: Mumbai

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

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

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



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V SYNERGIZE OUTSOURCING PVT. LTD.

Ground Floor, North Side, IT6 Building, SEZ, Qubix Business Park Pvt. Ltd.
Rajiv Gandhi InfoTech Park, Phase 1, Hinjewadi, Pune - 411057.
Tel. : 020 - 6795 9715 Fax : 1-508-258-6553
Email : info@vsynergize.com URL : www.vsynergizeoutsourcing.com
CIN : U72200PN2010PTC136750

11th February, 2022

Gayatri Shinde,
Pune Maharashtra.

Offer Letter for the position of: HR Recruiter.

Dear Gayatri,

We are pleased to offer the position in our organization title of, "HR Recruiter" in HR Department. The Compensation details as mutually discussed is attached (Annexure I)

You are requested to join us on or before **14th February, 2022** along with all testimonials attached annexure II, failing which this offer will stand get cancel automatically. Appointment letter with all the terms and conditions shall be handed over to you on your joining. However, your appointment is subject to clearance of background verification check and medical checkup report & solely at discretion of the management.

Kindly sign the duplicate copy of the offer letter and returned to us as receipt of acceptance.

Thanking you,

For Vsynergize Outsourcing Private Ltd.



Tejas Surve
Assistant Manager – HR & Employee Relation

Candidate Signature:



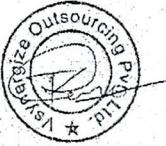

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Dnyansagar Institute of Management and
Research
Balewadi, Pune - 411045

ANNEXURE II

List of required document:

1. Four Passport size photos.
2. Academic and professional qualification certificates.
3. Relieving letter from your current employer.
4. Career certificates (Experience Certificates).
5. Last Pay slip and Final settlement form from your current employer.
6. Copy of Pan Card and address proof documents (any one- passport, aadhar card, phone/light bill etc.)
7. PF UAN number if exists.

For Vsynergize Outsourcing Pvt.Ltd.



Tejas Surve
Assistant Manager – HR & Employee Relation




Director
Dnyansagar Institute of Management &
Research
Balewadi, Pune-411045

Ref: 975056/2262774/Permt

Mr.. Ratnadip Gajanan Ingle
At Kajaleshwar, Post Kajaleshwar, Taluka Barshitakli Dist Akola, Kajaleshwar, Akola, Maharashtra,
Pune, Maharashtra-444401
Phone No: 7218768205

Subject - Offer of Appointment

Dear Mr.. Ratnadip Gajanan Ingle,

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

1. With reference to our discussions, we are pleased to offer you appointment in our organization as **Associate Customer Support** on U1 band, operating out of our Pune office.
2. Your "Annual Total Cash Compensation" will be Rs. 222247. Please refer Annexure-A for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.
5. You are required to join on **09-Oct-23** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Mrunal Sanjay Borle** at 9:30 AM to complete the joining formalities at **Tech Mahindra Limited, [Delta- 1 Building, 2nd Floor, Giga Space, IT Park, Viman Nagar, Pune- 411014, Maharashtra (India)]**. At the time of joining, you are expected to carry originals of the documents as per Annexure - D and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Mrunal Sanjay Borle** latest by **09-Oct-23**.



Director
Dnyansagar Institute of Management and
Research
Balawadi, Pune-411045

TALENTEDGE

23-08-2023

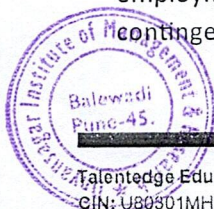
Dear Abhishek,

Congratulations! It is our pleasure to offer you the position of **Admission Counsellor (Sales)** at Grade **G1** with **TalentEdge Education Ventures Pvt. Ltd.**

Please find the specifics of your offer below:

1. Your employment will be governed by TalentEdge Education Ventures Employment Agreement.
2. You will be based at our **TalentEdge Pune, Pune, Maharashtra, India** Office.
3. The standard work days would be for 5.5 days in a week on a rotational basis for 9 hours per day. Also depending on your deliverables, you will be required to manage your work hours/days to achieve your goals for the defined periods. The work timings may extend beyond the specified hours based on the Company's requirement. The company reserves the right to change workdays and hours of work at any time and as per exigencies of work.
4. **Compensation:**
 - a) Fixed component of CTC will be **INR 3,00,000**. This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).
 - b) Over and above the fixed Compensation, you shall be eligible for performance-based incentive up to **INR 4,00,000** per annum on achieving specific targets, which will be paid as per the "Sales/Variable Policy". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The actual payout of the incentive may vary depending on a number of factors, including but not limited to Company and/or individual performance, management discretion and the terms and conditions of the applicable "Sales/Variable Policy". To understand the incentive payout structure, please refer to Annexure II.
5. You are expected to join us on **28-08-2023**.
6. At the discretion of the company, you will be eligible for an appraisal and annual variable payout only if your date of joining is on or before 30th September of the current financial year. Further, your variable payout would be paid out in the next financial year on a pro-rata basis if your date of joining falls after 30th September of the current financial year.
7. You will be required to submit to our HR a set of documents. (As detailed in Annexure II) at the time of joining.
8. This Offer is subject to Successful background verification.

Please note: You will be on a probationary review during the first three (3) months of your employment with the Company ("Probation Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.



TalentEdge Education Ventures Pvt. Ltd.
GIN: U80501MH2012PTC225975

www.talentedge.com

Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Registered Office: Nishuvi, Ground Floor, 75 Dr. Annie Besant Road,
Worli, Mumbai - 400018
T +91 022 42193000/3200 IE info@talentedge.com

Corporate Office: CBIP Building, Plot Number 21, 5th
Floor, Sector-32, Gurgaon-122001.
Landline: 0124-6253000

TALENTEDGE

Please confirm acceptance of this letter by signing and returning a copy. I would like to take this opportunity to welcome you to the TalentEdge Ventures family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For Talentedge Education Ventures Pvt. Ltd.

Received & Accepted



Niles M Lolayekar
Managing Director & CEO

Abhishek Dhawale
(Signature)



Director
Dnyansagar Institute of Management and
Research
Balawadi, Pune-411045

TALENTEDGE

Annexure I

Name: Abhishek Dhawale

Department: Sales

Designation: Admission Counsellor

Grade: G1

Location: TalentEdge Pune, Pune, Maharashtra, India

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,05,000	8,750
HRA	52,500	4,375
Special Allowance	1,15,849	9,654
Gross Earning	2,73,349	22,779
Provident Fund (Employer's Contribution)	21,600	1,800
Gratuity	5,051	421
Fixed CTC	3,00,000	25,000
Incentive Annual	4,00,000	
Total CTC	7,00,000	58,333

Note:

- Term insurance of 10 lakhs, if the fixed CTC is below 7 lakhs. Term insurance of 20 lakhs, if the fixed CTC is 7 lakhs or above.
- Medclaim coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.
- Group Personal Accident Insurance of Rs. 10,00,000.
- The reimbursements will be subject to submission of Bills.

Failing to submit the bills for reimbursement, amount is still receivable but as a taxable component.

Tax will be deducted as per applicable slab rates.




Talentedge Education Ventures Pvt. Ltd.
CIN: U80301MH2012PTC225975

www.talentedge.com

Registered Office: Nishuvi, Ground Floor, 75 Dr. Annie Besant Road,
Worli, Mumbai - 400018
T +91 022 42193000/3200 IE info@talentedge.com

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Floor, Sector-32, Gurgaon-122001.
Landline: 0124-6253000


Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Annexure III

Documents Required

- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
- Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
- Education Documents (Graduation/Diploma Certificates/NOC and Mark Sheets).
- Previous Employer's Resignation Acceptance or Relieving/Experience/Service Certificate for candidates with prior experience (if applicable).
- Four (4) passport size colored photographs.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

TALENTEDGE

Background Verification Policy

Policy Outline: Purpose

This policy outlines TalentEdge Ventures procedures for conducting background verification checks for all full-time employees to ensure that all employees have the appropriate qualifications and experience for their roles.

Scope of Policy

This policy applies to all identified positions and all full-time employees.

Policy Statement

The Human Resource Operations team is solely authorized to conduct and oversee the background check process. The process will involve contracted third party and/or appropriate law enforcement agencies to ensure accuracy and completeness of the verification process. Information discovered through the background check process will only be used to evaluate an employee's suitability for employment with TalentEdge Ventures.

Background Checks & Scope

The background check will cover the following areas:

- Highest education background check
- Last employment check (prior to joining TalentEdge Ventures)
- Personal Identification documents check (PAN / Aadhar)
- Address verification (Permanent / Current address)
- Criminal Record Check

It is important to note that the background verification process is mandatory for successful employment. Additional areas of verification may be required, as and when deemed necessary by TalentEdge Ventures.

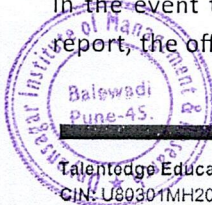
Applicant's Duty to Disclose

Employees onboarded are required to provide accurate and complete information during the background verification authorization process. Failure to do so may lead to disqualification from employment and further consideration.

Negative Findings (Red/Amber Cases)

If an element of the background check is highlighted as Red/Amber, the HR Head and Vertical Head will be informed (verbally/email).

In the event that the candidate is unable to provide validation against the highlighted element in report, the offer of employment may be revoked, or the employment may be terminated.




TalentEdge Education Ventures Pvt. Ltd.
CIN: U80301MH2012PTC225975

www.talentedge.com

Registered Office: Nishuvi, Ground Floor, 75 Dr. Annie Besant Road,
Worli, Mumbai - 400018
T +91 022 42193000/3200 IE info@talentedge.com

Corporate Office: CBIP Building, Plot Number 21, 5th
Floor, Sector-32, Gurgaon-122001.
Landline: 0124-6253000


Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Ref: 975056/2262774/Permt

Mr.. Ratnadip Gajanan Ingde
At Kajaleshwar, Post Kajaleshwar, Taluka BarshitaklIDist Akola, Kajaleshwar, Akola, Maharashtra,
Pune, Maharashtra-444401
Phone No: 7218768205

Subject - Offer of Appointment

Dear Mr.. Ratnadip Gajanan Ingde,

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

1. With reference to our discussions, we are pleased to offer you appointment in our organization as Associate Customer Support on U1 band, operating out of our Pune office.
2. Your "Annual Total Cash Compensation" will be Rs. 222247. Please refer Annexure-A for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.
5. You are required to join on 09-Oct-23 at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to Mrunal Sanjay Borle at 9:30 AM to complete the joining formalities at Tech Mahindra Limited, [Delta- 1 Building, 2nd Floor, Giga Space, IT Park, Viman Nagar, Pune- 411014, Maharashtra (India)]. At the time of joining, you are expected to carry originals of the documents as per Annexure - D and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Mrunal Sanjay Borle latest by 09-Oct-23.



Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575

Ref: PROM/HR/20230613 <101>

Place: Pune

Date: 13/06/2023

To,

Ms. Pallavi Vijay Thorat,

Address line 1: Pavan E flat no - 301,

Address line 2: DSK Dhayari Pune.

Mobile No.: 8805581954

E-mail ID: pallavithorat392@gmail.com

Sub: Offer of Appointment as HR Representative

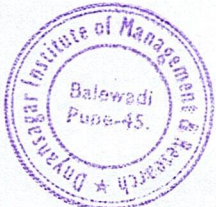
Dear Ms. Pallavi Thorat,

It's our pleasure in offering you the position of "HR Representative" in Delighteck Labs Pvt. Ltd. ("hereinafter, referred to as "Delighteck") at our office premises located at 304, Level 3, Times Square, Hinjawadi, Pune, Maharashtra 411057.

This Offer Letter is subject to the following terms and conditions:

1. APPOINTMENT

- a) Your appointment shall be effective from your date of joining, i.e., **19/06/2023**.
- b) You will be required to serve a probationary period of Three (3) months from the date of joining. On completion of the said probation period, if Delighteck finds you to be suitable for the appointed post, you shall be considered as a full-time employee and the same shall be communicated to you in writing.




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

2. CONFIRMATION OF APPOINTMENT

This Offer Letter is an offer for employment and by signing the same you are accepting our offer, however the confirmation of your appointment for probationary period shall be subject to the following conditions:

- a) Submission of Documents as per Annexure-2 to this Offer Letter and acceptance of the said documents by Delighteck on the date of joining.
- b) Acceptance and execution of the Employment Agreement, and any other document with regard to your employment as Delighteck deems fit.
- c) Clearing the Background Verification
- d) Fulfilment of any other condition/s that Delighteck deems fit.


3. CONFIDENTIALITY

You are required to strictly maintain the Confidentiality of all information shared by Delighteck to You including discussions regarding your compensation and all documents shared by both the parties in connection to your appointment shall be strictly treated as confidential in nature and you shall not disclose the same to any person in Delighteck or any other third party without prior written approval from the HR department. Such disclosure will be treated seriously, and you shall be liable for strict legal action.

4. WORKING HOURS

You will be working for 5 days in a week, i.e. from Monday to Friday. The working hours will be from 09:00 A.M. to 06:00 P.M. You will be required to work from the office on all the working days. There may be occasions when you may have to work beyond office hours due to the exigencies of Delighteck's business. Your duties may require you to engage in travel within India or abroad on behalf of Delighteck.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

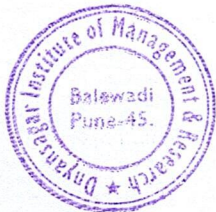
E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

ANNEXURE-2

CHECKLIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING:

On your joining Date, please bring 4 recent self-photographs (passport sized) and the original documents with 1 set of photocopies of the following documents:

1. 10th, 12th and Education Degree Certificates with all years' mark sheets.
2. Professional certification, if any.
3. Experience and Relieving Letter of all the companies worked so far.
4. Pay slips of the last 3 months of previous employment.
5. Original proof of identity along with 2 no. of photocopies of any one of the following documents:
 - a) Passport,
 - b) Aadhar Card
 - c) Pan Card,
 - d) Driving License,
 - e) Voter's identification card
6. Current residence address proof. (Rent/Leave and License Agreement in case Rented Premises and Electricity Bill in case self/family-owned Premises)




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com

Contact: +91 74 1515 7575 v1.2

5. TRANSFER

You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company, or its subsidiary, associate or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment. We provide support to our customers from various locations in India and/or abroad to suit our customers' differing time needs. You would be operating from any of these locations and in any of the shifts, as may be decided by the Company keeping in mind business needs and deliverables to customers.


6. COMPENSATION

- a) Your monthly fixed compensation will be **Rs. 22,000/- (Rupees Twenty-Two Thousand Only)**. For detailed break up of compensation, refer Annexure 1.
- b) You will be entitled to other compensation and benefits in accordance with Delighteck's policy as modified and intimated to you from time to time.
- c) Your compensation will be reviewed periodically as per Delighteck's policy.
- d) Changes in your compensation are subject to discretion and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria.
- e) Any Professional/Social/Income tax or any tax liability payable at client location should be taken care of by you.

7. TRAINING PERIOD/PROBATION CONFIRMATION/TERMINATION

- a) The period of training/probation shall be as mentioned herein and may be extended, reduced or terminated at the sole discretion of Delighteck. During the said period, the appointment may be terminated by 08 days' notice in writing by Delighteck and by 08 days' notice in writing by you or salary in lieu thereof. Delighteck may alter the notice period to be served by you during the probation/notice period as per Delighteck's discretion.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

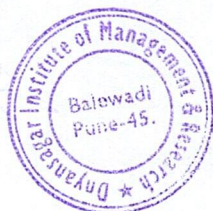
Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

- b) Once the Probation period is concluded and you receive a Confirmation Letter from Delighteck, your services in Delighteck may be terminated by Delighteck by giving 90 days' notice in writing and by 90 days' notice in writing by you or payment of gross monthly salary to Delighteck in lieu of the notice period.
- c) Upon joining as a confirmed employee of Delighteck, in case your performance is not up to the mark, you will be placed under a Performance Improvement Plan (PIP) for a period of 2 (Two) months. Thereafter, if your performance improves, you shall be taken off PIP.
- d) In the event your performance does not improve after being on PIP for a period of 2 (Two) months, Delighteck may terminate your appointment by giving you a notice period of 1 (One) month.

8. OTHER TERMS AND CONDITIONS

- a) All the benefits and terms of this Offer Letter are subject to terms of the Employee Handbook and any other rules, policy of Delighteck, which is subject to change from time to time.
- b) Upon joining the organization, you will be subjected to Delighteck's Rules & Regulations as per the Employee Handbook. You are required to sign this Offer Letter as your acceptance of our offer, and in token of your acceptance of our offer, kindly sign and return the duplicate copy to us by 19/06/2023.
- c) You will be liable for completing the formalities and submission of documents as per the Annexure-2 to this Offer Letter on the joining date and this offer is conditional upon fulfilment of all the terms of this Offer Letter by you.
- d) You are required to contact HR to get more understanding of the joining formalities and to take on your assignment on 19/06/2023.
- e) In case you need further clarification, you can get in touch with us on hr@delighteck.com. We take pleasure in welcoming you to Delighteck and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.



Director
Dnyansagar Institute of Management and
Research
Balowadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

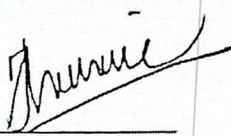
E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

Sincerely,

Sushama Patekar
COO,
Delighteck Labs Pvt. Ltd.

ACCEPTANCE

I, **Ms. Pallavi Vijay Thorat**, the undersigned, do hereby wilfully and with full knowledge and complete understanding of the contents, accept and acknowledge this Offer Letter along with the terms and conditions relating to my services and employment with Delighteck Labs Private Limited. I have attached a scanned copy of my resignation letter with the acceptance from my existing / previous employer along with the salary slip of the last 3 (Three) months.

Signed: 

Ms. Pallavi Vijay Thorat

Date: __/__/2023




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

ANNEXURE-1

Delighteck Labs Pvt. Ltd.		
Salary Break up		
	Monthly	Annual
	PM (INR) (In figures and words)	PA (INR) (In figures and words)
Basic salary	12,000/-	1,44,000/-
Allowance	7,200/-	86,400/-
House rent allowance	4,800/-	57,600/-
A. Total Gross	Rs. 22,000/- (Rupees Twenty two thousand Only)	Rs. 264000/- (Rupees Two Lakhs Sixty Four Thousand Only)
BENEFITS & EMPLOYER CONTRIBUTIONS		
Gross Annual Bonus	0 (Rupees Zero Only)	44,000/- (Rupees Forty Four Thousand Only)
B. Total CTC	Rs. 22,000/- (Rupees Twenty two thousand Only)	Rs. 264000/- (Rupees Two Lakhs Sixty Four Thousand Only)
DEDUCTIONS		
Professional Tax	200/- (Two Hundred Only)	2,400/- (Rupees Two Thousand Four Hundred Only)
C. Total Net	Rs. 21,800/- (Rupees Twenty-Two Thousand Only)	Rs. 2,61,600/- (Rupees Two Lakh Sixty-Four Thousand Only)

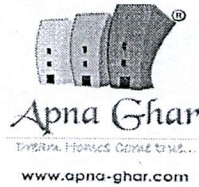
Gratuity is payable as per the provisions of Payment of Gratuity Act,1972.

*Professional Tax (PT): There would be an additional deduction of Rs 200 in PT in the month of February every year according to the government norms.

Note: Bonus up to 200% of the monthly fixed compensation shall be payable subject to and varying as per performance of the employee (bonus, etc.)




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



Dear Ms. Shubhangi Bade,

Greetings from Apna Ghar Lifespaces Pvt Ltd...!!!!

With reference to your application and the interview you had with us, we have pleasure in offering you the position of "Business Development Executive" in Marketing department in our organization for Baner location.

Your Date of Joining will be on 21st September 2023.

Reporting time will be before 10.00am

After 10.11am Rs, 50 will be penalty from your salary and after 11.30am the half day will consider.

Tuesday will be week off

Salary will be released after completing one month and ten days by Cheque. i.e., 01st or 02nd of every month

Your Cost to Company remuneration would be Rs. 1, 92,000 lakh per annum on 1-2 booking in every month and 20-30 Site Visit Done.

There will be 3 Month of probation period. If you leave company without any prior one month notice period you will not eligible for remaining salary.

You need to maintain the daily report task sheet & Google Sheet.

A formal Letter of Appointment will be handed over to you within three month of joining the Company. This offer is valid only till three month date of joining.

Kindly acknowledge a copy of the letter as a token of your acceptance of the offer by return mail.




Director
Dnyansagar Institute of Management and
Research
Balawadi, Pune-411045

Royal Empress, Baner - Mahalunge Rd, next to Aryan Suzuki showroom, Baner, Pune,
Maharashtra 411045



We are happy to have you join our team! If you have any questions, please feel free to reach out at any time.

Regard & Thanks

*Divya Kedari
HR Manager
Mobile: +917558716289
Email : divya.kedari@apna-ghar.com*



*Apna Ghar Lifespaces pvt ltd
Royal Empress
Flt.no.12, 2nd floor
Near Prabhatee Tech Park
Baner Road
Baner,Pune 411045
www.apna-ghar.com*



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Royal Empress, Baner - Mahalunge Rd, next to Aryan Suzuki showroom, Baner, Pune,
Maharashtra 411045

From: hr@apna-ghar.com
Sent: 09 September 2023 12:25 PM
To: 'sonali.bhise@gmail.com' <sonali.bhise@gmail.com>
Cc: 'atul@apna-ghar.com' <atul@apna-ghar.com>
Subject: Offer Letter(Sonali Bhise)

Dear Ms. **Sonali Bhise**,

Greetings from **Apna Ghar Lifespaces Pvt Ltd...!!!!**

With reference to your application and the interview you had with us, we have pleasure in offering you the position of "**Business Development Executive**" in Marketing department in our organization for Baner location.

Your Date of Joining will be on 01st September 2023.

Reporting time will be before 10.00am

After 10.11am Rs,50 will be penalty from your salary and after 11.30am the half day will consider.

Tuesday will be week off

Salary will be released after completing one month and ten days by Cheque. i.e, 11th or 12th of every month

Your Cost to Company remuneration would be **Rs. 2,16,000 lakh per annum on 3 booking in every month and 20-30 Site Visit Done.**

There will be 3 Month of probation period. If you leave company without any prior one month notice period you will not eligible for remaining salary.

You need to maintain the daily report task sheet & Google Sheet.

A formal Letter of Appointment will be handed over to you within three month of joining the Company. This offer is valid only till three month date of joining.

Kindly acknowledge a copy of the letter as a token of your acceptance of the offer by return mail.

We are happy to have you join our team! If you have any questions, please feel free to reach out at any time.

Regard & Thanks

Divya Kedari

HR Manager

Mobile:+917558716289

Email : divya.kedari@apna-ghar.com




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Date : 01st September 2023
Emp ID: ESMA-58556

Mr. Prajwal Bhaskar Wagh
S/o Mr. Bhaskar Wagh
Mehnadibag road Near Nauik Talao Nagpur

Letter of Employment

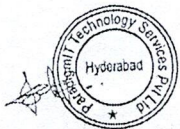
Dear Prajwal,

We are pleased to appoint your employment in our organization **Paradigm IT Technology Services Pvt Ltd**, situated at Hyderabad as **Corporate Sales Executive**

1. Your employment will commence from **01st September 2023** as **Corporate Sales Executive**, and shall be valid for a period of **12 Months** from **01st September 2023** to **31st August 2024**, during which you will render services to our client at their premises subject to the terms and conditions set forth herein and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You will be deployed at our Client **Tata Teleservices Limited, Pune, Maharashtra**. However, you will be required to work where directed by the Company anywhere in India and/or abroad and shall change your place of work as and when directed by the Company. You will report to the site as per the site requirement.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company or If any declaration given or furnished by you to the Company prove to be false or if you are found to have willfully suppressed any material information in such case, the company shall be entitled to terminate your services with immediate effect, without notice. Your services can be terminated by either party by giving to the other, a **notice of 15 Days**. The company however, reserves its right to terminate your employment by giving you salary as mentioned against notice pay in lieu of the notice. The Company reserves its right to recover an amount equivalent to as notified above towards notice pay salary on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment. If there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary, bonus or any other payment owned to you under the terms of your employment.

With warm regards,

Yours truly,
For **Paradigm IT Technology Services Pvt Ltd**



Authorized Signatory




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

ParadigmIT Technology Services Pvt Ltd
www.paradigm.it.com

(formerly known as E Centric Solutions Pvt Ltd)

Annexure

Name: Mr. Prajwal Bhaskar Wagh
Designation: Corporate Sales Executive

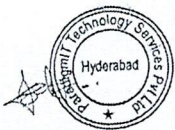
Components	Monthly	Yearly
Basic	11632	139584
DA	2678	32136
HRA	7037	84441
Statutory Bonus	1192	14304
Gross (A)	22539	270466
EMPLOYER CONTRIBUTIONS		
PF Contribution @12%	1717	20606
PF Admin charges @1%	144	1728
Insurance	600	7200
Sub Total (B)	2461	29534
CTC (A+B)	25000	300000
EMPLOYEE CONTRIBUTIONS		
PF Contribution @12%	1717	20606
PT	200	2400
ESI @ 0.75% on Gross	0	0
Sub Total (C)	1917	23006
Net Salary (A-C)	20622	247459

Terms:

*Net Salary is subject to Income Tax deductions as per applicable law(s).

Yours truly,

For Paradigm IT Technology Services Pvt Ltd



Authorized Signatory



(Handwritten Signature)

Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

ParadigmIT Technology Services Pvt Ltd
www.paradigmIT.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082. T.S. India.
Work: +91 40 44446000; | CIN - U72200TG2002PTC040141

STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT:

- 1.1. Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves its right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment; you shall be governed by such terms and conditions as may be indicated therein.
- 1.2. It is specifically understood by you that during your term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.
- 1.3 Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void and liable for termination without notice.
- 1.4 In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

2. COMPENSATION:

- 2.1 You will be entitled to an employer's contribution of Provident Fund as per the rules applicable.
- 2.2 You will be covered under a Group Insurance Policy as applicable.
- 2.3 You will be entitled to all other statutory benefits wherever applicable during the period of this Employment.

3. DISCRETION:

- 3.1 That your appointment and continuance in the organization is further subject to your remaining physically and mentally fit and the Management shall have a right to get you medically examined at any time from any registered medical practitioner or a civil surgeon, of the area purely at its discretion
- 3.2 During the period of this Employment, your services could be deputed at the sole discretion of the Company to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

4. DEPUTATION:

- 4.1 During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.

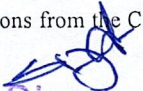
5. RULES/POLICIES OF THE CLIENT:

- 5.1. In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from the Client and will undertake to abide by any suggestions, etc. given by any assigned person(s).
- 5.2. You shall also abide by any training that may be offered to you by the Client.
- 5.3. You shall be bound to follow the working hours of the Client's organization.



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Work: +91 044446000; | CIN - U72200TG2002PTC040141


Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

6. NON - DISCLOSURE:

- 6.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall use such confidential Information only in connection with the services provided by you to such Client.
- 6.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

7. ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS:

- 7.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but no limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

8. LIABILITY:

- 8.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely an employment agreement between the Company and the Client for the time specified.
- 8.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.
- 8.3. You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit, against you.

9. INDEMNITY:

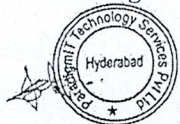
- 9.1 You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

All other terms and conditions of your employment remain unchanged.

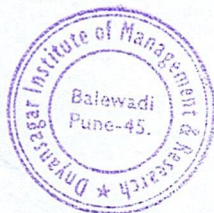
We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best out in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our term and expect your effort and talent to be a part of our growth and success.


Yours truly,

For Paradigm IT Technology Services Pvt Ltd



Authorized Signatory




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

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TALENTEDGE

Background Verification Policy

Policy Outline: Purpose

This policy outlines TalentEdge Ventures procedures for conducting background verification checks for all full-time employees to ensure that all employees have the appropriate qualifications and experience for their roles.

Scope of Policy

This policy applies to all identified positions and all full-time employees.

Policy Statement

The Human Resource Operations team is solely authorized to conduct and oversee the background check process. The process will involve contracted third party and/or appropriate law enforcement agencies to ensure accuracy and completeness of the verification process. Information discovered through the background check process will only be used to evaluate an employee's suitability for employment with TalentEdge Ventures.

Background Checks & Scope

The background check will cover the following areas:

- Highest education background check
- Last employment check (prior to joining TalentEdge Ventures)
- Personal Identification documents check (PAN / Aadhar)
- Address verification (Permanent / Current address)
- Criminal Record Check

It is important to note that the background verification process is mandatory for successful employment. Additional areas of verification may be required, as and when deemed necessary by TalentEdge Ventures.

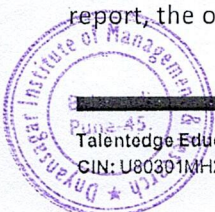
Applicant's Duty to Disclose

Employees onboarded are required to provide accurate and complete information during the background verification authorization process. Failure to do so may lead to disqualification from employment and further consideration.

Negative Findings (Red/Amber Cases)

If an element of the background check is highlighted as Red/Amber, the HR Head and Vertical Head will be informed (verbally/email).

In the event that the candidate is unable to provide validation against the highlighted element in report, the offer of employment may be revoked, or the employment may be terminated.



Talentedge Education Ventures Pvt. Ltd.
CIN: U80301MH2012PTC225975

www.talentedge.com

Director
Dnyansagar Institute of Management and Research

Registered Office: Nishuvi, Ground Floor, 75 Dr. Annie Besant Road,
Worli, Mumbai - 400018
T +91 022 42193000/3200 IE info@talentedge.com

Corporate Office: CBIP Building, Plot Number 21, 5th
Floor, Sector-32, Gurgaon-122001.
Landline: 0124-6253000

TALENTEDGE

Annexure I

Name: Abhishek Dhawale

Department: Sales

Designation: Admission Counsellor

Grade: G1

Location: TalentEdge Pune,Pune, Maharashtra, India

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,05,000	8,750
HRA	52,500	4,375
Special Allowance	1,15,849	9,654
Gross Earning	2,73,349	22,779
Provident Fund (Employer's Contribution)	21,600	1,800
Gratuity	5,051	421
Fixed CTC	3,00,000	25,000
Incentive Annual	4,00,000	
Total CTC	7,00,000	58,333

Note:

- Term insurance of 10 lakhs, if the fixed CTC is below 7 lakhs. Term insurance of 20 lakhs, if the fixed CTC is 7 lakhs or above.
- Mediclaim coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.
- Group Personal Accident Insurance of Rs. 10,00,000.
- The reimbursements will be subject to submission of Bills.
- Failing to submit the bills for reimbursement, amount is still receivable but as a taxable component.
- Tax will be deducted as per applicable slab rates.

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Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-45.



TALENTEDGE

- The company would have the right to amend the salary breakup at any point of time – in line with its policies or governing regulations.
- Your Compensation is subject to review, at the sole discretion of the Company, in accordance with Company's policies amended from time to time.
- The Compensation review disbursement, if applicable, shall be determined and processed as per the company's policy.




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Annexure II

Please note that the incentive component of your CTC, will be paid as follows:

- 80% of the eligible sales incentive will be paid on a monthly basis as per the achievement of the monthly target.
- 20% of the remaining incentive to be paid after 6 months based on collections.

In case of role change during the year, Variable/Incentive payout matrix will be applicable as per the existing Variable and Incentive policy.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Annexure III

Documents Required

- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
- Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
- Education Documents (Graduation/Diploma Certificates/NOC and Mark Sheets).
- Previous Employer's Resignation Acceptance or Relieving/Experience/Service Certificate for candidates with prior experience (if applicable).
- Four (4) passport size colored photographs.




Dnyansagar Institute of Management and Research
Director
Balewadi, Pune-411045

Date: 24 Aug 2023

Mr AKSHAY JAYRAM SHETTY
S o jayram shetty
pune nashik road behind nageshwar school moshi alandi rural pune
maharashtra 412105 412105

Employee No: 3100420
Dear Mr AKSHAY JAYRAM SHETTY

Appointment Letter

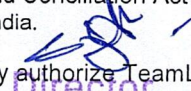
We are pleased to appoint you in our organization as Sales Associate subject to the following terms and conditions:

1. Your contract will commence from 24 Aug 2023 and expire on 23 Aug 2024 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 24 Aug 2023 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

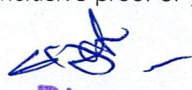
9. The salary payout will be made latest by 5th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The nature of your relationship with TeamLease will be that of contract of service from 24 Aug 2023 to 23 Aug 2024 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
14. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/- (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal basis your career interests. Additionally on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
15. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than our client. This Non-Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.
16. This appointment letter shall be co-terminus with the agreement we have with our client.
17. Upon joining, an amount of Rs. 399/- shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining, Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

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Director
Dnyanesh Institute of Management and
Research
Balewadi, Pune-411045

Salary Annexure

Employee No: 3100420

Particulars	Amount
Basic	15070
House Rent Allowance	5052
Employer PF Contribution	1800
Insurance	781
Medical Reimbursement	1250
Statutory Bonus	1128
Employee Compensation	36
Total Amount	25117
Amount In Words(Rs)	Twenty Five Thousand One Hundred Seventeen Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	15070
House Rent Allowance	5052
Medical Reimbursement	1250
Statutory Bonus	1128
Gross Earnings	22500
DEDUCTIONS *	
Employee PF	1800
Professional Tax	200
Total Deduction	2000
Net Salary	20500

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.



[Signature]
Director

Dnyansagar Institute of Management and Research
Balewadi, Pune-411045

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TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:

Name: AKSHAY JAYRAM SHETTY



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Ascent Building , # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala , Bangalore-560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

BR BIMAN REALITY SOLUTIONS

REF/LR/2022-23/032

Dt. 23rd March 2023

Offer Letter

To,

Mr. Abhishek Vinayak Kajale
At. Chikhalse Post- Kamshet,
Tal-Maval Dist-Pune-410405
Phone: +91-8552944020
Email: skajale47@gmail.com


Dear, Abhishek

We are pleased to offer you an Employment with **Biman Realty Solutions, Pune** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Assistant Manager - Sales** and will be based at our **Head Office** located in **Baner Pashan Link Road** to start with.
2. Your date of commencement of Employment will be on or before **1st April 2023**.
3. You will be entitled for a compensation package (CTC) of **Rs. 3.5/- LPA**; the details of same will be discussed later. Gratuity, Bonus if applicable will be considered as extra benefit to you.
4. All taxes, duties etc. like Professional Tax as per rules and as applicable from time to time will be deducted at source.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be governed by the HR Policy of the organization. Your employment will be subject to termination on **30 days' Notice or salary** in lieu thereof.
7. You will be under **probation period for 6 months** and successful completion of this probation period you will be confirmed.
8. Your appointment is transferable and / or deputation either permanently to any project either in this organization or to any sister / associate concerns which may be opened subsequently during the tenure of your services.
9. Also enclosed with this letter are the other terms and conditions of the employment acceptance.
10. Apart from the declared compensation package, you shall also be eligible for other incentives based on your and the organization's performance as decided by the management from time to time.



Cont.....2


Dnyansagar Institute of Management and
Research
Balawadi, Pune-411045

OFFICE NO: 609, MONT VERT VELCOITY, BANER PASHAN LINK ROAD,
NEAR BALAJI CHOWK, PUNE 411021

- If at any in our opinion, which is final in this matter you are found non performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the organization shall be entitled to recover the damages from you.
- You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Organization having dealing with the organization and if you are offered any, you should immediately report the same to the Management.
- You will be responsible for safekeeping and return in good condition and order of all organizational property, which may be in your use, custody, or charge.

Yours Sincerely,

For Biman Realty Solutions



Authorised Signatory
Amit Raj Singh

I, **Abhishek Vinayak Kajale**, by signing this document below declare that I have reviewed and understood the terms & conditions of employment with Biman Realty Solutions and that I agree to abide by these terms & conditions mentioned above.

Signed,

Abhishek Vinayak Kajale

Date:

Important note:

Please bring along the below listed documents / details on your day of joining.

- a) Date of Birth proof certificate (Copy of passport / birth certificate / Aadhar Card)
- b) Original Academic Certificates (all from 10th to Highest)
- c) Original Resignation Letter with acknowledgement
- d) Relieving letter from previous employer (Original)
- e) ✓ Proof of compensation last drawn (3 Months - Original)
- f) 3 passport size photographs (Recent)
- g) Bank Statement (2months)



Director
Dayansagar Institute of Management and
Research
Balewadi, Pune-411045

Annexure – A

Name of Employee: Mr. Abhishek Vinayak Kajale


Total CTC: Rs. 3, 50,000/-

CTC Break Up		
	Monthly	Annual
Basic Salary	8,000	96,000
House Rent Allowance	3,200	38,400
Special Allowance	8,800	105,600
Fixed CTC	20,000	240,000
Lapis Benefit Basket		
Fuel Reimbursement	2,000	24,000
Uniform Allowance	417	5,000
Half Yearly Variable Pay	-	40000
Annual Variable Pay *		41000
TOTAL CTC		350,000

To be Paid Quarterly for 1st Quarter and then Monthly.
To be Paid Quarterly for 1st Quarter and then monthly.

- Half Yearly & Annual Variable Pay will be paid out to you basis the performance. The business targets basis which this component will be paid out to you shall be communicated to you separately.
- You would be eligible for Lapis Benefit Basket only if you are active employee and not on notice period or serving notice period.




Director
Dnyansagar Institute of Management and
Research
Balowadi, Pune-411045

BR BIMAN REALITY SOLUTIONS

REF/LR/2022-23/033

Dt. 23rd March 2023

Offer Letter

To,

Mr. Vishal Dayaram Yadav
Indrayani Colony Kamshet
Pune Maharashtra-410405
Phone: +91-9325408309
Email: vy6951208@gmail.com

Dear, Vishal

We are pleased to offer you an Employment with **Biman Realty Solutions, Pune** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as a **Assistant Manager - Sales** and will be based at our **Head Office** located in **Baner Pashan Link Road** to start with.
2. Your date of commencement of Employment will be on or before **1st April 2023**.
3. You will be entitled for a compensation package (CTC) of **Rs. 3.5/- LPA**; the details of same will be discussed later. Gratuity, Bonus if applicable will be considered as extra benefit to you.
4. All taxes, duties etc. like Professional Tax as per rules and as applicable from time to time will be deducted at source.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be governed by the HR Policy of the organization. Your employment will be subject to termination on **30 days' Notice or salary** in lieu thereof.
7. You will be under **probation period for 6 months** and successful completion of this probation period you will be confirmed.
8. Your appointment is transferable and / or deputation either permanently to any project either in this organization or to any sister / associate concerns which may be opened subsequently during the tenure of your services.
9. Also enclosed with this letter are the other terms and conditions of the employment acceptance.
10. Apart from the declared compensation package, you shall also be eligible for other incentives based on your and the organization's performance as decided by the management from time to time.



Cont.....2
Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

OFFICE NO: 609, MONT VERT VELCOITY, BANER PASHAN LINK ROAD,
NEAR BALAJI CHOWK, PUNE 411021

Biman Realty Solutions is delighted to extend this offer to you. We hope that this relationship shall be beneficial to you and the organization in equal measure.

If you are agreeable to accept the job on the terms and conditions stated here-in-above, please sign and return the duplicate copy of this letter in token of acceptance of the same.

We wish you a remarkably effective and successful probation

Yours Sincerely,

For Biman Realty Solutions



Authorised Signatory

Amit Raj Singh

I, **Vishal Dayaram Yadav**, by undersigning this document, declare that I have fully reviewed and understood the details of the offer letter, compensation package, benefits and terms & conditions and that I agree with all the terms of my employment. I accept the employment opportunity extended by Biman Realty Solutions.

I will begin my employment latest by **1st April 2023**.

Sign

Vishal Dayaram Yadav

Date:



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Cont.....3

Employment Acceptance Terms & Conditions

- The offer to join Biman Realty Solutions is valid up to 5 days from the date of offer. The candidate must acknowledge and sign the offer letter along with the Terms & Conditions document to declare his intentions to join the organization.
- The candidate must join the organization by or before the date specified in the offer letter.
- Biman Realty Solutions will perform a criminal/public record background check prior to the joining date. If a candidate is found to have a public or criminal record, his/her offer will stand cancelled.
- If at any time Biman Realty Solutions discovers that details given at the time of the offering of employment are incorrect, the employment can be terminated without notice.
- After joining the organization, the candidate may be required to sign a service agreement for a period of 1 year.
- Biman Realty Solutions holds the right to terminate anyone's employment with immediate effect during the probation period.
- After accepting the offer, the candidates cannot work directly or indirectly for our clients outside the scope of official work defined.
- During the period of your employment with the Organization, you will devote full time to the work of the Organization. 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, without the prior written permission of the Organization.
- You will not (except in the normal course of the organizations business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the organization's services or to any matter with which the organization may be concerned, unless you have previously applied to and obtained the written permission from the organization.
- You will be required to maintain utmost secrecy in respect of Work documents, commercial offer, design documents, Cost & Estimation, Supplier/ Vendor base, Technology, Software Package Licenses, organization's policies, organization's patterns & Trade Mark and Organization's Human Assets profile.
- You will be required to comply with all such rules and regulations as the organization may frame from time to time.
- Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Cont.....4

- If at any in our opinion, which is final in this matter you are found non performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the organization shall be entitled to recover the damages from you.
- You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Organization having dealing with the organization and if you are offered any, you should immediately report the same to the Management.
- You will be responsible for safekeeping and return in good condition and order of all organizational property, which may be in your use, custody, or charge.

Yours Sincerely,

For Biman Realty Solutions



Authorised Signatory
Amit Raj Singh

I, Vishal Dayaram Yadav, by signing this document below declare that I have reviewed and understood the terms & conditions of employment with Biman Realty Solutions and that I agree to abide by these terms & conditions mentioned above.

Signed,

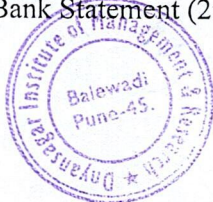
Vishal Dayaram Yadav

Date:

Important note:

Please bring along the below listed documents / details on your day of joining.

- a) Date of Birth proof certificate (Copy of passport / birth certificate / Aadhar Card)
- b) Original Academic Certificates (all from 10th to Highest)
- c) Original Resignation Letter with acknowledgement
- d) Relieving letter from previous employer (Original)
- e) Proof of compensation last drawn (3 Months - Original)
- f) 3 passport size photographs (Recent)
- g) Bank Statement (2months)



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Annexure – A

Name of Employee: Mr. Vishal Dayaram Yadav

Total CTC: Rs. 3, 50,000/-

CTC Break Up		
	Monthly	Annual
Basic Salary	8,000	96,000
House Rent Allowance	3,200	38,400
Special Allowance	8,800	105,600
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Lapis Benefit Basket		
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To be Paid Quarterly for 1st Quarter and then monthly.

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