



**Modern Education Society's**  
**Neville Wadia Institute of Management Studies & Research, Pune**  
(Permanently affiliated to Savitribai Phule Pune University, Accredited by NAAC  
Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act)  
Email: director@nevillewadia.com, Website: nwimsr.mespune.org  
**Dr. A. B. Dadas, Director**

## **CRITERIA V: STUDENT SUPPORT AND PROGRESSION**

### **Key Indicator: 5.2 STUDENT PROGRESSION**

**Metric No. 5.2.1 (QnM): Percentage of placement of outgoing students and students progressing to higher education during the last five years %**

**5.2.1.1: Number of outgoing students placed and progressed to higher education year-wise during the last five years.**

**HEI Response: 76.94 %**

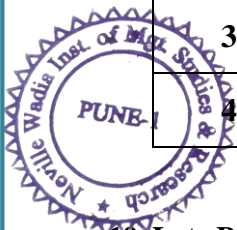
2022-23	2021-22	2020-21	2019-20	2018-19
99	81	88	56	43

**5.2.1.2: Number of outgoing students year-wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
123	108	118	69	59

**List of Supporting Documents as per SOP:**

<b>Metric No. 5.2.1 (QnM)</b>		
<b>Sr. No.</b>	<b>Title of Documents</b>	<b>Page No.</b>
1	List of Student Placed	2 - 55
2	Supporting Document (Offer Letter)	56 - 444
3	List of students progressing for Higher Education	445 - 446
4	Proof of continuation in higher education	447 - 455



**Director**  
**Neville Wadia Institute of**  
**Management Studies & Research**  
**Pune-411 001.**



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### 5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2022 - 2023	Adesh Dattatraya Pote	Masters in Business Administration	2023	SANY- Plot NO:- E-4, Chakan Industrial Area phase 3 , Taluka: Khed , Pune-410501	450000
2	2022 - 2023	Adhav Abhishek Sham	Masters in Business Administration	2023	CITI:-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	450270
3	2022 - 2023	Agarwal Ayush Manoj	Masters in Business Administration	2023	CITI:-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	450270
4	2022 - 2023	Akshata Shinde	Masters in Business Administration	2023	Bentley System:- Suite no 1001&1002, WorkWell suites , 10th Floor, Maxhouse, 1516/338,339,340, Village Bahapur New Delhi 110020s	424000
5	2022 - 2023	Akshay Sanjay Bode	Masters in Business Administration	2023	CITI:-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	434550
6	2022 - 2023	Arote Shubham Balasaheb	Masters in Business Administration	2023	Wolters Kluwer:- Sriram samanthu Chambers, #3287,12 Main , HAL 2nd Stage ,Indira Nagar , Bangluru-560038	480000
7	2022 - 2023	Baviskar Himanshu Kamalakar	Masters in Business Administration	2023	TATA TRENT:- Trent House, G Block , Plot no. : C60 , BKC, Bandra East , Mumbai-400051	500000



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8	2022 - 2023	Bhalekar Vismit Vivek	<b>Masters in Business Administration</b>	2023	TATA TRENT:- Trent House, G Block , Plot no. : C60 , BKC, Bandra East , Mumbai- 400051	<b>500000</b>
9	2022 - 2023	Bhandekar Omkar Jagdish	<b>Masters in Business Administration</b>	2023	CITI - 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>450270</b>
10	2022 - 2023	Bhosale Pradum Sanjay	<b>Masters in Business Administration</b>	2023	Datalogics- Ace Aurum, Ravet, Pimpri-Chinchwad, Maharashtra 412101	<b>500000</b>
11	2022 - 2023	Bhutada Pratik Purshottam	<b>Masters in Business Administration</b>	2023	CITI- 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>450270</b>
12	2022 - 2023	Chinmayi Sanjay Shendre	<b>Masters in Business Administration</b>	2023	Atlas Copco - Sveanagar, Dapodi, Old Mumbai Pune Road, Pune , Maharashtra 411012 India	<b>325000</b>
13	2022 - 2023	Chitnis Abhiraj Shailesh	<b>Masters in Business Administration</b>	2023	BADA FINANCE:- 331/302, Millennium Star, Chatrapati Shahumaharaj Road, bund garden , Pune- 411001	<b>450000</b>
14	2022 - 2023	Chopade Akash Dhananjay	<b>Masters in Business Administration</b>	2023	CITI- 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>450270</b>
15	2022 - 2023	Dhende Yash Suresh	<b>Masters in Business Administration</b>	2023	Indovance- 4th Floor, Navale Prestige Mumbai - Bangalore, Highway, Narhe, Pune, Maharashtra 411041	<b>700000</b>
16	2022 - 2023	Dhorje Shreyas Vaibhav	<b>Masters in Business Administration</b>	2023	Blackstone- BLACKSTONE COE INDIA PRIVATE LIMITED DLF CITY PHASE- 3, MG ROAD 5th Floor, Tower 4B,	<b>800000</b>



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					DLF Corporate Park, 122002 GURGAON-Gurgaon	
17	2022 - 2023	Disha Magesh Reddy	<b>Masters in Business Administration</b>	2023	The Creative Breed-3rd Floor , Sai heritage Building , Baner , Pune	400000
18	2022 - 2023	Dolas Saurabh Sunil	<b>Masters in Business Administration</b>	2023	Brembo - Gate no. 307(7&8), Vill. Nanekarwadi, Chakan, Tal.Khed, Dist.Pune-410501	500000
19	2022 - 2023	Dudhamal Prafullkumar Devrao	<b>Masters in Business Administration</b>	2023	Markets & Markets-101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	535000
20	2022 - 2023	Gaikwad Pradhumna Anil	<b>Masters in Business Administration</b>	2023	IDFC First Bank-IDFC First Bank Tower, The Square, C-61, G Block , Bandra Kurla Complex , East Mumbai- 400051	450000
21	2022 - 2023	Gangurde Mayur Manoj	<b>Masters in Business Administration</b>	2023	Blackstone-BLACKSTONE COE INDIA PRIVATE LIMITED DLF CITY PHASE-3, MG ROAD 5th Floor, Tower 4B, DLF Corporate Park, 122002 GURGAON-Gurgaon	800000
22	2022 - 2023	Gavit Atulkumar Anil	<b>Masters in Business Administration</b>	2023	Pallia Trans- Unit 608-609, 6th Floor, Vipul Square, Sushant Lok-I, Gurgaon-122 009, Haryana	400000



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23	2022 - 2023	Ghatole Pooja Sanjay	<b>Masters in Business Administration</b>	2023	Spacewalk- 1st Floor, Ashtika House, Siddharth Rd, Boat Club Rd, near AXIS BANK, Pune, Maharashtra 411001	<b>510000</b>
24	2022 - 2023	Ghorpade Prithviraj Jayavant	<b>Masters in Business Administration</b>	2023	TCS- Niyatti Tiara, Ground floor , S.No.103/A/1/129, CTS 1995, Nagar Road , Yerwada Pune-411006	<b>580000</b>
25	2022 - 2023	Girish Jitendra Katre	<b>Masters in Business Administration</b>	2023	Eclerx- Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Pimpri- Chinchwad, Maharashtra 411057	<b>400000</b>
26	2022 - 2023	Gondkar Aniket Babanrao	<b>Masters in Business Administration</b>	2023	Adani- Devidas lane , Off SVP Road, Near Devidas Telephonic Exchange , Borivali , west , Mumbai	<b>800000</b>
27	2022 - 2023	Gurav Vivek Ram	<b>Masters in Business Administration</b>	2023	TATA TRENT:- Trent House, G Block , Plot no. : C60 , BKC, Bandra East , Mumbai- 400051	<b>550000</b>
28	2022 - 2023	Harshal Sanjay Varpe	<b>Masters in Business Administration</b>	2023	Paragon- Biradvadi, Maharashtra 410501	<b>400000</b>
29	2022 - 2023	Hendre Akshay Sanjay	<b>Masters in Business Administration</b>	2023	Welmade Locking Systems- J-61, MIDC, Bhosari Indrayani Nagar, Maharashtra 411026	<b>481000</b>
30	2022 - 2023	Hrushikesh Dnyandevrao Muley	<b>Masters in Business Administration</b>	2023	CITI-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>450000</b>
31	2022 - 2023	Jadhav Ankita Madhukar	<b>Masters in Business Administration</b>	2023	Medline- The Platinum Towers 7th floor, Sr no. 94/16, CTS nos.1678-83, near Rahul Theater , University Road ,	<b>400000</b>



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					Shivajinagar , Pune - 411005	
32	2022 - 2023	Jadhav Sandeep Chandrakant	<b>Masters in Business Administration</b>	2023	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School)	400000
33	2022 - 2023	Kamble Rajbhushan Rajendra	<b>Masters in Business Administration</b>	2023	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288205	255070
34	2022 - 2023	Kamble Vikas Nagnath	<b>Masters in Business Administration</b>	2023	Automatic Infotech - Kapil Upavan Plaza, Above Kaka Halwai Sweets, Near SBI Colony, Chaitranan, Mahalaxmi Nagar, Bibwewadi, Pune, 411037	400000
35	2022 - 2023	Kankal Koustubh Krishna	<b>Masters in Business Administration</b>	2023	TATA Bluescope- Floor No. 9 & 10, "kalpataru Infinia" , Wakdewadi, Final plot No. 21, Sub plot no. 3 at CTS No.15/1, Shivajinagar , Pune - 411003	716000
36	2022 - 2023	Kasture Mansi Mahesh	<b>Masters in Business Administration</b>	2023	Wolters Kluwer:- Sriram samanthu Chambers, #3287,12 Main , HAL 2nd Stage ,Indira Nagar , Bangluru-560038	480000
37	2022 - 2023	Katageri Samarth Shivanand	<b>Masters in Business Administration</b>	2023	TATA TRENT:- Trent House, G Block , Plot no. : C60 , BKC, Bandra East , Mumbai- 400051	550000



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38	2022 - 2023	Khan Amaan Taj	<b>Masters in Business Administration</b>	2023	Bentley Systems- Suite no 1001&1002, WorkWell suites , 10th Floor, Maxhouse, 1516/338,339,340, Village Bahapur New Delhi 110020s	<b>424000</b>
39	2022 - 2023	Khan Ayesha Khalid	<b>Masters in Business Administration</b>	2023	Sakon- AG Trade Center , Survey No. .07 & .08, Plot no.18, 6th Floor & Mezzanine, NDA Road, Ramnagar, Bavdhan , Pune- 411021	<b>450000</b>
40	2022 - 2023	Kubde Amar Rameshwar	<b>Masters in Business Administration</b>	2023	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288205	<b>255070</b>
41	2022 - 2023	Kulkarni Saurabh Sanjay	<b>Masters in Business Administration</b>	2023	CITI- 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>560000</b>
42	2022 - 2023	Kulkarni Shriya Manoj	<b>Masters in Business Administration</b>	2023	BADA FINANCE:- 331/302, Millennium Star, Chatrapati Shahumaharaj Road, bund garden , Pune- 411001	<b>450000</b>
43	2022 - 2023	Kumbhar Akanksha Mahesh	<b>Masters in Business Administration</b>	2023	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411016	<b>370000</b>
44	2022 - 2023	Kunchanwar Sahas Vijaykumar	<b>Masters in Business Administration</b>	2023	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411017	<b>370000</b>



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45	2022 - 2023	Kunjeer Revati Vijay	<b>Masters in Business Administration</b>	2023	I Link Digital- iLink Multitech Solutions Pvt. Ltd & Thinking Hut IT Solutions, Pvt. Ltd 5th Floor, Malpani Agile, Pan Card Club Rd, Baner, Pune, Maharashtra 411045	350000
46	2022 - 2023	Lengare Rahul Chandrakant	<b>Masters in Business Administration</b>	2023	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411018	370000
47	2022 - 2023	Londhe Hrushikesh Dattatraya	<b>Masters in Business Administration</b>	2023	TATA Bluescope- Floor No. 9 & 10, "kalpataru Infinia" , Wakdewadi, Final plot No. 21, Sub plot no. 3 at CTS No.15/1, Shivajinagar , Pune - 411003	716000
48	2022 - 2023	Mahadik Vinayak Jayram	<b>Masters in Business Administration</b>	2023	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411016	370000
49	2022 - 2023	Malusare Rohan Prakash	<b>Masters in Business Administration</b>	2023	Blackstone - BLACKSTONE COE INDIA PRIVATE LIMITED DLF CITY PHASE- 3, MG ROAD 5th Floor, Tower 4B, DLF Corporate Park, 122002 GURGAON- Gurgaon	800000
50	2022 - 2023	Manasi Satish Pawar	<b>Masters in Business Administration</b>	2023	Axis Bank- SN 52, CS No 1331, GF, Nathani Heights,Dalal Estate, Mumbai, Maharashtra, 400008	1005000





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51	2022 - 2023	Musale Snehal Arun	<b>Masters in Business Administration</b>	2023	CCO- AP 81, No 83, 14th Floor, N Main Rd, Koregaon Park Annexe, Mundhwa, Pune, Maharashtra 411036	<b>350000</b>
52	2022 - 2023	Nikat Rafik Shaikh	<b>Masters in Business Administration</b>	2023	Intelliswift- 3rd, BUILDING-B1, CEREBRUM IT PARK, Marigold complex, Kalyani Nagar, Pune, Maharashtra 411014	<b>350000</b>
53	2022 - 2023	Nikhil Bhat	<b>Masters in Business Administration</b>	2023	Consero Solutions - ABM Grand, No 94, 2nd Main Rd, Digital Park Road, Yeshwanthpur, Bengaluru, Karnataka 560022	<b>400000</b>
54	2022 - 2023	Padalkar Prajakta Vivek	<b>Masters in Business Administration</b>	2023	CITI- 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>450000</b>
55	2022 - 2023	Pathak Nimish	<b>Masters in Business Administration</b>	2023	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411015	<b>370000</b>
56	2022 - 2023	Patil Hrishikesh Pravin	<b>Masters in Business Administration</b>	2023	Polycab- #29, The Ruby, 1st Floor, Senapati Bapat Marg , Tulsi Pipe Road , Dadar (West0 , Mumbai - 400028	<b>700000</b>
57	2022 - 2023	Patil Prathmesh Laxmikant	<b>Masters in Business Administration</b>	2023	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288205	<b>255070</b>



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58	2022 - 2023	Patil Rujul Rajesh	<b>Masters in Business Administration</b>	2023	Sakon- AG Trade Center , Survey No. .07 & .08, Plot no.18, 6th Floor & Mezzanine, NDA Road, Ramnagar, Bavdhan , Pune- 411021	550000
59	2022 - 2023	Patole Sameer Pranoti	<b>Masters in Business Administration</b>	2023	CITI-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	560000
60	2022 - 2023	Pawar Aman Foujdar	<b>Masters in Business Administration</b>	2023	DNV, GWXX+M84, EON Free Zone, Kharadi, Pune, Maharashtra 411014	582000
61	2022 - 2023	Pawar Kanishksingh Ajaysingh	<b>Masters in Business Administration</b>	2023	ICICI Bank - ICICI Bank Tower, Bandra Kurla Comple, Mumbai.	500000
62	2022 - 2023	Pawar Sachin Shivanand	<b>Masters in Business Administration</b>	2023	Bajaj Allianz House, Airport Road , Yerwada, Pune- 411006	350000
63	2022 - 2023	Phapale Sushant Arun	<b>Masters in Business Administration</b>	2023	Bajaj Allianz House, Airport Road , Yerwada, Pune- 411006	350000
64	2022 - 2023	Populwad Sandesh Hemraj	<b>Masters in Business Administration</b>	2023	Neeyamo - NTPL SEZ(Bluebridge) , IT 05. 1- Floor, S. No. 154/6, Phase 1, Hinjewadi, Pune - 411057	450000
65	2022 - 2023	Prabhune Aditya Vijay	<b>Masters in Business Administration</b>	2023	Intuitive Cloud - A- 509, SNS Atria , Nr Happy Execlencia , Vesu, Surat, Gujarat- 395007	1000000
66	2022 - 2023	Prajwal Ramdas Barbuddhe	<b>Masters in Business Administration</b>	2023	Brainwave - 4th Floor, Balaji business Center, Off Pune Mumbai Express way, Baner,Pune- 411045	600000
67	2022 - 2023	Pranav Kiran Tarte	<b>Masters in Business Administration</b>	2023	CITI-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt.	450270



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					Ltd Pune 411014	
68	2022 - 2023	Pranjali Kamlakar Ghotekar	<b>Masters in Business Administration</b>	2023	CITI-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	560000
69	2022 - 2023	Pujari Prasad Yashwant	<b>Masters in Business Administration</b>	2023	Neritic- 'C' Block, Office no.321, SOHO Panchshil , Kharadi , Pune- 411014	500000
70	2022 - 2023	Puranik Vipraj Sachin	<b>Masters in Business Administration</b>	2023	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	370000
71	2022 - 2023	Rakesh Ramakant Yadav	<b>Masters in Business Administration</b>	2023	DNV, GWXX+M84, EON Free Zone, Kharadi, Pune, Maharashtra 411014	582000
72	2022 - 2023	Rasal Achala Anil	<b>Masters in Business Administration</b>	2023	Aurochs- City Vista, A-Wing, 3rd Floor Office #14A,15 & 15A, Kharadi, Pune-411014	350000
73	2022 - 2023	Sachin Chandel	<b>Masters in Business Administration</b>	2023	Medline- The Platinum Towers 7th floor, Sr no. 94/16, CTS nos.1678-83, near Rahul Theater , University Road , Shivajinagar , Pune - 411005	550000
74	2022 - 2023	Sahil Satish Mangwane	<b>Masters in Business Administration</b>	2023	CITI -1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	450270
75	2022 - 2023	Sakoji Sukruta Amod	<b>Masters in Business Administration</b>	2023	Turtlemint - Turtlemint The ORB – Sahar, 4B, 1st Floor, A Wing, Marol Village, Andheri (East), Mumbai – 400099,	240000



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					Maharashtra,	
76	2022 - 2023	Sanket Ravindra Jain	<b>Masters in Business Administration</b>	2023	Neritic Industries - 'C' Block, Office no.321, SOHO Panchshil , Kharadi , Pune-411014	<b>500000</b>
77	2022 - 2023	Sarvesh Sanjay Hekad	<b>Masters in Business Administration</b>	2023	IDFC Bank - IDFC First Bank Tower, The Square, C-61, G Block , Bandra Kurla Complex , East Mumbai- 400051	<b>450000</b>
78	2022 - 2023	Shaikh Adnan Javed	<b>Masters in Business Administration</b>	2023	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>400000</b>
79	2022 - 2023	Shekhawat Shailaja Dilipsingh	<b>Masters in Business Administration</b>	2023	Suite no 1001&1002, WorkWell suites , 10th Floor, Maxhouse, 1516/338,339,340, Village Bahapur New Delhi 110020s	<b>424000</b>
80	2022 - 2023	Shinde Sushrut Mohan	<b>Masters in Business Administration</b>	2023	Smith+Nephew - B- 501, Dynasty Business Park , J.B.Nagar, Andheri Kurla Road, Mumbai -400059	<b>420000</b>
81	2022 - 2023	Shravani Sanjay Sonare	<b>Masters in Business Administration</b>	2023	CITI- 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>430000</b>
82	2022 - 2023	Shruti Chandrakumar Patil	<b>Masters in Business Administration</b>	2023	TATA Bluescope- Floor No. 9 & 10, "kalpataru Infinia" , Wakdewadi, Final plot No. 21, Sub plot no. 3 at CTS No.15/1, Shivajinagar , Pune - 411003	<b>716000</b>



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83	2022 - 2023	Snehal Parthsarathi Sinha	<b>Masters in Business Administration</b>	2023	CITI- 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	560000
84	2022 - 2023	Sonar Rahul Madhukar	<b>Masters in Business Administration</b>	2023	Radiant Guard - 818, NIBM Rd, Clover Hills, Kondhwa, Pune, Autadwadi Handewadi, Maharashtra 411048	400000
85	2022 - 2023	Sonawane Neha Devidas	<b>Masters in Business Administration</b>	2023	Omniscient Software- AP81, 14th Floor, Smartworks Wing, N Main Rd, Liberty Phase 2, Ragvilas Society, Mundhwa, Pune, Maharashtra 411036	360000
86	2022 - 2023	Sushant Shyamsundar Brahmane	<b>Masters in Business Administration</b>	2023	CITI- 1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	450000
87	2022 - 2023	Swapnil Sunil Gaikwad	<b>Masters in Business Administration</b>	2023	Wolters Kluwer-Sriram samanthu Chambers, #3287,12 Main , HAL 2nd Stage ,Indira Nagar , Bangluru-560038	480000
88	2022 - 2023	Tanmay Dileep Wadpalliwar	<b>Masters in Business Administration</b>	2023	Medline- The Platinum Towers 7th floor, Sr no. 94/16, CTS nos.1678-83, near Rahul Theater , University Road , Shivajinagar , Pune - 411005	400000
89	2022 - 2023	Tanushri Rakesh Sarda	<b>Masters in Business Administration</b>	2023	Suite no 1001&1002, WorkWell suites , 10th Floor, Maxhouse, 1516/338,339,340, Village Bahapur New Delhi 110020s	300000



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90	2022 - 2023	Tele Nitin Shankar	<b>Masters in Business Administration</b>	<b>2023</b>	TVS Supply Chain Solutions - 226, Karunal Kudil, Cathedral Road , Chennai -600086	<b>370000</b>
91	2022 - 2023	Thadani Sunny Rajkumar	<b>Masters in Business Administration</b>	<b>2023</b>	Trinamix System Pvt. Ltd. , Pentagon- 3, 402, 4th Floor, Magarpatta City, Hadpsar	<b>800000</b>
92	2022 - 2023	Thakare Kunal Namdev	<b>Masters in Business Administration</b>	<b>2023</b>	Trinamix System Pvt. Ltd. , Pentagon- 3, 402, 4th Floor, Magarpatta City, Hadpsar	<b>750000</b>
93	2022 - 2023	Tumbade Pranit Jaiprakash	<b>Masters in Business Administration</b>	<b>2023</b>	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288205	<b>255070</b>
94	2022 - 2023	Vaishnavi Sidaji Mahokar	<b>Masters in Business Administration</b>	<b>2023</b>	Bently System - Suite no 1001&1002, WorkWell suites , 10th Floor, Maxhouse, 1516/338,339,340, Village Bahapur New Delhi 110020s	<b>424000</b>
95	2022 - 2023	Wagh Abhishek Ravindra	<b>Masters in Business Administration</b>	<b>2023</b>	ICICI Prudential - Pune Survey No. 1197, Shop No. 101 to 103, 109 to 114 1st Floor, A Wing's Part – 1, One Place Building/Complex F C Road City, Plot No. 560, Bhamburda, Shivajinagar, Pune, Maharashtra 411004	<b>460000</b>
96	2022 - 2023	Yogita Arun Sonvane	<b>Masters in Business Administration</b>	<b>2023</b>	Sakon- AG Trade Center , Survey No. .07 & .08, Plot no.18, 6th Floor & Mezzanine, NDA Road, Ramnagar, Bavdhan , Pune- 411021	<b>500000</b>



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97	2022 - 2023	Zade Sudarshan Panditrao	<b>Masters in Business Administration</b>	2023	Polycab- #29, The Ruby, 1st Floor, Senapati Bapat Marg , Tulsi Pipe Road , Dadar (West0 , Mumbai - 400028	<b>700000</b>
98	2022 - 2023	Zanzane Mrunal Raghunath	<b>Masters in Business Administration</b>	2023	John Crane - No.111st phase peenya Industrail Area, Bengalore - 560058	<b>300000</b>
99	2022 - 2023	Zope Ganeshprasad Dinkar	<b>Masters in Business Administration</b>	2023	Sakon- AG Trade Center , Survey No. .07 & .08, Plot no.18, 6th Floor & Mezzanine, NDA Road, Ramnagar, Bavdhan , Pune- 411021	<b>240000</b>
100	2021 - 2022	Abhishek Adole	<b>Masters in Business Administration</b>	2022	Homefirst finance company, Office No.405, City Space, Opp. Inorbit Mall, Viman Nagar Road, Clover Park, Viman Nagar Pune , Maharashtra - 411014	<b>550000</b>
101	2021 - 2022	Abhishek Arora	<b>Masters in Business Administration</b>	2022	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288201	<b>368142</b>
102	2021 - 2022	Abhishek Jadhav	<b>Masters in Business Administration</b>	2022	Square Yards, Sr No. 110, Amar Paradigm, Inspire Co Space, 2nd floor, 11/3, Baner - Mahalunge Rd, opp. Chroma, Baner, Pune, Maharashtra 411045	<b>500000</b>
103	2021 - 2022	Abhishek Jain	<b>Masters in Business Administration</b>	2022	Property Pistol, Tel- 022 42728700, Add- Plot no.74, Sector 15, CBD Belapur, Navi Mumbai(400614)	<b>768000</b>



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104	2021 - 2022	Aditi Wadettiwar	<b>Masters in Business Administration</b>	2022	Upgrad,Tel- +91 2261562100,Add- Nishuvi,Ground Floor-75,Dr.Annie Besant Road,Worli,Mumbai (400018)	<b>400000</b>
105	2021 - 2022	Aditya Sonawane	<b>Masters in Business Administration</b>	2022	The Strelema, 604/605, Pride, KUMAR SENATE, 1, Senapati Bapat Rd, behind JW Marriott, Shivaji Co operative Housing Society, Bhageerath, Shivajinagar, Pune, Maharashtra 411016	<b>300000</b>
106	2021 - 2022	Aishwarya Nambiar	<b>Masters in Business Administration</b>	2022	mastercard,Tel- +91 2067074001,Add- Mastercard Tech. Pvt Ltd. , 10th Floor, wing 1,Tower A, Suvey No.103,Oppo Puna Club Golf Course, Airport road,Yerwada, Pune (411006)	<b>700000</b>
107	2021 - 2022	Akansha Jadhav	<b>Masters in Business Administration</b>	2022	eClerx, Hinjewadi Rajiv Gandhi Infotech Park 4 Wing-A, Embassy Techzone Plot no. 3, Rhine Building 1.5, A Wing, 2nd Floor, Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pimpri-Chinchwad, Maharashtra 411057	<b>382320</b>
108	2021 - 2022	Akshay Bhagat	<b>Masters in Business Administration</b>	2022	eClerx, Hinjewadi Rajiv Gandhi Infotech Park 4 Wing-A, Embassy Techzone Plot no. 3, Rhine Building 1.5, A Wing, 2nd Floor, Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pimpri-Chinchwad,	<b>382320</b>





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					Maharashtra 411057	
109	2021 - 2022	Akshay Kadam	<b>Masters in Business Administration</b>	2022	eClerx, Hinjewadi Rajiv Gandhi Infotech Park 4 Wing-A, Embassy Techzone Plot no. 3, Rhine Building 1.5, A Wing, 2nd Floor, Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pimpri-Chinchwad, Maharashtra 411057	<b>382320</b>
110	2021 - 2022	Akshay Rathod	<b>Masters in Business Administration</b>	2022	eClerx, Hinjewadi Rajiv Gandhi Infotech Park 4 Wing-A, Embassy Techzone Plot no. 3, Rhine Building 1.5, A Wing, 2nd Floor, Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pimpri-Chinchwad, Maharashtra 411057	<b>382320</b>
111	2021 - 2022	Akshay Thakare	<b>Masters in Business Administration</b>	2022	Morningstar India Pvt. Ltd. 14th Floor, Platinum Technopark, Plot No 17 & 18, Sector -30A, Vashi, Navi Mumbai, Maharashtra, PIN 400 705	<b>474675</b>
112	2021 - 2022	Akshay Vasavadegar	<b>Masters in Business Administration</b>	2022	Kalyani Technoforge, S.No. 72-76, behind Siporex, Mundhwa Industrial Area, Mundhwa, Pune, Maharashtra 411036	<b>364000</b>



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113	2021 - 2022	Akulwar Kaustubh Subhash	<b>Masters in Business Administration</b>	2022	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	<b>360000</b>
114	2021 - 2022	Aniket Taru	<b>Masters in Business Administration</b>	2022	Isthara Parks,Tel- 04224952121, Add- 3rd Floor Ayyappa Arcade,Plot No.22,Janardhan Hills,Gachibowli,Ha ydrabad(500032)	<b>394800</b>
115	2021 - 2022	Aniket Pathare	<b>Masters in Business Administration</b>	2022	Candour India, 504, TOWER-1, Slip Rd to Tower-3/4, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>366000</b>
116	2021 - 2022	Aniket Sherkar	<b>Masters in Business Administration</b>	2022	SRV Media, 3rd Floor, Office No. 301, Nandan Probiz, near Balewadi High Street, Laxman Nagar, Baner, Pune, Maharashtra 411045	<b>650000</b>
117	2021 - 2022	Anjankar Aditya Sanjay	<b>Masters in Business Administration</b>	2022	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>400000</b>
118	2021 - 2022	Arshad Khan	<b>Masters in Business Administration</b>	2022	Reliance retail,Tel- +91 2235553800, Add- 3rd Floor Court Office,Lokamanya Tilak marg,Dhobi Talao ,Mumbai(400002)	<b>300000</b>
119	2021 - 2022	Atram Sanjivani Diwakar	<b>Masters in Business Administration</b>	2022	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune,	<b>400000</b>



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					Maharashtra 411014	
120	2021 - 2022	Badhe Sai Sandip	<b>Masters in Business Administration</b>	2022	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411015	400000
121	2021 - 2022	Bagwan Parvez Ilyas	<b>Masters in Business Administration</b>	2022	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411016	400000
122	2021 - 2022	Chincholkar Sohan Jaikumar	<b>Masters in Business Administration</b>	2022	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	360000
123	2021 - 2022	Damkondwar Sandeep Gangadhar	<b>Masters in Business Administration</b>	2022	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411015	360000
124	2021 - 2022	Deodhar Aniket Mohan	<b>Masters in Business Administration</b>	2022	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411016	360000
125	2021 - 2022	Diksha Ujagare	<b>Masters in Business Administration</b>	2022	Agreeya, Tel- +91 120 4394400, Add B-38C/2, Sector, 57, Gautam Buddha Nagar, Noida (203301)	444000



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126	2021 - 2022	Divya Sable	<b>Masters in Business Administration</b>	2022	GEP, 13th Floor, Building No. 3 M/S Gigaplex Estate Private Limited- IT/ITES SEZ IT Plot No. 5, Airoli Knowledge Park Rd, Airoli, Navi Mumbai, Maharashtra 400708	600000
127	2021 - 2022	Gangurde Pramita Sunil	<b>Masters in Business Administration</b>	2022	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411017	360000
128	2021 - 2022	Gathe Pranav Sanjay	<b>Masters in Business Administration</b>	2022	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882462	400000
129	2021 - 2022	Gaurav Patil	<b>Masters in Business Administration</b>	2022	Pinclick Pvt. Ltd, Tel - +91 8047193000, Add- No.94 Amar Jyothi Layout,Above HDFC Bank 3rd floor,Domular,Bang alore -(560071)	516000
130	2021 - 2022	Godbole Atharva	<b>Masters in Business Administration</b>	2022	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882466	400000
131	2021 - 2022	Gopal Apotikar	<b>Masters in Business Administration</b>	2022	Learning Routes, Add- Plot No. 121,3rd floor, Sector-44 Near Ramada Hotel,Gurugraam,H aryana 122003	630000
132	2021 - 2022	Gujral Sahiba	<b>Masters in Business Administration</b>	2022	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411017	400000



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133	2021 - 2022	Harsh Bakshi	<b>Masters in Business Administration</b>	2022	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411015	<b>300000</b>
134	2021 - 2022	Harshal Bansode	<b>Masters in Business Administration</b>	2022	Morningstar India Pvt. Ltd. 14th Floor, Platinum Technopark, Plot No 17 & 18, Sector -30A, Vashi, Navi Mumbai, Maharashtra, PIN 400 705	<b>474675</b>
135	2021 - 2022	Harshwardhan Chavan	<b>Masters in Business Administration</b>	2022	Merkle Sokrati, Survey No. 35, Deep Complex, 1st floor, above Renault Showroom, Pune, Maharashtra 411045	<b>350000</b>
136	2021 - 2022	Jagriti Singh	<b>Masters in Business Administration</b>	2022	ivalua, Add- 5th Floor, Vikram Monarch, University Road, Model Colony Shivajinagar, Pune( 411053)	<b>750000</b>
137	2021 - 2022	Jamsandekar Rucha Vinod	<b>Masters in Business Administration</b>	2022	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882463	<b>400000</b>
138	2021 - 2022	Jawale Yashodeep Vinodkumar	<b>Masters in Business Administration</b>	2022	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882464	<b>400000</b>
139	2021 - 2022	Jaware Aniket Chandrashekh ar	<b>Masters in Business Administration</b>	2022	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882465	<b>400000</b>
140	2021 - 2022	Krishna Oza	<b>Masters in Business Administration</b>	2022	Shipco IT pvt. Ltd. Sai Radhe, 602- 603, Plot No 101- 102, Behind Sheraton Hotel, near Pune Station, Pune, Maharashtra 411001	<b>282408</b>



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141	2021 - 2022	Krutika Gugale	<b>Masters in Business Administration</b>	2022	Krsnaa Diagonistics, S.No.243,A-Hissa No.6/6 CTS No.4519, Near Mayur Trade Centre, Chinchwad, Pune-411 019	<b>388568</b>
142	2021 - 2022	Lalit Bramhankar	<b>Masters in Business Administration</b>	2022	Desifarms, Plot no 79, 501, 5th floor, Lalwani House, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411014	<b>261000</b>
143	2021 - 2022	Malik Shah	<b>Masters in Business Administration</b>	2022	Mpulssoft technologies Tel- +91 9370648614, Add- V9Landmark 203,Second floor,Above Union Bank,Vishrantwadi, Oune,(411015)	<b>240000</b>
144	2021 - 2022	Mangesh Deshmukh	<b>Masters in Business Administration</b>	2022	Reliance retail, Tel- +91 2235553800, Add- 3rd Floor Court Office,Lokamanya Tilak marg,Dhobi Talao ,Mumbai(400002)	<b>350000</b>
145	2021 - 2022	Mayur Gawari	<b>Masters in Business Administration</b>	2022	Isthara Parks Tel- 04224952121, Add- 3rd Floor Ayyappa Arcade,Plot No.22,Janardhan Hills,Gachibowli,Ha ydrabad(500032)	<b>394800</b>
146	2021 - 2022	Md Awez Iqbal	<b>Masters in Business Administration</b>	2022	Coditas, No. 33, 3rd Floor, Gaia Apex, S, 2D, Viman Nagar, Pune, Maharashtra 411014	<b>400000</b>
147	2021 - 2022	Milap Disagar	<b>Masters in Business Administration</b>	2022	Winjit Technologies, 3rd Floor, Winjit Technologies, Malpani Agile, Banner Road, Pan Card Club Rd, Samarth Colony, Baner, Pune, Maharashtra 411045	<b>450000</b>



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148	2021 - 2022	Neha Suryawanshi	<b>Masters in Business Administration</b>	2022	ivalua, Add- 5th Floor,Vikram Monarch,University Road,Model Colony Shivajinagar, Pune( 411053)	<b>750000</b>
149	2021 - 2022	Niharika Salunke	<b>Masters in Business Administration</b>	2022	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288201	<b>368142</b>
150	2021 - 2022	Nikhil Atole	<b>Masters in Business Administration</b>	2022	eClerx, Hinjewadi Rajiv Gandhi Infotech Park 4 Wing-A, Embassy Techzone Plot no. 3, Rhine Building 1.5, A Wing, 2nd Floor, Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pimpri-Chinchwad, Maharashtra 411057	<b>382320</b>
151	2021 - 2022	Nilesh Gosavi	<b>Masters in Business Administration</b>	2022	FPL Technologies, OneHQ, Survey No. 127, Seasons Rd, opposite Sarjaa, Aundh, Pune, Maharashtra 411007	<b>346500</b>
152	2021 - 2022	Pawan Pande	<b>Masters in Business Administration</b>	2022	Nice software solutions, Add- Plot no. 21,IT park,Wing A,ground Floor,Gayatri Nagar,Nagpur (440022)	<b>288000</b>
153	2021 - 2022	Pooja Chavan	<b>Masters in Business Administration</b>	2022	CITI:-1st,2nd & 3rd floor , wing 3 , Cluster B ,EON Kharadi infrastructure Pvt. Ltd Pune 411014	<b>400000</b>
154	2021 - 2022	Prafull Mhamane	<b>Masters in Business Administration</b>	2022	BYJU's, P5, Magarpatta, Hadapsar, Pune, Maharashtra 411028	<b>1000000</b>



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155	2021 - 2022	Pranav Salunkhe	<b>Masters in Business Administration</b>	2022	Automation Edge, 4th Floor, Global Port, Near, Sus Pashan Brg, above Audi Showroom, Mohan Nagar Co- Op Society, Baner, Pune, Maharashtra 411021	<b>400000</b>
156	2021 - 2022	Pratik Borle	<b>Masters in Business Administration</b>	2022	Maveric, Tel- +91 4443442500, Add - 2nd floor,5th block,DLF IT Park- SEZ,1/124, Nandambakkam Post,ramapuram,M ount Poonamallee Road,Chennai(600 089)	<b>750000</b>
157	2021 - 2022	Pratiksha Boral	<b>Masters in Business Administration</b>	2022	Spring CT,Tel- +91 (20) 25391316/2539131 9, Add- Vijay Commercial Complex,3rd Floor,Near Guruganesh Nagar,Kothrud,Pun e (411038)	<b>400000</b>
158	2021 - 2022	Priyanka Kulkarni	<b>Masters in Business Administration</b>	2022	iofco consulting pvt. Ltd, 707, City Avenue commercial, Shankar Kalat Nagar, Wakad, Pimpri-Chinchwad, Maharashtra 411057	<b>375000</b>
159	2021 - 2022	Radha Tekale	<b>Masters in Business Administration</b>	2022	Godrej, Ground Floor 5 BJ Road, Sadhu Vaswani Chowk, next to Hotel Woodland, Sadhu, Pune, Maharashtra 411001	<b>700000</b>
160	2021 - 2022	Rahul Nalawade	<b>Masters in Business Administration</b>	2022	Wipro, Plot No.2 MIDC Pune Infotech Park, MIDC Road, Phase 1, Hinjawadi, Pune, Maharashtra 411057	<b>500000</b>





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161	2021 - 2022	Rakhi Hiremath	<b>Masters in Business Administration</b>	2022	Ranastad India, Tel- +91 (0) 4466227000, Add- Old No.5&5A, New No.9, Pycrofts Garden Road, Nungambakkam, Chennai (600006)	<b>430536</b>
162	2021 - 2022	Rishabh Sontakke	<b>Masters in Business Administration</b>	2022	choicetechlab, First Floor, Siddh Icon, 102, Baner Rd, Baner, Pune, Maharashtra 411045	<b>350000</b>
163	2021 - 2022	Rohan Dhakne	<b>Masters in Business Administration</b>	2022	GD research Center, Tel- 040-67426700, Add- 3rd Floor, Jyoti Pinnacle, survey No.11, Kondapur Village, Ranga Reddy district, Haydrabad- (500081)	<b>385483</b>
164	2021 - 2022	Rohit Lalwand	<b>Masters in Business Administration</b>	2022	Spring CT, Tel- +91 (20) 25391316/25391319, Add- Vijay Commercial Complex, 3rd Floor, Near Guruganesh Nagar, Kothrud, Pune (411038)	<b>400000</b>
165	2021 - 2022	Rohit Shinde	<b>Masters in Business Administration</b>	2022	CITI:-1st, 2nd & 3rd floor, wing 3, Cluster B, EON Kharadi infrastructure Pvt. Ltd Pune 411015	<b>400000</b>
166	2021 - 2022	Ruhi Sawardekar	<b>Masters in Business Administration</b>	2022	amdocs, Tower 2, CYBER CITY, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	<b>240000</b>
167	2021 - 2022	Sandesh Pitambare	<b>Masters in Business Administration</b>	2022	Nielson IQ, Tel- +91 2266632500, Add- 6th floor Block C, Godrej IT Park, Vikroli Mumbai (400079)	<b>800000</b>



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168	2021 - 2022	Satyam Raut	<b>Masters in Business Administration</b>	2022	Merkle Sokrati, Survey No. 35, Deep Complex, 1st floor, above Renault Showroom, Pune, Maharashtra 411045	<b>350000</b>
169	2021 - 2022	Saurabh Dongre	<b>Masters in Business Administration</b>	2022	Upgrad, 1866/B, 2nd floor, ANV Arcade, 5th Block, 1st Stage, HBR Layout, Bengaluru, Karnataka 560043	<b>400000</b>
170	2021 - 2022	Shreyash Deshpande	<b>Masters in Business Administration</b>	2022	Hexagon Nutrition, Tel- +91 22- 62136710/711 , Add- 404,Global Chamber, Adarsh Nagar,Link Road, Andheri (W),Mumbai (400053)	<b>360000</b>
171	2021 - 2022	Shubham Pawar	<b>Masters in Business Administration</b>	2022	Nielsoft, Pride Parmar Galaxy, 8th Floor, 10/10 + A, Sadhu Vaswani Chowk, Pune, Maharashtra 411001 ,Tel +91 966804226,	<b>480000</b>
172	2021 - 2022	Snehal Kalsait	<b>Masters in Business Administration</b>	2022	Upgrad,Tel- +91 2261562100,Add- Nishuvi,Ground Floor-75,Dr.Annie Besant Road,Worli,Mumbai (400018)	<b>400000</b>
173	2021 - 2022	Vaibhavi Ghodke	<b>Masters in Business Administration</b>	2022	Automation Edge, 4th Floor, Global Port, Near, Sus Pashan Brg, above Audi Showroom, Mohan Nagar Co- Op Society, Baner, Pune, Maharashtra 411021	<b>400000</b>
174	2021 - 2022	Vanshika Milani	<b>Masters in Business Administration</b>	2022	Johnson Controls, Tower 3, Commerzone IT Park Internal Rd, Commerzone IT Park, Yerawada, Pune, Maharashtra 411006	<b>400000</b>



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175	2021 - 2022	Vedant Kenge	<b>Masters in Business Administration</b>	2022	Bharat forge, Tel- +91 2067042777, Add- Bharatforge Limites Mundhwa Pune (411036)	<b>375000</b>
176	2021 - 2022	Vinayak Shinde	<b>Masters in Business Administration</b>	2022	Reliance Retail , Tel- +91 2235553800, Add- 3rd Floor Court Office, Lokamanya Tilak marg, Dhobi Talao , Mumbai(400002)	<b>550000</b>
177	2021 - 2022	Yash Mehta	<b>Masters in Business Administration</b>	2022	Nielson IQ, NielsenIQ (India) Private Limited 9th Floor, Wing 1 and Wing 2, Block 1, ITPP, Grant Rd, Kharadi, Pune, Maharashtra 411014	<b>800000</b>
178	2021 - 2022	Yugandhara Ghormade	<b>Masters in Business Administration</b>	2022	Nielson IQ, Tel- + 91 2266632500, Add- 6th floor Block C, Godrej IT Park, Vikroli Mumbai(400079)	<b>800000</b>
179	2021 - 2022	Yuvraj Rathod	<b>Masters in Business Administration</b>	2022	TeachNook, 167, 9th Main Rd, near to Empire Restaurant, Sector 6, HSR Layout, Bengaluru, Karnataka 560102 Tel- 6360344071	<b>500000</b>
180	2020 - 2021	Kaustubh Solanke	<b>Masters in Business Administration</b>	2021	asian paints, Tel:- (022) 62197000, Add - Asian Paints House, 6A, Santacruz(East), Mumbai(40055)	<b>686441</b>
181	2020 - 2021	Aade Atul Hiraman	<b>Masters in Business Administration</b>	2021	tech mahindra ltd. , Tel:- +91 40 3036 6363, Add:- Info City, Hi-tech City layout, Madhapur Haydrabad- 500083	<b>414209</b>



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182	2020 - 2021	Aakriti Raman Kumar	<b>Masters in Business Administration</b>	2021	vyom labs pvt ltd., Balewadi High St, Laxman Nagar, Baner, Pune, Maharashtra 411045 Tel :- +91- 9607849738	<b>400000</b>
183	2020 - 2021	Aarya Gundewar	<b>Masters in Business Administration</b>	2021	Eclerx- Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Pimpri- Chinchwad, Maharashtra 411057	<b>350000</b>
184	2020 - 2021	Abhijeet Nikale	<b>Masters in Business Administration</b>	2021	icici prudential Survey No. 1197, Shop No. 101 to 103, 109 to 114 1st Floor, A Wing's Part - 1, One Place Building/Complex F C Road City, Plot No. 560, Bhamburda, Shivajinagar, Pune, Maharashtra 411004	<b>500000</b>
185	2020 - 2021	Abhishek Khadilkar	<b>Masters in Business Administration</b>	2021	paperindia pvt ltd. ,Tel:- +91- 7767977670, Add- 701, Global Square, Yerwada, Pune- 411006	<b>600000</b>
186	2020 - 2021	Abhishekh Sahare	<b>Masters in Business Administration</b>	2021	asian paints B Building, CEREBRUM IT PARK, near D Mart, Marigold complex, Kalyani Nagar, Pune, Maharashtra 411014	<b>750000</b>
187	2020 - 2021	Abnave Abhishek Balasaheb	<b>Masters in Business Administration</b>	2021	tech mahindra ltd. , Tel:- +91 40 3036 6363, Add:- Info City, Hi-tech City layout, Madhapur Haydrabad- 500084	<b>414209</b>
188	2020 - 2021	Adhav Aditya Sanjay	<b>Masters in Business Administration</b>	2021	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta,	<b>400000</b>



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					Hadapsar, Pune, Maharashtra 411013	
189	2020 - 2021	Aditya Naik	<b>Masters in Business Administration</b>	2021	vyom labs pvt ltd., Balewadi High St, Laxman Nagar, Baner, Pune, Maharashtra 411045 Tel :- +91- 9607849738	<b>400000</b>
190	2020 - 2021	Akarsh Salgotra	<b>Masters in Business Administration</b>	2021	cybage software pvt ltd , Tel:- +91 20 6604 1700, Add:- Survey No. 13A/1+2+3/1, Wadgaon Sheri, Pune -411014	<b>216000</b>
191	2020 - 2021	Amey Sawale	<b>Masters in Business Administration</b>	2021	SG analytics pvt ltd. ,Tel:- +91 20 67307200, Add- 601 & 602, 6th floor, Wing 2, Cluster C, Eon Free zone, kharadi, Pune(411014)	<b>336000</b>
192	2020 - 2021	Aniruddha Nalat	<b>Masters in Business Administration</b>	2021	ID medical group. , Add- Unit 211, Tower II, World Trade Centre, Kharadi, Pune 411014	<b>300000</b>
193	2020 - 2021	Ankur Sengar	<b>Masters in Business Administration</b>	2021	AIM india pvt ltd 12th Floor, 1208, RG Trade Tower, Netaji Subhash Place, Pitampura, New Delhi, Delhi, 110034	<b>400000</b>
194	2020 - 2021	Anushka Borkar	<b>Masters in Business Administration</b>	2021	paperpedia 3rd floor, Lalwani house B, Parkland, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411006	<b>300000</b>



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195	2020 - 2021	Apoorva Handoo	<b>Masters in Business Administration</b>	2021	johnson controls Pvt Ltd. ,Tel:- +91 (20) 66067100, Add:- 3rd Floor, B2 Tower, Cerebrum IT Park, Kalyani Nagar, Pune (411014)	<b>350000</b>
196	2020 - 2021	Aromal Haridasan	<b>Masters in Business Administration</b>	2021	inspacco technologies pvt ltd, HQ4G+P3G, Samarth Colony, Baner, Pune, Maharashtra 411045	<b>300000</b>
197	2020 - 2021	Bhangare Ganesh	<b>Masters in Business Administration</b>	2021	SBI general insurance compony ltd. , Tel:- +91 2242412000, Add- 'Natraj',301,Junctio n of western express highway and Andheri- Kurla Road, Andheri, Mumbai (400069)	<b>300000</b>
198	2020 - 2021	Bharambe Rahul Sanjay	<b>Masters in Business Administration</b>	2021	SBI general insurance compony ltd. , Tel:- +91 2242412000, Add- 'Natraj',301,Junctio n of western express highway and Andheri- Kurla Road, Andheri, Mumbai (400069)	<b>300000</b>
199	2020 - 2021	Bhilware Esha Balram	<b>Masters in Business Administration</b>	2021	neeyamo entrprise solutions pvt ltd , Add:- NTPL SEZ( Bluebridge) IT 05,1st floor, S NO. 154/6, Phase -1, Hinjewadi, Pune- 411057	<b>350000</b>
200	2020 - 2021	Darshana Mehta	<b>Masters in Business Administration</b>	2021	tech mahindra ltd. , Tel:- +91 40 3036 6363, Add:- Info City, Hi-tech City layout, Madhapur Haydrabad- 500081	<b>414209</b>



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201	2020 - 2021	Deepa Talreja	<b>Masters in Business Administration</b>	2021	AIM india pvt ltd 12th Floor, 1208, RG Trade Tower, Netaji Subhash Place, Pitampura, New Delhi, Delhi, 110034	<b>400000</b>
202	2020 - 2021	Deshmukh Sagar Dhananjay	<b>Masters in Business Administration</b>	2021	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411014	<b>400000</b>
203	2020 - 2021	Deshmukh Shubham Ashokrao	<b>Masters in Business Administration</b>	2021	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411015	<b>400000</b>
204	2020 - 2021	Dhanesh Jathe	<b>Masters in Business Administration</b>	2021	Avanse financial services ltd 2nd floor, Office No 201, Server Space A, G.Technology Park Hotel, 127/1A, Sarja Rd, above Gold Gym, Ward No. 8, Sanewadi, Aundh, Pune, Maharashtra 411007	<b>350000</b>
205	2020 - 2021	Diksha Rathod	<b>Masters in Business Administration</b>	2021	SG analytics pvt ltd. ,Tel:- +91 20 67307200, Add- 601 & 602, 6th floor, Wing 2, Cluster C, Eon Free zone, kharadi, Pune(411014)	<b>336000</b>
206	2020 - 2021	Disha Amble	<b>Masters in Business Administration</b>	2021	AIM india pvt ltd 12th Floor, 1208, RG Trade Tower, Netaji Subhash Place, Pitampura, New Delhi, Delhi, 110034	<b>400000</b>



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207	2020 - 2021	Doshi Bhavin Dinesh	<b>Masters in Business Administration</b>	2021	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411016	400000
208	2020 - 2021	Gabhane Pranav Sampatrao	<b>Masters in Business Administration</b>	2021	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	370000
209	2020 - 2021	Gandhi Shraddha Ravikant	<b>Masters in Business Administration</b>	2021	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411015	370000
210	2020 - 2021	Gangade Niketan Vinodrao	<b>Masters in Business Administration</b>	2021	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411016	370000
211	2020 - 2021	Gaurav Thakur	<b>Masters in Business Administration</b>	2021	Estatemint pvt ltd, EstateMint, Office No. 301 & 302, Sanghvi Upsurge, Old Mumbai Rd, near B. U. Bhandari Mercedes Benz Showroom, Baner, Pune, Maharashtra 411045	350000
212	2020 - 2021	Gawande Pratik Ashokrao	<b>Masters in Business Administration</b>	2021	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411017	370000





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213	2020 - 2021	Harsha Manglani	<b>Masters in Business Administration</b>	2021	amdocs india pvt ltd Tower 12, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	<b>450000</b>
214	2020 - 2021	Harshada Jadhav	<b>Masters in Business Administration</b>	2021	saraswat cooperative bank ltd House No 324 Narayan Peth Near Modi Ganpati Temple, Maharashtra 411030	<b>360000</b>
215	2020 - 2021	Harshal Amale	<b>Masters in Business Administration</b>	2021	cybage software pvt ltd , Tel:- +91 20 6604 1700, Add:- Survey No. 13A/1+2+3/1, Wadgaon Sheri, Pune -411014	<b>216000</b>
216	2020 - 2021	Harshali Puri	<b>Masters in Business Administration</b>	2021	interactive brokers software services india pvt ltd. Times Square, 502/A, Andheri - Kurla Rd, Vijay Nagar Colony, J B Nagar, Andheri East, Mumbai, Maharashtra 400059	<b>511654</b>
217	2020 - 2021	Harshwardhan Pandit	<b>Masters in Business Administration</b>	2021	adecco india pvt ltd. , Tel +91 80- 68407000, Add- No 73/1, 13th Floor, Summit B, Brigade Metropolis, Gurudachar Palya, Mahadevapura, Whitefield Main Road , Bengaluru (560 048)	<b>275904</b>
218	2020 - 2021	Himanshu Bhongade	<b>Masters in Business Administration</b>	2021	neeyamo entrprise solutions pvt ltd , Add:- NTPL SEZ( Bluebridge) IT 05,1st floor, S NO. 154/6, Phase -1, Hinjewadi, Pune- 411057	<b>350000</b>



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219	2020 - 2021	Jagruti Wandhare	<b>Masters in Business Administration</b>	2021	neeyamo entrprise solutions Pvt Ltd. , Add:- NTPL SEZ( Bluebridge) IT 05,1st floor, S NO. 154/6, Phase -1, Hinjewadi, Pune- 411057	<b>450000</b>
220	2020 - 2021	Jayesh Mahale	<b>Masters in Business Administration</b>	2021	capita India Pvt Ltd. , Tel:- 9623787539 , Add- B-1,SEZ Building, Behind Tower no.8, Pune, Maharashtra	<b>350000</b>
221	2020 - 2021	Joshua Lobo	<b>Masters in Business Administration</b>	2021	Lido quality tutorials pvt ltd 206 Floor-2 Arun Chambers, Pandit Madan Mohan Malviya Marg Tardeo, Mumbai, Maharashtra, India, 400034.	<b>900000</b>
222	2020 - 2021	Kadambari Darade	<b>Masters in Business Administration</b>	2021	Eclerx- Phase 2, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Pimpri- Chinchwad, Maharashtra 411057	<b>350000</b>
223	2020 - 2021	Mohd Arshad Aatif	<b>Masters in Business Administration</b>	2021	infrabeat technologies pvt ltd 7th Floor, Ag Trade Center, NDA Pashan Rd, Ram Nagar, Bavdhan, Pune, Maharashtra 411021	<b>350000</b>
224	2020 - 2021	Parag Bajaj	<b>Masters in Business Administration</b>	2021	essaindia pvt ltd, #3, Gandhar Apartments, Wakdewadi, opp. Mehta Hospital, Pune, Maharashtra 411003	<b>435000</b>
225	2020 - 2021	Pawar Amruta Anil	<b>Masters in Business Administration</b>	2021	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411018	<b>370000</b>



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226	2020 - 2021	Pimple Mayuri Siddheshwar	<b>Masters in Business Administration</b>	2021	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882462	<b>400000</b>
227	2020 - 2021	Pooja Gaikwad	<b>Masters in Business Administration</b>	2021	Merkle Sokrati, Survey No. 35, Deep Complex, 1st floor, above Renault Showroom, Pune, Maharashtra 411045	<b>400000</b>
228	2020 - 2021	Poonam Bagate	<b>Masters in Business Administration</b>	2021	fortune buisness insights pvt ltd 9th Floor, Icon Tower, Veerbhadra Nagar Rd, opp. KFC, Baner, Pune, Maharashtra 411045	<b>320000</b>
229	2020 - 2021	Potkule Sachin Namdev	<b>Masters in Business Administration</b>	2021	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882463	<b>400000</b>
230	2020 - 2021	Pravin Bharsakle	<b>Masters in Business Administration</b>	2021	bajaj finserv ltd Plot No 1/F & 27, The Metropolitan, 21/4, Old Mumbai - Pune Hwy, Ekta Park Society, Sagar Society, Wakadewadi, Shivajinagar, Pune, Maharashtra 411003	<b>380195</b>
231	2020 - 2021	Preeti Karnawat	<b>Masters in Business Administration</b>	2021	stellars events pvt ltd. , Add:- D-601, Vardhamanpura Society, market Yard, Pune -37	<b>300000</b>
232	2020 - 2021	Pritam Bolabattin	<b>Masters in Business Administration</b>	2021	excellon software pvt ltd 4th, Ag Trade Center, NDA Pashan Rd, Ram Nagar, Bavdhan, Pune, Maharashtra 411021	<b>400000</b>
233	2020 - 2021	Priyanka Shinde	<b>Masters in Business Administration</b>	2021	cybage software Pvt ltd. , Tel:- +91 20 6604 1700, Add:- Survey No. 13A/1+2+3/1,	<b>216000</b>



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					Wadgaon Sheri, Pune -411014	
234	2020 - 2021	Punmiya Rahul Anil	<b>Masters in Business Administration</b>	2021	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882464	400000
235	2020 - 2021	Rahul Shingare	<b>Masters in Business Administration</b>	2021	endurance technologies ltd. Endurance Technologies Limited E-92, MIDC Industrial Area, Waluj, Chh. Sambhajinagar, Maharashtra, India, 431136	360000
236	2020 - 2021	Ravindra Sujikar	<b>Masters in Business Administration</b>	2021	property pistol realty Pvt ltd. ,Tel:- 022-42738700, Add:- 705, Mayuresh Chambers, Sector- 11, CBD Belapur, Navi Mumbai- 400614	800000
237	2020 - 2021	Revati Mali	<b>Masters in Business Administration</b>	2021	icici prudential Survey No. 1197, Shop No. 101 to 103, 109 to 114 1st Floor, A Wing's Part - 1, One Place Building/Complex F C Road City, Plot No. 560, Bhamburda, Shivajinagar, Pune, Maharashtra 411004	500000
238	2020 - 2021	Riteshkumar Ravi	<b>Masters in Business Administration</b>	2021	tech mahindra ltd. , Tel:- +91 40 3036 6363, Add:- Info City, Hi-tech City layout, Madhapur Haydrabad- 500081	414209
239	2020 - 2021	Roya Mohammadi	<b>Masters in Business Administration</b>	2021	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020.	400000



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					Tel: 022882466	
240	2020 - 2021	Rutuja Tikale	<b>Masters in Business Administration</b>	2021	TCS, Tel:- 91 40 6667 2000, Add:- Deccanpark, No. Software Layout, Madhapur, Hyderabad (500 081)	<b>579430</b>
241	2020 - 2021	Sagar Nikam	<b>Masters in Business Administration</b>	2021	Cease fire industries pvt ltd Balkrishna Sakharam Dhole Patil Rd, Sangamvadi, Pune, Maharashtra 411001	<b>450000</b>
242	2020 - 2021	Saurabh Bhalerao	<b>Masters in Business Administration</b>	2021	property pistol realty pvt ltd ,Tel:- 022-42738700, Add:- 705, Mayuresh Chambers, Sector- 11, CBD Belapur, Navi Mumbai- 400614	<b>800000</b>
243	2020 - 2021	Shivani Bhavle	<b>Masters in Business Administration</b>	2021	neeyamo entrprise solutions pvt ltd , Add:- NTPL SEZ( Bluebridge) IT 05,1st floor, S NO. 154/6, Phase -1, Hinjewadi, Pune- 411057	<b>350000</b>
244	2020 - 2021	Shivani Meshram	<b>Masters in Business Administration</b>	2021	gallagher service centre LLP 3rd, 4th, 5th Floor, Giga Space IT Park Internal Rd, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411014	<b>300000</b>



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245	2020 - 2021	Shonit Ingale	<b>Masters in Business Administration</b>	2021	Trinamix systems Pvt Ltd. , Add- Trinamix System Pvt Ltd., Pentagon- 3, 404, 4th Floor Magarpatta City, Hadapsar, Pune(411028)	<b>580000</b>
246	2020 - 2021	Shraddha Jadar	<b>Masters in Business Administration</b>	2021	Cease fire industries pvt ltd Balkrishna Sakharam Dhole Patil Rd, Sangamvadi, Pune, Maharashtra 411001	<b>600000</b>
247	2020 - 2021	Shreya Nikam	<b>Masters in Business Administration</b>	2021	GauEcoGram, Rowhouse No.2, Balewadi Village Road, Balewadi- Baner, Pune - 411045 (Behind MITCON College, Nisarg Vihar)	<b>300000</b>
248	2020 - 2021	Shruti Kothadiya	<b>Masters in Business Administration</b>	2021	johnson controls pvt Ltd. ,Tel:- +91 (20) 66067100, Add:- 3rd Floor, B2 Tower, Cerebrum IT Park, Kalyani Nagar, Pune (411014)	<b>350000</b>
249	2020 - 2021	Shubham Bherane	<b>Masters in Business Administration</b>	2021	traya software pvt Ltd., Flat No. A 1601, 43, Privet Drive, S.No. 43, Opp Khanderaay Prathishthan, Balewadi , Pune, Maharashtra, India - 411045.	<b>360000</b>
250	2020 - 2021	Shubham Kare	<b>Masters in Business Administration</b>	2021	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882462	<b>400000</b>



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251	2020 - 2021	Shubham Oswal	<b>Masters in Business Administration</b>	2021	indrayani ferrocast pvt ltd. , Tel:- 020- 27490935/2749195 6, Add:- GAT No. 798,Kudalwadi,Chik ali,Pune	<b>300000</b>
252	2020 - 2021	Shweta More	<b>Masters in Business Administration</b>	2021	icici prudential Survey No. 1197, Shop No. 101 to 103, 109 to 114 1st Floor, A Wing's Part - 1, One Place Building/Complex F C Road City, Plot No. 560, Bhamburda, Shivajinagar, Pune, Maharashtra 411004	<b>400000</b>
253	2020 - 2021	Simran Wadhvani	<b>Masters in Business Administration</b>	2021	make way marketing New Kalyani Nagar, Vitthal Nagar, Digambar Nagar, Wadgaon Sheri, Pune, Maharashtra 411014	<b>300000</b>
254	2020 - 2021	Sneha Gotefode	<b>Masters in Business Administration</b>	2021	IDFC first bank limited, Tel:- +91 22 7132 5500, Add- Naman Chambers, C-32, G Block, Bandra Kurla Complex, Bandra (E), Mumbai(400051)	<b>300000</b>
255	2020 - 2021	Snehal Molkey	<b>Masters in Business Administration</b>	2021	neeyamo entrprise solutions pvt ltd , Add:- NTPL SEZ( Bluebridge) IT 05,1st floor, S NO. 154/6, Phase -1, Hinjewadi, Pune- 411057	<b>350000</b>
256	2020 - 2021	Sonu Babusa	<b>Masters in Business Administration</b>	2021	ID medical group, EON Free Zone, Kharadi, Pune, Maharashtra 411014	<b>300000</b>



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257	2020 - 2021	Sushant Moon	<b>Masters in Business Administration</b>	2021	AIM india pvt ltd 12th Floor, 1208, RG Trade Tower, Netaji Subhash Place, Pitampura, New Delhi, Delhi, 110034	<b>400000</b>
258	2020 - 2021	Swapnil Patil	<b>Masters in Business Administration</b>	2021	property pistol realty Pvt Ltd. ,Tel:- 022-42738700, Add:- 705, Mayuresh Chambers, Sector- 11, CBD Belapur, Navi Mumbai- 400614	<b>800000</b>
259	2020 - 2021	Swati Kamble	<b>Masters in Business Administration</b>	2021	credit suisse NX , Tel:- +91 20 6678 3000, Add:- Ground Floor, Wing 1, Cluster A, EON Free zone,Plot no.1, S No. 77, MIDC Knowledge Park, Kharadi, Pune 411014	<b>350000</b>
260	2020 - 2021	Taywade Snehal Prabhakar	<b>Masters in Business Administration</b>	2021	neeyamo entrprise solutions pvt ltd , Add:- NTPL SEZ( Bluebridge) IT 05,1st floor, S NO. 154/6, Phase -1, Hinjewadi, Pune- 411058	<b>350000</b>
261	2020 - 2021	Tejas Yeole	<b>Masters in Business Administration</b>	2021	amnex infotechnologies pvt ltd 1201/1202/1301, Mondeal Heights, Wing-B, Sarkhej - Gandhinagar Hwy, Ahmedabad, Gujarat 380015	<b>300000</b>
262	2020 - 2021	Tushar Raghatate	<b>Masters in Business Administration</b>	2021	premium brokers ltd,Of No 189 Nirmal Building Near Madhuban Resto. Dhole Patil Road Pune 1, Dhole Patil Rd, Bs Dhole Patil Road, Pune - 411001 (Above Featherlite	<b>300000</b>





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					Showroom)	
263	2020 - 2021	Vivek Khandale	<b>Masters in Business Administration</b>	2021	Quirky writers media, Floor, P&S House, Ground, 56- A, Rd Number 1, Mulgaon, Andheri East, Mumbai, Maharashtra 400093	<b>360000</b>
264	2020 - 2021	Vivek Kumar	<b>Masters in Business Administration</b>	2021	tech mahindra ltd. , Tel:- +91 40 3036 6363, Add:- Info City, Hi-tech City layout, Madhapur Haydrabad- 500082	<b>414209</b>
265	2020 - 2021	Yuga Saoji	<b>Masters in Business Administration</b>	2021	ugro capital, Add:- Equinox Bussiness Park, Tower 3, 4th floor, LBS Road, Kurla (west), Mumbai-400070	<b>350000</b>
266	2020 - 2021	Zaware Akshay Ashok	<b>Masters in Business Administration</b>	2021	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882465	<b>400000</b>
267	2019 - 2020	Aadil Pathan	<b>Masters in Business Administration</b>	2020	Interviewbit - HD- 005, We Work Futura, Sr No. 133(P) CTS No 4944 Magarpatta Road, Kirtane Baugh Hadapspur, Pune, Maharashtra - 411028 IN	<b>240000</b>
268	2019 - 2020	Aishwary Galole	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	<b>500000</b>



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269	2019 - 2020	Ajay Rathod	<b>Masters in Business Administration</b>	2020	cosmos bank - Nodal Officer and In-charge Customer Care Mrs. Manisha Sabnis Cosmos Tower, Plot No-6, No.- 132/B, ICS Colony, Ganeshkhind Road, Pune – 411007.	<b>260000</b>
270	2019 - 2020	Ajit waghamode	<b>Masters in Business Administration</b>	2020	Axis Bank- SN 52, CS No 1331, GF, Nathani Heights,Dadal Estate, Mumbai, Maharashtra, 400008	<b>780000</b>
271	2019 - 2020	Akshata chaudhari	<b>Masters in Business Administration</b>	2020	UPS - RMZ Galleria Office Block, Ground Floor, 12855 1st Main Road, Gandhi Nagar, BB Road, Yelahanka, Bangalore – 560 064.	<b>360000</b>
272	2019 - 2020	Akshay Rathod	<b>Masters in Business Administration</b>	2020	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288201	<b>255070</b>
273	2019 - 2020	Anwaar Mazhar	<b>Masters in Business Administration</b>	2020	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>400000</b>
274	2019 - 2020	Apurva Salunke	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	<b>300000</b>



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275	2019 - 2020	Avina Sontakke	<b>Masters in Business Administration</b>	2020	QLB Marketing Insights - 120, 1st Floor, Apex Amanora, Magarpatta City, Road, Amanora Park Town, Hadapsar, Pune, Maharashtra 411028	<b>250000</b>
276	2019 - 2020	Chaitanya Shirbhate	<b>Masters in Business Administration</b>	2020	TCS-Niyatti Tiara, Ground floor , S.No.103/A/1/129, CTS 1995, Nagar Road , Yerwada Pune-411006	<b>580000</b>
277	2019 - 2020	Dhanashri Bhadgaonkar	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	<b>360000</b>
278	2019 - 2020	Dhiraj sanjiv Nikam	<b>Masters in Business Administration</b>	2020	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411014	<b>400000</b>
279	2019 - 2020	Dinesh Kakade	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	<b>360000</b>
280	2019 - 2020	Gourav rao	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	<b>360000</b>
281	2019 - 2020	Harish Gujare	<b>Masters in Business Administration</b>	2020	QLB Marketing Insights - 120, 1st Floor, Apex Amanora, Magarpatta City, Road, Amanora Park Town,	<b>250000</b>



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					Hadapsar, Pune, Maharashtra 411028	
282	2019 - 2020	Harshal Atul Gadgil	<b>Masters in Business Administration</b>	2020	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	400000
283	2019 - 2020	Karishma Rajput	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	500000
284	2019 - 2020	Khuzaan Chothia	<b>Masters in Business Administration</b>	2020	Serum Institute of India - Serum Institute Of India, 212/2, off Soli Poonawalla Road, Hadapsar, Pune, Maharashtra 411028	400000
285	2019 - 2020	Leander Rodrigues	<b>Masters in Business Administration</b>	2020	SG Analytics, 601 & 602, 6th Floor, Wing 2 , Cluster C, Eon Free Zone, Kharadi, Pune - 411014. Tel: 02067307203	370000
286	2019 - 2020	Marc Binny	<b>Masters in Business Administration</b>	2020	BYJU's - , 2020-03- 01, Pentagon 5, 4th floor, A & B Wing, Magarpatta, Cybercity, Hadapsar, Pune 411 028, Maharashtra	1000000
287	2019 - 2020	Niha Shaikh	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	360000



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288	2019 - 2020	Nikita Deore	<b>Masters in Business Administration</b>	2020	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	400000
289	2019 - 2020	Nikita kalyan sul	<b>Masters in Business Administration</b>	2020	VU Clip -47 Embassy Park, 502 - 5th Floor - Tower C, LBS Road, Vikhroli West Mumbai 400 083.	240000
290	2019 - 2020	niyanta	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	500000
291	2019 - 2020	Payal Gunjal	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	360000
292	2019 - 2020	Pratiksha Kalebag	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	500000
293	2019 - 2020	Rahul Bari	<b>Masters in Business Administration</b>	2020	UPS - RMZ Galleria Office Block, Ground Floor, 12855 1st Main Road, Gandhi Nagar, BB Road, Yelahanka, Bangalore – 560 064.	360000
294	2019 - 2020	Ravina Nagrare	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	250000



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295	2019 - 2020	Sachin Parihar	<b>Masters in Business Administration</b>	2020	SG Analytics, 601 & 602, 6th Floor, Wing 2 , Cluster C, Eon Free Zone, Kharadi, Pune - 411014. Tel: 02067307205	<b>370000</b>
296	2019 - 2020	Sahil Jain	<b>Masters in Business Administration</b>	2020	SG Analytics, 601 & 602, 6th Floor, Wing 2 , Cluster C, Eon Free Zone, Kharadi, Pune - 411014. Tel: 02067307200	<b>370000</b>
297	2019 - 2020	Sahil Vijay Darne	<b>Masters in Business Administration</b>	2020	Looks Hair Studio- #108, 1st Floor, Nyati Millennium, Above Apollo Clinic, Datta Mandir Chowk, next to Hotel Changs, Viman Nagar, Pune, Maharashtra 411014	<b>450000</b>
298	2019 - 2020	Sameer Gaikwad	<b>Masters in Business Administration</b>	2020	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288202	<b>255070</b>
299	2019 - 2020	Sameer Mane	<b>Masters in Business Administration</b>	2020	SG Analytics, 601 & 602, 6th Floor, Wing 2 , Cluster C, Eon Free Zone, Kharadi, Pune - 411014. Tel: 02067307204	<b>370000</b>
300	2019 - 2020	Sandeep Sonawane	<b>Masters in Business Administration</b>	2020	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>480000</b>
301	2019 - 2020	Sanskriti Deshpande	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	<b>500000</b>



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302	2019 - 2020	Shahbehram Behdin	<b>Masters in Business Administration</b>	2020	SG Analytics, 601 & 602, 6th Floor, Wing 2 , Cluster C, Eon Free Zone, Kharadi, Pune - 411014. Tel: 02067307202	<b>370000</b>
303	2019 - 2020	Shrish Ukhalkar	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	<b>500000</b>
304	2019 - 2020	Shubham Athalye	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	<b>360000</b>
305	2019 - 2020	Shweta Kadam	<b>Masters in Business Administration</b>	2020	first cry - Rajashree Business Park Plot ,No 114, Survey No 338, Tadiwala Road, Nr. Sohrab Hall, Pune-411001.	<b>260000</b>
306	2019 - 2020	Shweta Upadhyay	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	<b>360000</b>
307	2019 - 2020	Smriti bhat	<b>Masters in Business Administration</b>	2020	SG Analytics :-601 & 602, 6th Floor, 2nd Wing, Cluster C, DP Farms Road, EON Free Zone,, Kharadi, Pune, Maharashtra 411014	<b>360000</b>
308	2019 - 2020	Sneha Purushottam	<b>Masters in Business Administration</b>	2020	Deutsche Bank - Shop no 133, Suprem. CTS no 1337/2, 1 & 134, Pune, Maharashtra 411007	<b>300000</b>
309	2019 - 2020	Sohail Maheboob Shaikh	<b>Masters in Business Administration</b>	2020	SG Analytics, 601 & 602, 6th Floor, Wing 2 , Cluster C, Eon Free Zone, Kharadi, Pune - 411014. Tel:	<b>370000</b>



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					02067307201	
310	2019 - 2020	Sudeep Jaiswal	<b>Masters in Business Administration</b>	2020	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411015	400000
311	2019 - 2020	Suraj H. Chakurkar	<b>Masters in Business Administration</b>	2020	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411016	400000
312	2019 - 2020	Twinkle Tiwari	<b>Masters in Business Administration</b>	2020	SG Analytics, 601 & 602, 6th Floor, Wing 2 , Cluster C, Eon Free Zone, Kharadi, Pune - 411014. Tel: 02067307206	370000
313	2019 - 2020	Vaishnavi Sahu	<b>Masters in Business Administration</b>	2020	BNY Mellon - BNY Mellon International Operations (India) Private Ltd S 3, Cypercitey Magarpatta City, Hadapsar Pune 411013, India	280000
314	2019 - 2020	Valerina Fernandes	<b>Masters in Business Administration</b>	2020	Metro Services - 8th Floor, AP 81, Sr. No. 83, North Main Road, Near Hard Rock Café, Mundhwa, Pune, Maharashtra 411036.	260000
315	2019 - 2020	Vinita Yemmi	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	310000





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316	2019 - 2020	Vishal Lalvani	<b>Masters in Business Administration</b>	2020	Cybage- 25 West Avenue, Kalyani Nagar-Vadgaon Sheri, Pune - 411014 (Opposite To Nagarwala School) Software	<b>500000</b>
317	2018 - 2019	Aishwarya Patkar	<b>Masters in Business Administration</b>	2019	Future Generali- 203, 2nd Floor, Baleshwar Square, opp. Iscon Temple, S. G.. Highway, ahmedaba d - 380054 380015	<b>500000</b>
318	2018 - 2019	Amit Bali	<b>Masters in Business Administration</b>	2019	Milaap Social ventures India Pvt. Ltd. Alankar Plaza, Bk circle, Nayak Layout, 8th Phase, J. P. Nagar, Bengaluru, Kothnur, Karnataka 560078	<b>180000</b>
319	2018 - 2019	Anagha Wakankar	<b>Masters in Business Administration</b>	2019	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882462	<b>400000</b>
320	2018 - 2019	Aniket Dharamtok	<b>Masters in Business Administration</b>	2019	Polaris, No. 244, Carex Building, Anna Salai, Chennai, Tamil Nadu 600006	<b>120000</b>
321	2018 - 2019	Annu kumari	<b>Masters in Business Administration</b>	2019	Gallager - 3rd, 4th, 5th Floor, Giga Space IT Park Internal Rd, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411014	<b>192000</b>
322	2018 - 2019	Ashutosh Kharole	<b>Masters in Business Administration</b>	2019	e-Clerx - Block 1, LG, 1st, 2nd, 3rd Floor Wing A & 4th floor Wing A & B Quadron Business Park, Rajiv Gandhi Infotech Park Hinjewadi Phase 2 Pune - 411 057, Maharashtra, India	<b>420000</b>



Modern Education Society's

## Neville Wadia Institute of Management Studies & Research

Permanently affiliated to Savitribai Phule Pune University, Accredited by NAAC

Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act

Email : [director@nevillewadia.com](mailto:director@nevillewadia.com), Website: [www.nwimsr.mespune.org/](http://www.nwimsr.mespune.org/)

323	2018 - 2019	Ashwini Gajare	<b>Masters in Business Administration</b>	2019	Future Generali- 203, 2nd Floor, Baleshwar Square,opp. Iscon Temple, S. G.. Highway,ahmedaba d - 380054 380015	500000
324	2018 - 2019	Badri Rajendra Magar	<b>Masters in Business Administration</b>	2019	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288200	255070
325	2018 - 2019	Barsha Kumari	<b>Masters in Business Administration</b>	2019	Future Generali- 203, 2nd Floor, Baleshwar Square,opp. Iscon Temple, S. G.. Highway,ahmedaba d - 380054 380015	500000
326	2018 - 2019	Dhanshree Nehete	<b>Masters in Business Administration</b>	2019	ICICI Bank - Satguru House, Bund Garden Rd, next to Tanishq Showroom, Bund Garden, Sangamvadi, Pune, Maharashtra 41100 1	300000
327	2018 - 2019	Divya Pillay	<b>Masters in Business Administration</b>	2019	Gallager - 3rd, 4th, 5th Floor, Giga Space IT Park Internal Rd, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411014	260000
328	2018 - 2019	Gautam Kumar	<b>Masters in Business Administration</b>	2019	Kesseboehmer India pvt. Ltd. - Godambewadi No. 2, Godambewadi, Maharashtra 412115	300000
329	2018 - 2019	Harshada Yemtekar	<b>Masters in Business Administration</b>	2019	Multifit - Besides LSBI, Badminton Court, near Nyati Enchante Society, behind F Residency, Digambar Nagar, Wadgaon Sheri, Pune, Maharashtra 411014	300000



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330	2018 - 2019	Harshal Vilas Amrutkar	<b>Masters in Business Administration</b>	2019	Vinko Auto Industries Ltd. - Dhogri Road, Raowali, Jalandhar, Kaboolpur, Punjab 144008	<b>240000</b>
331	2018 - 2019	Karishma Baat	<b>Masters in Business Administration</b>	2019	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882461	<b>400000</b>
332	2018 - 2019	Kislay Kumar	<b>Masters in Business Administration</b>	2019	SBI - SYNERGY, BANDRA KURLA COMPLEX BANDRA ( EAST ) MUMBAI, MAHARASHTRA	<b>400000</b>
333	2018 - 2019	Krunali Shet	<b>Masters in Business Administration</b>	2019	Future Generali- 203, 2nd Floor, Balleshwar Square, opp. Iscon Temple, S. G.. Highway, ahmedabad - 380054 380015	<b>500000</b>
334	2018 - 2019	Kshitij Kishor Bhad	<b>Masters in Business Administration</b>	2019	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288201	<b>255070</b>
335	2018 - 2019	Kshitij Naik	<b>Masters in Business Administration</b>	2019	Aon Co cubes - Aon Center, Building No. 2, 9-11th Floor, Candor Gurgaon	<b>300000</b>
336	2018 - 2019	Mayur Jadhav	<b>Masters in Business Administration</b>	2019	Nitta Corporation India Pvt Ltd. - Global Industrial Park Village Vadhu Khurd, Pune, Maharashtra 412216	<b>450000</b>
337	2018 - 2019	Mayuri Naphade	<b>Masters in Business Administration</b>	2019	ICICI Bank - Satguru House, Bund Garden Rd, next to Tanishq Showroom, Bund Garden, Sangamvadi, Pune, Maharashtra 411001	<b>300000</b>



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338	2018 - 2019	Nanda Dubey	<b>Masters in Business Administration</b>	2019	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288204	<b>255070</b>
339	2018 - 2019	Neha Vinod Matani	<b>Masters in Business Administration</b>	2019	Deutsche Bank- Suprem, Cts No. 1337/2, S.no. 133/1 +2 & 134 / 2, Main Iti Road, Aundh, Pune -411007.	<b>250000</b>
340	2018 - 2019	Paritosh Kumar	<b>Masters in Business Administration</b>	2019	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882460	<b>400000</b>
341	2018 - 2019	Prasad Singh Salunke	<b>Masters in Business Administration</b>	2019	UPS Logistics pvt. Ltd.-Level 1,Tower 7, Wing A & B, Magarpatta City SEZ, Hadapsar, Pune Pune MH 411013 IN	<b>314436</b>
342	2018 - 2019	Ragini Amol Choube	<b>Masters in Business Administration</b>	2019	Gallager - 3rd, 4th, 5th Floor, Giga Space IT Park Internal Rd, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411014	<b>192000</b>
343	2018 - 2019	Rahul Aurade	<b>Masters in Business Administration</b>	2019	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>400000</b>
344	2018 - 2019	Rahul Gunjal	<b>Masters in Business Administration</b>	2019	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>400000</b>



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345	2018 - 2019	Rohit Wadhvani	<b>Masters in Business Administration</b>	2019	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882464	<b>400000</b>
346	2018 - 2019	Rutuja Tavar	<b>Masters in Business Administration</b>	2019	Gallager - 3rd, 4th, 5th Floor, Giga Space IT Park Internal Rd, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411014	<b>192000</b>
347	2018 - 2019	Sameer Sanjay Mane	<b>Masters in Business Administration</b>	2019	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288202	<b>255070</b>
348	2018 - 2019	Sarah Saherwala	<b>Masters in Business Administration</b>	2019	Future Generali- 203, 2nd Floor, Baleshwar Square, opp. Iscon Temple, S. G.. Highway, ahmedaba d - 380054 380015	<b>500000</b>
349	2018 - 2019	Sayali Sahare	<b>Masters in Business Administration</b>	2019	ICICI Securities, ICICI Centre, H.T. Parekh Marg, Churchgate, Mumbai - 400020. Tel: 022882463	<b>400000</b>
350	2018 - 2019	Shilpa Sharma	<b>Masters in Business Administration</b>	2019	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288205	<b>255070</b>
351	2018 - 2019	Shradha Gaikwad	<b>Masters in Business Administration</b>	2019	Salahkaar Consultants -2 A & 2 B, Pillar H, Near Kiddies Oxford, In the lane, opposite Shri Krishna Veg, Viman Nagar, Pune, Maharashtra 41101 4	<b>168000</b>



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352	2018 - 2019	Sneha Khandelwal	<b>Masters in Business Administration</b>	2019	Northern trust corporation, Floor 1 , Tech Park One, Tower D, Next to Don Bosco School, Yerwada, Pune - 411006. Tel: 020 67288203	<b>255070</b>
353	2018 - 2019	Snehal Laghane	<b>Masters in Business Administration</b>	2019	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>400000</b>
354	2018 - 2019	Sonali Bhambani	<b>Masters in Business Administration</b>	2019	Indus Ind Bank - IndusInd Bank Limited, 2401 Gen. Thimmayya Road (Cantonment), Pune- 411 001, India	<b>300000</b>
355	2018 - 2019	Sonali Vyas	<b>Masters in Business Administration</b>	2019	Metro Services - Plot No1 Survey No 77 Cluster D Wing 2 6th Floor Eon IT Park, Kharadi Road, Kharadi, Pune - 411014 (MIDC Knowledge Park)	<b>220488</b>
356	2018 - 2019	Sudarshan	<b>Masters in Business Administration</b>	2019	Markets & Markets- 101, office, Magarpatta Sez Tower-B5, MAGARPATTA SEZ, Kad Wasti, Magarpatta, Hadapsar, Pune, Maharashtra 411013	<b>400000</b>
357	2018 - 2019	Sugrim Bhagat	<b>Masters in Business Administration</b>	2019	Trade India - Infocom Network Private Limited. Plot No. 93-94, Riana Tower, Noida Express Way, Sector -136, Noida - 201305 Landmark: Next to CBSE Regional Office, Noi da	<b>240000</b>



Modern Education Society's

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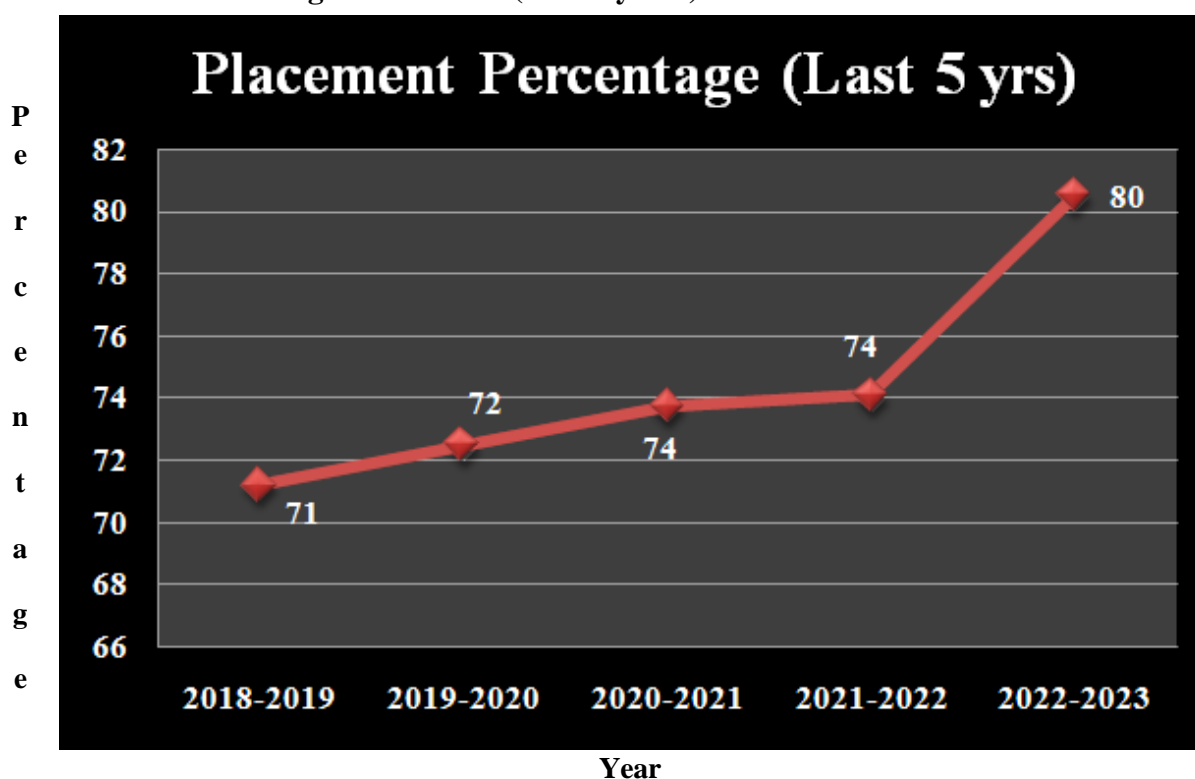
Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act

Email : [director@nevillewadia.com](mailto:director@nevillewadia.com), Website: [www.nwimsr.mespune.org/](http://www.nwimsr.mespune.org/)

358	2018 - 2019	Tejal Sonawane	<b>Masters in Business Administration</b>	2019	Future Generali- 203, 2nd Floor, Balleshwar Square, opp. Iscon Temple, S. G.. Highway, ahmedaba d - 380054 380015	500000
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### 5.2.1 Additional Information

#### Placement Percentage Year – wise (Last 5 years)



	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019
No of. Students placed	99	80	87	50	42
No. of outgoing students	123	108	118	69	59
Placement %	80	74	74	72	71

DIRECTOR  
 N.W.I.M.S.R.  
 PUNE-1.

## Man Resources

1st, 2nd and 3rd Floor, Wing 3, Cluster B  
s EON Kharadi Infrastructure Pvt. Ltd.  
EZ, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

## Registered Office:

B6, 7th Floor of Nirfon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



## Citicorp Services India Private Limited

19/06/2023

Abhishek Sham Adhav

H-23, Konark Campus, Vimannagar. Pune - 411014.

Pune, Maharashtra 411014

Dear Abhishek Sham,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 450,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.



Human Resources  
1st, 2nd and 3rd Floor, Wing 3, Cluster B  
EON Kharadi Infrastructure Pvt. Ltd.  
Plot No. 1, S. No. 77,  
DC, Kharadi Knowledge Park,  
Mumbai 411014

Infocorp Services India Private Limited

Registered Office:  
B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



Annexure

Compensation (INR)

Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0



To,  
Ms. Achala Rasal,  
284/285 Mangalwar Peth,  
Satara,  
Maharashtra - 415002

April 12, 2023

Dear Achala,

On behalf of Aurochs Software, I am delighted to extend this offer to you. Please review the following information which outlines the details of your offer and if it confirms your understanding, please sign below and return your acceptance.

Your designation will be **Marketing Associate** at Aurochs Software.

1. Your yearly compensation will be **Rs. 3,46,167 /-** (Rs. Three Lakh Forty-Six Thousand, **One Hundred and Sixty-Seven only/-**). Please see details in **Appendix A** (Attached)

**2. Annual Bonus Program:**

You will be eligible to participate in the Company's Performance Bonus Program as applicable to you. The minimum bonus target opportunity is 75% of your one month's total salary package. Your actual bonus can be higher than the target opportunity and can go upto 150%. This will be based on your performance against your commitments as evaluated during the annual performance review process. Your first eligibility for a bonus will be determined based on your start date. Any subsequent bonus eligibility will occur according to the performance review timetable in place for Aurochs employees at that time. Employees will be eligible for the annual bonus only if they are employed with the company as on the date of their anniversary of the year for which the annual bonus is to be paid. No pro rata bonus payment requests will be entertained.

3. You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the company and will at no time, do or say anything which compromises company's goals or reputations. Some duties that you may have to perform:

- a. leading small teams to deliver projects undertaken by the office
- b. developing expertise in various tools and operations
- c. developing frameworks, processes, tools and/or systems to support different project types
- d. recruiting and developing people in our office
- e. assisting in detecting and converting opportunities for Aurochs Software



## Appendix A - Compensation Structure

Components of Salary	Per Month	Per Annum
Basic	15,022	1,80,264
HRA	6,009	72,108
Statutory Bonus	1,251	15,012
LTA/LTC	768	9,216
<b>Gross</b>	<b>23,050</b>	<b>2,76,600</b>
Employer PF	1,950	23,400
Annual Performance Bonus* (Maximum Potential Bonus)	-	37,500
Gratuity*	-	8,667
<b>Cost to Company</b>	<b>25,000</b>	<b>3,46,167</b>
<b>Statutory Deductions</b>		
Employee PF	1,800	21,600
Professional Tax	200	2,500
Group Health Insurance Premium*	Coverage of employee is compulsory. Dependent coverage is optional. The total premium will depend on the age of the employee and chosen dependents.	

\*Employee will be eligible for the minimum annual bonus of 75% which can go upto 150% on the basis of their performance only if they are employed with the company as on the date of their anniversary of the year for which the annual bonus is to be paid. No pro rata bonus payment requests will be entertained.

\*Gratuity will be given to the eligible employees in accordance with the Payment of Gratuity Act 1972.

\*Please note that your CTC includes group health insurance premium. The amount is dependent on the group insurance option you choose at the time of joining. This amount will be deducted from your monthly fixed compensation.



**SANY**

**SANY HEAVY INDUSTRY INDIA PVT LTD**

February 24, 2023

**Mr. Adesh Pote,**

S.No: 286/2/1, Lane No: 2,  
Swami Samarth Nagar, Sathe Vasti,  
Lohegaon, Pune: 411047

**Subject: - Letter of Intent**

Dear Mr. Adesh Pote,

With reference to our discussion, we are pleased to offer you an appointment as **Management Trainee (Position Level 10)** in **Heavy Equipment's Department** in **Sany Heavy Industry India Pvt. Ltd.** at **Pune (HO)** Location.

In this regard we confirm our intent to offer you the aforesaid position as per the compensation details finalized during our Meeting.

As mutually agreed upon, you will join the services of the company not later than **20.03.2023**. The detailed letter of appointment will be issued to you on the date of joining.

**Yours Faithfully,**  
**For and on behalf of**  
**Sany Heavy Industry India Pvt. Ltd.**

**Namit Mishra**  
**AVP – HR**

**I accept the offer**  
**Adesh Pote**

**Following Documents are required at the time of Joining.**

1. Copy of Educational & professional Certificate
2. Copy of Residential Address
3. 4 Copies of Photograph – In Formal Suite & Tie with a Red Background
4. PAN Proof
5. Income Proof – (Form 16/ Taxable Income Certificate for Current Year)
6. Bank Cheque – Cancelled (For Bank Account Proof)
7. Relieving Letter / Acceptance of Resignation Letter
8. NDA (Non-Disclosure Agreement)

**Note: Please bring the original documents at the time of verification**

**SANY****SANY HEAVY INDUSTRY INDIA PVT LTD**

<b>Name :</b>	Adesh Pote
<b>Department :</b>	Heavy Equipment's BU
<b>Designation:</b>	Management Trainee
<b>Position Level :</b>	10
<b>Please find the following Salary Break up for</b>	<b>Rs. 4,50,000</b>

Sr No	Components	Monthly	Annual
1	Monthly		
1.1	Basic	15,755	1,89,060
1.2	DA	-	-
1.3	House Rent Allowance	7,878	94,530
1.4	City Compensatory Allowance	-	-
1.5	Conveyance Allowance	-	-
1.6	Adhoc Allowance	4,545	54,544
2	*Flexi Pay		
2.1	Medical Reimbursement	-	-
2.2	Children Education Allowance	-	-
2.3	Car Maintenance & Driver Salary Reimbursement	-	-
2.4	Petrol Reimbursement	-	-
2.5	Uniform Washing Reimbursement	-	-
2.6	Uniform Purchase Reimbursement / Wardrobe Reimbursement	-	-
2.7	Children Hostel Allowance	-	-
2.8	Free Meal / Food Coupons	-	-
2.9	Skill Development Reimbursement	-	-
2.10	Entertainment Reimbursement	-	-
2.11	Telephone / Broadband Reimbursement	-	-
2.12	Books and Periodicals Reimbursement	-	-
	<b>Sub Total - A</b>	<b>28,178</b>	<b>3,38,134</b>
3	Yearly		
3.1	Ex Gratia (Festive Allowance) <sup>1</sup>	1,313	15,755
3.2	LTA	1,312	15,749
3.3	Performance Linked Incentive (Payout Quaterly) <sup>2</sup>	2,667	32,000
	<b>Sub Total - B</b>	<b>5,292</b>	<b>63,504</b>
4.1	Employer's PF Contribution	1,891	22,687
4.2	Gratuity (As per Payment of Gratuity Act, 1972)	756	9,075
4.3	Medical Insurance Premium <sup>3</sup>	917	11,000
4.4	Accidental Insurance Premium <sup>4</sup>	467	5,600
	<b>Sub Total - C</b>	<b>4,031</b>	<b>48,362</b>
	<b>Monthly Gross = A+B+C</b>		
	<b>Cost To Company (Monthly/Annual)</b>	<b>37,501</b>	<b>4,50,000</b>

\* Flexi Pay are monthly salary components

Reimbursement Expenses incurred by the employee exclusively for official purposes, are exempt from income tax in the hands of employee provided that supporting documents like original bills / Invoice are provided by employee

1. Ex Gratia/ Festival Pay shall be subject to market conditions
2. PLI- Subject to Quarterly Performance Evaluation; payout quarterly.
3. Medical Insurance for Hospitalisation for self and family upto Rs 3.5 Lakhs/Annum.
4. Personal Accident Cover of Rs 22,50,000

Note: a. Travel reimbursements shall be as per entitlements.

Sany Heavy Industry India Pvt Ltd

*Namit*

Namit Mishra

AVP - HR

Regd. Office : Plot No. E-4, Chakan Industrial Area Phase III, Taluka : Khed, Pune - 410501 Maharashtra, India.

CIN : U45201PN2002PTC181239 Tel. : +91 2135 670288 Fax : +91 2135 670300 E-mail: cs@sany.in Website: www.sany.in



Date: - Dec 12, 2022

To  
**Aditya Prabhune**

**Subject:** Employment Letter for **Management Trainee**

Dear **Aditya Prabhune,**

Congratulations!

We, at Intuitive Technology Partners (India) Pvt Ltd, with its registered offices at A-509, SNS Atria, Nr. Happy Execlencia, Vesu, Surat, Gujarat, India - 395007, are pleased to appoint you as **Management Trainee**. Your employment with the Company shall be subject to the following terms and conditions:

**1. Date of Joining**

Your date of joining the Company will be **from the date of completing your graduation**, subject to the completion of the terms and conditions as laid down in this appointment letter.

**2. Employment Contingencies**

This Letter is subject to the following:

a) **Background Verification :-** Extensive background check and verification to the satisfaction of the Company either by the Company or through some designated third party, which shall include but shall not be limited to criminal, educational, financial, past employment references checks and/or drug tests. You hereby consent the Company for undertaking such background check.

b) **Document Verification:-** Successful verification of onboarding documents requested by the Company, on or before the date of joining, proof of identification documents which shall include but shall not be limited to (Passport, Driver's License), address proof (bank statement, utility bills), payroll deduction declarations, direct deposit document with void check/bank letter, past six months paystubs, emergency contact form, healthcare benefits/waiver forms, Company Security, PII, and ISO27001 policy acknowledgments, etc.

c) Completion of Company security compliance training and certification.


**Note:** Any false information furnished by you or a failed Background Verification Report may result in immediate termination of your employment without any notice or remuneration. Additionally, in such an eventuality, the Company shall require you to refund the remuneration paid till date by the Company, including employee benefits availed amongst any other benefits.

d) Your employment will be governed by all the applicable Company rules, regulations, policies, procedures, and notices that are in force at the time of your joining and that may come into force from time to time (collectively referred to as "Policies") and are expected to familiarize yourself with all the Policies as they are a part of the terms and conditions of your employment.

e) By signing this letter, you confirm that you do not have any contractual commitments, limitations, or other legal obligations with prior employers or vendors you may have worked with that would prohibit you from performing job duties for the Company. Failure to announce any of these limitations before the date of your joining will result in immediate termination of

[www.intuitive.cloud](http://www.intuitive.cloud)


**ANNEXURE B**
**Details of Annual Cost to the Company**

		INTUITIVE TECHNOLOGY PARTNERS (INDIA) PVT LTD			
		Address: A-509, SNS Atria, Nr Happy Exceclencia, Vesu, Surat, Gujarat, India - 395007			
EMPLOYEE NAME	Aditya Prabhune	PAN NO	:		
DESIGNATION	Management Trainee	MAIL ID	:		
YEAR SALARY	800000	PF NO	:		
PART - A					
	Particulars	Amount (Rs.)		Particulars	Amount (Rs.)
A	Basic Salary	26,667	D	Deductions:	
B	<b>Allowances:</b>			Professional Tax	200
	HRA	10,667		PF Employee	1,800
	Leave Travel Allowance	2,667		ESI Employee	-
	Food Allowance	2,500		Income Tax	1,888
	Uniform Allowance	2,000		<b>Total Deductions (D)</b>	<b>3,888</b>
	Telephone & Internet Allowance	3,000			
	Books and Online Course Allowance	3,000			
	Vehicle Allowance	8,000			
	Employee's Contribution to PF	1,800			
	Other Allowance	4,567			
	<b>Total Allowance (B)</b>	<b>38,200</b>			
C	<b>Gross Salary (C=A+B)</b>	<b>64,867</b>			
	<b>Employer Contributions</b>				
	EPF Employer	1,250			
	EPS Employer	550			
	ESI Employer	-			
	Exgratia				
#	<b>Salary (CTC) / PM</b>	<b>66,667</b>		<b>Take Home Pay</b>	
E	Less : Exemptions U/s. 10				
	Exempted Allowance	13,167	C	<b>Gross Salary</b>	<b>64,867</b>
	Deductions allowed	6,167	D	<b>Less: Total Deductions</b>	<b>3,888</b>
F	<b>Net Taxable Salary</b>	<b>45,533</b>	P.	<b>Net Payable (C-D)</b>	<b>60,979</b>

## Human Resources

r. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
/s EON Kharadi Infrastructure Pvt. Ltd.  
EZ, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

## Registered Office:

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



## Citicorp Services India Private Limited

03/07/2023

**Akash Dhananajay Chopade**

A1-703 Gagan Vihar, Near Gangadham.

Pune, Maharashtra 411037

Dear Akash,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: **450,270**

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.



Human Resources  
1st, 2nd and 3rd Floor, Wing 3, Cluster B  
EON Kharadi Infrastructure Pvt. Ltd.  
EZ, Plot No. 1, S. No. 77,  
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CIN No:U72900MH2009FTC192938  
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Email:csil@citi.com



## Iticorp Services India Private Limited

### Annexure

#### Compensation (INR)

Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0

Date: 21 November 2022

Akshata Shinde

Dear Akshata,

Welcome to Bentley!

We are pleased to extend you this offer of Graduate Trainee at Bentley Systems India Private Limited. This offer of internship is contingent upon the following conditions:

**Position:** Graduate Trainee

**Department:** HR Shared Services (80000602)

**Manager:** Mrunal Thakar

**Work location:** Pune

**Duration of Graduate Trainee:** 12 Months

**Start Date:** 01 December 2022

**End Date:** 30 November 2023

**Compensation as below:**

Salary Components	INR per annum
Basic Salary (A)	252,000.00
HRA (5% of Basic) (B)	126,000.00
Special Allowance (C)	15,760.00
Gross salary (total of A + B + C)	393,760.00
Provident Fund 12% on Basic (D)	30,240.00
Cost to Company (Total of A+B+C+D)	424,000.00
Deductions	PF GT share and TDS as applicable

You are required to treat this offer of Graduate Trainee and its contents as strictly confidential and should not disclose the same to any person or entity without our prior consent. If you have any questions or need any help from us, please contact the undersigned at your convenience.

Sincerely Yours,



**Abhishek Bhirwandekar**  
Manager, HR Shared Services

I hereby accept the terms and conditions of this offer for employment with Bentley Systems (India) Private Limited I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

\_\_\_\_\_  
Akshata Shinde

\_\_\_\_\_  
Date

**BENTLEY SYSTEMS INDIA PRIVATE LIMITED**

Suite No. 1001 & 1002, WorkWell Suites, 10th Floor, Max House, 1516/338, 339, 340, Village Bahapur, New Delhi-110020

T +91 11 4902 1100, www.bentley.com

CIN: U72200DL2000PTC10903

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com

**Citicorp Services India Private Limited**

16/10/2023

**Akshay Sanjay Bode**

Plot no. 92, lane no. 4A , near ganesh mandir , Vrindavan park , Diamond Waterpark Road , Lohegaon

Pune, Maharashtra 411047

Dear Akshay Sanjay,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 434,550

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
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MIDC, Kharadi Knowledge Park,  
Pune 411014

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Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com

**Citicorp Services India Private Limited****Annexure****Compensation (INR)**

Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	83,180
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	404,280
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	404,280
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	434,550
Sign-On Bonus	0
Notice Period Buy Out	0

Date: 21 November 2022

Amaan Khan,

Dear Amaan,

Welcome to Bentley!

We are pleased to extend you this offer of Graduate Trainee at Bentley Systems India Private Limited. This offer of internship is contingent upon the following conditions:

**Position:** Graduate Trainee  
**Department:** HR Shared Services (80000602)  
**Manager:** Mrunal Thakar  
**Work location:** Pune  
**Duration of Graduate Trainee:** 12 Months  
**Start Date:** 01 December 2022  
**End Date:** 30 November 2023

**Compensation as below:**

Salary Components	INR per annum
Basic Salary (A)	252,000.00
HRA (5% of Basic) (B)	126,000.00
Special Allowance (C)	15,760.00
Gross salary (total of A + B + C)	393,760.00
Provident Fund 12% on Basic (D)	30,240.00
Cost to Company (Total of A+B+C+D)	424,000.00
Deductions	PF GT share and TDS as applicable

You are required to treat this offer of Graduate Trainee and its contents as strictly confidential and should not disclose the same to any person or entity without our prior consent. If you have any questions or need any help from us, please contact the undersigned at your convenience.

Sincerely Yours,



**Abhishek Bhirwandekar**  
Manager, HR Shared Services

I hereby accept the terms and conditions of this offer for employment with Bentley Systems (India) Private Limited I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

\_\_\_\_\_  
Amaan Khan

\_\_\_\_\_  
Date

**BENTLEY SYSTEMS INDIA PRIVATE LIMITED**

Suite No. 1001 & 1002, WorkWell Suites, 10th Floor, Max House, 1516/338, 339, 340, Village Bahapur, New Delhi-110020

T +91 11 4902 1100, www.bentley.com

CIN: U72200DL2000PTC10903

**Aniket B Gondkar**

Neville Wadia Institute of Management Studies and Research.  
Pune.

**PRE-PLACEMENT LETTER OF INTENT FOR MANAGEMENT TRAINEE (MT)**

Dear Aniket,

Congratulations on your selection as a **Management Trainee (MT)** with Adani Group.

You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Mumbai.

The general terms and conditions of your appointment would be as follows:

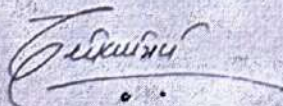
1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.
2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.
3. The detailed breakup of the CTC is given as per Annexure-A.
4. Your CTC will be changed only on the basis of merit increases based on your performance appraisal. Offered CTC will not change on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B).
5. Other terms and conditions for this job offer are enclosed in Annexure-B.
6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LOI).

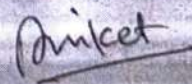
We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely,

For Adani Electricity Mumbai Limited



**Authorised Signatory**  
Sanjeev Muramkar.



18.04.2023.

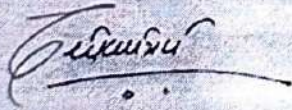
Annexure A

Name Aniket B Gondkar.

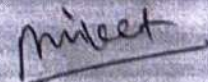
Salary Components	Monthly	Annual
Basic Salary	Rs. 26,667	Rs. 3,20,000
House Rent Allowance	Rs. 13,333	Rs. 1,60,000
Special Personal Allowance	Rs. 15,517	Rs. 1,86,208
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 3,200	Rs. 38,400
Gratuity (As Per Act)	Rs. 1,283	Rs. 15,392
Variable Pay	Rs. 6,667	Rs. 80,000
<b>Cost To Company</b>	<b>Rs. 66,667</b>	<b>Rs. 8,00,000</b>

Note:

The Variable Pay will be paid as per the performance rating on completion of PMS cycle  
For Adani Electricity Mumbai Limited



Authorised Signatory  
Sanjeev Muramkar.





## MEDLINE INDUSTRIES INDIA PVT. LTD.

The Platinum Towers, 7th Floor, Sr.No.94/16, CTS nos  
1678-83, Near Rahul Theatre, University Rd, Shivaji Nagar, Pune 411005  
Phone: +91 20 6709 6900.  
CIN. No.: U74999PN2010FTC135611

### CONDITIONAL LETTER OF OFFER

Date: September 22, 2023

**Ms. Ankita Jadhav**  
Laxmi Nagar, Survey No 1/3,  
Lane No 6, Pimpri Chinchwad  
Pimple Gurav, Pune-411061

Dear Ankita,

This is with reference to your application for employment and discussions you had with us.

It is our pleasure to offer you employment with Medline Industries India Private Limited. ("Company") as Distributed Pricing Associate. This is a salaried position, reporting directly to Nilesh Bhalchim, Manager, Distributed Pricing. This letter represents our sincere interest in you becoming a key contributor to our growth and leadership in the industry and includes all aspects of our employment offer to you on the terms and conditions mentioned below:

#### **1. Appointment:**

You are required to join no later than September 27, 2023 unless otherwise agreed ("Date of Joining"). On your first day of employment, please report to Medline India office at The Platinum Towers, 7th floor, Sr. No. 94/16, CTS 1678-1683, Near Rahul Theatre, University Road, Shivaji Nagar, Pune, Maharashtra, India – 411005. The terms and conditions shall be effective from your Date of Joining.

Your employment will be subject to a probation period of 90 days from Date of Joining. If your performance is satisfactory to the Company during this period, then the Company shall confirm the appointment in writing. Depending on your performance and/or other consideration, the probation period may be extended at the supervisor/manager's discretion.

#### **2. Remuneration:**

Your consolidated annual salary on a Cost to the Company ("CTC") basis will be Rs. 400,000 (Four Lakhs) as detailed in Annexure I. Your salary will be subject to deduction of applicable taxes at the prevailing rates and also subject to deductions towards contribution towards any statutory benefits such as PF, etc.



# Annexure I

## Part - A

Prepared for Ankita Jadhav			
Salary Components	Annual	Monthly	Paid
I. Basic Salary			
Basic	122,896	10,241	Monthly
II. Allowances			
House Rent Allowance	49,158	4,097	Monthly
Special Allowance	185,872	15,489	Monthly
LTA	10,237	853	Monthly
Statutory Bonus	10,237	853	Monthly
<b>Gross Salary (I + II)</b>	<b>378,400</b>	<b>31,533</b>	
III. Statutory Payments			
Provident Fund (Company Contribution)	21,600	1,800	Monthly
ESI (Company Contribution)	-	-	Monthly
<b>Fixed Salary (I + II + III)</b>	<b>400,000</b>		
IV. Bonus			
Variable Compensation (Performance Bonus)	-	-	Quarterly
<b>Total Cost to Company (I + II + III + IV)</b>	<b>400,000</b>		

Benefits Excluding the CTC	Annual	Comments
Gratuity	5,911	Applicable as per The Payment of Gratuity Act.
Mediclaime*	10,000	
<b>Total</b>	<b>15,911</b>	

All amounts are displayed in INR.



# PALLIA TRANS LOGISTICS PRIVATE LIMITED

**Date: Mar 14, 2023**

Mr Atulkumar Anil Gavit,  
Bhole Niwas Row House No 8, Untawadi, Untawadi,  
Near Khetwani Lawns, Nashik, Maharashtra-422008

**Dear Atulkumar Anil Gavit,**

## **Sub: Letter of Intent**

This has reference to your application and the subsequent meetings we had with you. We are pleased to inform you that you have been selected as “**Trainee**” located at our **Ranjangaon** office.

You will be paid a total compensation of **INR 4,00,000/- per annum**. A formal letter of appointment along with the bifurcation will be issued to you.

As a part of our recruitment procedure, you are requested to furnish the following testimonials (original & photocopies) on your date of joining:

- Academic qualification certificates
- Letter of relieving/acceptance of resignation/experience
- Salary slip from the last employer or form no. 16
- Four passport size colour photographs (recently clicked)
- Copy of Adhaar Card
- Copy of Pan Card
- ID proof like passport copy, driving license, ration card, Election Id card.

All other benefits will be as per company policy as amended from time to time.

We take this opportunity to welcome you into our “Winning Team” and look forward to a long and mutually beneficial association.

Kindly sign the copy of the offer letter as a token of your acceptance and return to us within 03 days of the issuance of this letter.

We look forward to your joining us on or before 1<sup>st</sup> April 2023 at 09:30 hrs.

Best Regards,

Yours sincerely,

  
  
**Vipul Wanda**  
Chairman & Managing Director



**Soumya Gupta**  
Manager- HR & Admin

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
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CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



**Citicorp Services India Private Limited**

11/07/2023

**Ayush Agarwal**

Om Apartment, Sector No-25, Plot No-LCA 05, Flat No-1, Behind Gayatri Hotel, Nigdi, Pradhikaran

Pune, Maharashtra 411044

Dear Ayush,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 450,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com

**Citicorp Services India Private Limited****Annexure**

## Compensation (INR)

Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0

Date :22/11/2022

To  
**Chinmay Sanjay Shendre**  
(Code: CAN503088)

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Management trainee**. Your services are being deputed to **Atlas Copco India limited** at **PUNE** based on the following terms and conditions:

- Your employment will be valid from **23/11/2022 To 22/11/2023** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR **336,000.00** per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :

- a. Complete on the Randstad portal:
  - Employee profile form
  - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
- b. Upbad proofs of your documents:
  - Government mandated ID proof: Aadhar Card and PAN
  - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
  - Copy of both Educational certificates & Previous employment documents.
  - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.

You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.  
Wishing you the very best!

Yours truly,  
**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**- Balakrishnan S**  
**Head - HRSSC**

## Offer & Joining Letter

Strictly Private and Confidential

Mr. Abhiraj Chitnis

Pan no:- BTEPC8807K

Joining Date:- 1<sup>st</sup> April 2023

Dear Abhiraj Chitnis,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is an offer & joining letter subject to clearing the background verification, reference checks and also on academic certification (if required)

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as Relationship Manager at Bund Garden location (Pune). Your per annum fixed Cost To Company (CTC) is mentioned below annexure 1. This CTC will be subject to review based on your performance and other criteria, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company. Incentive structure will be communicated with you every month.

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws and will be communicated accordingly.

You shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter. We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

# Salary Structure

Strictly Private and Confidential

Effective from 1<sup>st</sup> January 2023

To,

Abhiraj Chitnis.

Annexure

Salary Head	Monthly	Yearly
Basic + Dearness allowance	17850	214200
House rent allowance	14280	171360
Bonus	3570	42840
Total Gross salary	35700	428400
Employer PF	1800	21600
Employer ESIC	NA	NA
Total CTC	37500	450000
Employer PF	1800	21600
Employer ESIC	NA	NA
Employee PF	1800	21600
Employee ESIC	NA	NA
Employee PT	200	2400
Total NET Salary	33700	404400

Note : Any taxes if applicable will be deducted.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Signature

BadaFinance S&P Services LLP

Pawan pal/ Saurabh Singh

Signature

Abhiraj Chitnis



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

## Citi Campus Event at Neville Wadia

Duggal, Guneet &lt;guneet.duggal@citi.com&gt;

Thu, Feb 2, 2023 at 6:52 PM

To: Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

Cc: "Dr. A. B. Dadas" &lt;drdadas.10@gmail.com&gt;, "Dikshit, Prashant" &lt;prashant.dikshit@citi.com&gt;, "Khan, Majid Bashir" &lt;majid.bashir.khan@citi.com&gt;, "Dhemre, Shamli" &lt;shamli.dhemre@citi.com&gt;

Dear Vincent,

Please find below the list of students who have been selected from our campus event last week.

Sr.no.	Name of the student	Email ID	Mobile Number
1	Pranjali Ghotekar	pranjalignotekar125@gmail.com	8888443713
2	Saurabh Kulkarni	Saurabhkulkarni611@gmail.com	9767700628
3	Snehal Sinha	snehalsinha139@gmail.com	8805144327
4	Sameer Patole	sameerpatole9001@gmail.com	7507639001

We will keep you updated with the next steps with regards to training.

Thank you for all your support. We look forward to you support with Ness Wadia college as well.

Regards

Guneet

From: [External] Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

Sent: Wednesday, January 18, 2023 3:40 PM

To: Dikshit, Prashant [HR] &lt;pd50669@citi.com&gt;

Cc: Dr. A. B. Dadas &lt;drdadas.10@gmail.com&gt;; Duggal, Guneet [HR] &lt;gd41971@citi.com&gt;

Subject: Re: FW: Citi Campus Event at Wadia

**This Message is From an External Sender**

This message came from outside of your organization.



objective of this role is to provide day-to-day operations support in alignment with Citi operations support infrastructure and processes.

**Responsibilities:**

- Follow established procedures to complete complex assignments and resolve problems that require in-depth investigation or research
- Provide team assistance, including serving as subject matter expert, leading special projects, training new hires within work unit, providing daily guidance to lower-level employees, and allocation of work, as needed
- Conduct basic analysis and research as well as workflow management
- Support an expansive array of products and services
- Communicate pertinent information to senior managers and support activities that help mitigate organizational loss or impact, as needed
- Appropriately assess risk when business decisions are made, demonstrating consideration for the firm's reputation and safeguarding Citigroup, its clients and assets, by driving compliance with applicable laws, rules and regulations, adhering to Policy, applying sound ethical judgment regarding personal behavior, conduct and business practices, and escalating, managing and reporting control issues with transparency.

**Qualifications:**

- 0-3 years of relevant experience
- Experience working in a business office or operational environment
- Proficient computer and math skills with a focus on complex databases and spreadsheets
- Demonstrates technical and administrative expertise
- Consistently demonstrates attention to detail
- Demonstrated knowledge of activities, policies, and procedures of a basic work area

**Education:**

- Full time Post - Graduate; no gaps or backlogs; Good communication

**Shift timings:**

- Rotational night shifts; 3.30 pm; 4.30 pm; 5.30pm;8.30pm;10pm login timings

**Compensation:**

- **Total Fixed Pay: INR 530,000 to 550,000**

Regards

Guneet

---

**From:** Duggal, Guneet [HR]

**Sent:** Monday, January 2, 2023 1:09 PM

**To:** Dikshit, Prashant [HR] <pd50669@citi.com>; [External] Neville Wadia Placement Cell <placements@nevillewadia.com>

**Cc:** Dr. A. B. Dadas <drdadas.10@gmail.com>; Radha Louis <radha.louis@nevillewadia.com>; Khan, Majid Bashir [HR] <mk22698@citi.com>

**Subject:** RE: FW: Citi Campus Event at Wadia

Dear Vincent,

Wish you a very Happy New Year!

Date 06/04/2023

Name: Disha Reddy

**SUB: Offer Letter**

Dear Disha,

This has reference to the interview held in 05/04/2023. We are pleased to make an offer of appointment to you for the position of **Creative Head** in our organization. This offer takes effect from your date of joining which shall be on 10/04/2023

**SALARY**

We confirm offering annual compensation INR.3,96,000/- per annum to you, the details of which would be as follows-

The details of the salary are as follows:

Schedule I -- Compensation Details

Schedule -1			
Name:	Disha Reddy		
Designation:	Creative Head		
Department:	Design and Digital		
(A)	Fixed Components	INR (p.m.)	INR (p.a.)
I	Basic	16500	198000
II	HRA	13200	158400
III	Special Allowance	3300	39600
GROSS INCOME		33000	3,96,000
COST TO COMPANY (A)		33000	3,96,000

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.

The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Your appointment to the services of the company is subject to satisfactory background reference checks and clearance from service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to termination without prior notice.

This offer of appointment is valid until 15/04/2023 for acceptance. If we do not hear from you by 15/04/2023 i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn.

You will be on probation for 90 Days after which your performance will be reviewed and if found suitable, you will be confirmed in your current position.

Your employment is terminable by giving (30 Days) notice during the probation period & (60 days) post confirmation. Either party is not bound to give any reason thereof.



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

---

**Fwd: Selection Confirmation**

---

Harshal Varpe <harshalvarpe5@gmail.com>  
To: placements@nevillewadia.com

Mon, Feb 13, 2023 at 11:20 AM

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

From: Aman Sinha &lt;aman@paragonsolutions.co.in&gt;

Date: Tue, 7 Feb, 2023, 10:30 am

Subject: Selection Confirmation

To: harshalvarpe5@gmail.com &lt;harshalvarpe5@gmail.com&gt;

Cc: Manisha Thakur &lt;manisha@paragonsolutions.co.in&gt;, sanjeev Desai &lt;sanjeev@paragonsolutions.co.in&gt;

Dear Harshal

As discussed, we would like to offer you the position of PP and business analyst position at Paragon SCM pvt ltd , Pune.

Till the time you will complete your MBA , you would work as Intern and later your will join as Analyst as mentioned above. You have to also sharpen your MBA Skills under me.

Your stipend would 10 K per month and later after formal Joining, we will offer your CTC of 4 lakhs . You can report at our Pune office on 1<sup>st</sup> March. We will allow your leaves for exams.

Based on your confirmation , Manisha will share offer letter and appointment letter will be given at the time of formal Joining.

Please send confirmation on email so that we can proceed further.

Regards

Aman

September 22<sup>nd</sup>, 2023

**Himanshu Kamlakar Baviskar**

**Plot no 06 Anmol nagar Deopur,  
Near Rajiv Gandhi High School,  
Dhuke Jai Hind colony**

**Registration No: AMHDH4567598**

**Sub: Letter of Intent for "Apprentice" – National Apprentice Training Scheme under  
Apprentices Act, 1961.**

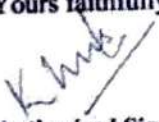
Dear Himanshu,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as Trainee – Sales - NATS scheme under the provisions of the Apprentices Act, 1961.

1. You have joined our services on 22<sup>nd</sup>-Sep-2023 and we have recorded the said date as your Date of Joining in our Company which will be considered for all future purposes.
2. You would be paid a stipend amount of 5,00,000/- (Five Lakhs Only) annually.
3. You will observe six days working week and will have to work in a shift timing as assigned from time to time.
4. You will be eligible for Leave, Paid Holidays and Group Accidental Insurance as per the Company Policy.
5. You will be treated as "Apprentice" throughout your training period of 1 (one) year with us and governed by terms and conditions as per the provisions of Apprentices Act, 1961.
6. In addition to the terms and conditions of your apprenticeship contract, you will be governed by general terms and conditions as mentioned in the attached agreement.

If you are agreeable to the above terms and conditions, please return the duplicate copy of this letter and that of the Service Agreement duly signed by you in token of your acceptance thereof.

Yours faithfully,

  
Authorized Signatory

I have read the above terms and Conditions and I accept the same.

Apprentice Name: Himanshu Kamlakar Baviskar

Apprentice Sign: 

# POLYCAB INDIA LIMITED

CIN: L31300GJ1996PLC114183

#29, The Ruby, 21<sup>st</sup> Floor, Senapati Bapat Marg, Tulsi Pipe Road,

Dadar (West), Mumbai -400028

Tel: +91 22 2432 7070-74

Email: [info@polycab.com](mailto:info@polycab.com) Website: [www.polycab.com](http://www.polycab.com)



Connection Zindagi Ka

PIL/HR/OL/POS005044/2023

15-06-2023

**Hrishikesh Pravin Patil**

**B-29, Kalpana Hsg society,, Yerawada ,**

**, Pune - 411006**

## Offer Letter

Dear Mr. Hrshikesh,

Please refer to the personal discussion we had in connection with your employment in our organization.

We are pleased to issue the offer letter with our organization.

Designation : Post Graduate Trainee  
Business Unit : Common  
Department : Sales  
Total CTC : Rs 6,50,000 per annum  
Date of Joining : On or before 03-07-2023  
Your initial posting will be at Mumbai/Halol.

The details of salary & perquisites will be incorporated in your appointment letter along with the clauses relating to secrecy & work ethics. The appointment letter will be issued to you on the day you join your duties with us.



Registered Office  
Unit No.4, Plt No.105, Halol Vadodara Road  
Village Nurpura, Taluka Halol, Panchmahal, Gujarat 389180  
Tel : 2676- 227600 / 227700

**POLYCAB INDIA LIMITED**

CIN: L31300GJ1996PLC114183

29, The Ruby, 21<sup>st</sup> Floor, Senapati Bapat Marg, Tulsī Pipe Road,  
Dadar (West), Mumbai -400028

Tel: +91 22 2432 7070-74

Email: [info@polycab.com](mailto:info@polycab.com) Website: [www.polycab.com](http://www.polycab.com)**POLYCAB**

Connection Zindagi Ka

<b>SALARY COMPUTATION</b>		
<b>Components</b>	<b>Per Annum</b>	<b>Per Month</b>
Basic Salary	3,25,000	27,083
House Rent Allowance	1,62,500	13,542
Grade Allowance	18,000	1,500
Education Allowance	2,400	200
Supplementary Allowance	79,067	6,589
<b>Retirals</b>		
Employer PF	39,000	3,250
Gratuity	15,633	1,303
<b>Annual Component</b>		
Ex-gratia	8,400	700
<b>Fixed CTC</b>	<b>6,50,000</b>	
<b>Total CTC</b>	<b>6,50,000</b>	
Polycab Suraksha Amount	4,620	



**Human Resources**

r. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
/s EON Kharadi Infrastructure Pvt. Ltd.  
EZ, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



**Citicorp Services India Private Limited**

05/07/2023

**Hrushikesh Dnydevrao Muley**

Flat no 15 White house society Gunjan Square Yerwada

Pune, Maharashtra 411006

Dear Hrushikesh,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 450,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

**Human Resources**  
1st, 2nd and 3rd Floor, Wing 3, Cluster B  
EON Kharadi Infrastructure Pvt. Ltd.  
Z, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**  
B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



**Citicorp Services India Private Limited**

**Annexure**

Compensation (INR)

Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0





HR/ APRIL/ 2023 /MT/ 03  
17<sup>th</sup> April 2023

Hrushikesh Londhe  
A/P-Kokamthan, Tal-Kopargaon,  
Dist-Ahmednagar.

**Subject: Offer of Employment**

**Dear Hrushikesh,**  
Congratulations on your selection as a **Management Trainee (MT)** in Level **M7B** with Tata Blue Scope Steel Pvt Ltd.

Your initial place of posting will be in Pune. Your services are transferable to any of our locations, works, offices and subsidies as per business needs & requirements.

The general terms and conditions would be as follows: -

- This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog, and being found medically fit at the time of joining.
- There will be a one-year probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee. Unsatisfactory performance at any time during the probation period could lead to the further extension of the Probation period or termination of your employment upon 1 month of notice period.
- The detailed breakup of the CTC is given as per Annexure -A.

A formal appointment letter will be issued to you upon your joining the services of the company subject to the above conditions.

As a token of your acceptance, please sign and return the duplicate copy of this letter. You are requested to join the Company latest by **May 02, 2023**.

We wish you all the best and welcome you be a part of Tata Blue Scope Family.

Thanking You,  
Yours Faithfully,  
For Tata BlueScope Steel Pvt Ltd.

  
**Neena Bahadur**  
CHRO

I accept and shall join by \_\_\_\_\_

Signature and date: \_\_\_\_\_

**Tata BlueScope Steel Private Limited**

CIN: U45209PN2005PTC020270

Regd. Office: Floor No. 9 & 10, "Kalpataru Infinia", Wakdewadi, Final Plot no. 21, Sub plot no.3 at CTS no. 15/1 Shivajinagar, Pune - 411003, Maharashtra

Tel.: +91 20 6621 8000 Website: www.tatabluescopesteel.com



# TATA BLUESCOPE STEEL

## Annexure-A

Candidate Name	Hrushikesh Londhe	
Designation	Management Trainee	
Level	M7B	
Components	Monthly (Rs.)	Annum (Rs.)
<b>Fixed</b>		
Basic (30% of Fixed CTC)	17,000	204,000
House Rent Allowance (30% of Basic)	5,100	61,200
Personal Allowance	22,759	273,108
Investment Allowance (@15% of basic)	2,550	30,600
Transport Allowance	1,000	12000
Fuel Allowance	1,950	23,400
Child Education Allowance	200	2,400
Child Hostel Allowance	600	7,200
Medical Reimbursement	1,250	15,000
Leave Travel Allowance #	1,400	16,800
<b>Total (A)</b>	<b>53809</b>	<b>645708</b>
<b>Retrials</b>		
Co.'s Contribution to PF @12% of Basic	2040	24480
Gratuity @ 4.81% of Basic	818	9812
<b>Total (B)</b>	<b>2858</b>	<b>34292</b>
<b>Fixed CTC (A+B)</b>	<b>56667</b>	<b>680000</b>
<b>Total CTC( A+B+C)</b>		<b>680000</b>
<b>Other Benefits</b>		
Communication Allowance (SIM Card)	1000	12000
Group Personal Accident Premium (GPA as per HR policy)		841
Group Term Life Premium (GTL as per HR policy)		1546
Mediclaime Insurance Premium		22126
<b>Total (D)</b>		<b>36513</b>
<b>Total CTC (Including Benefits) (A+B+C+D)</b>		<b>716513</b>

- All payments are subjected to appropriate taxation.
- LTA will be payable after completion of one year of service.
- Mediclaim facility is on floater basis for employee and immediate family.
- If there is any change in the company's policy related to Mediclaim in future the same will be binding on you.
- Gratuity will be payable as per clause in salary annexure of your appointment letter.
- Amount mentioned under "Other Benefits" is subject to change based on management discretion.
- The purpose of Fuel Allowance is for usage of local transport (Official) and employees shall not get any reimbursement for local travel.
- Employee shall be eligible for salary increments as per the policy of the company.
- No increment shall be given in between.

### Tata BlueScope Steel Private Limited

CIN: U45209PN2005PTC020270

Regd. Office: Floor No. 9 & 10, "Kalpataru Infinia", Wakdewadi, Final Plot no. 21, Sub plot no.3 at CTS no. 15/1 Shivajinagar, Pune - 411003, Maharashtra

Tel.: +91 20 6621 8000 Website: www.tatabluescopesteel.com



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

**RE: Campus Recruitment - 2022-23 : ICICI Prudential | Nevillewadia- Pune |**

ANUSHREE PATIL /HR WE/ICICIPRU/Pune &lt;anushree.patil@iciprulife.com&gt;

Mon, Jan 23, 2023 at 3:56 PM

To: "placements@nevillewadia.com" &lt;placements@nevillewadia.com&gt;

Cc: Abhishek Singh /HR WE/ICICIPRU/Pune &lt;sing.abhishek@iciprulife.com&gt;, Anupriya Sharma /HR WE/ICICIPRU/Pune &lt;anupriya.sharma@iciprulife.com&gt;, Jitesh Jahagirdar /HR WE/ICICIPRU/Pune &lt;jitesh.jahagirdar@iciprulife.com&gt;

Dear Vincent,

We are pleased to inform you that 3 students has been selected as Business Trainee with **ICICI Prudential Life Insurance**. Their details are shared below.

Please consider this email as a confirmation of their candidature with us. Also, Kindly provide details of all 3 selected students in the excel attached.

Selected Students Name
<b>Abhishek Wagh</b>
<b>Pradhumna Gaikwad</b>
<b>Rahul Sonar</b>

Regards,

Anushree Patil

Human Resource Department

9075255188

[Quoted text hidden]

[Quoted text hidden]

**Candidate Details Sheet BT.XLSX**  
9K

**From:** Anupriya Sharma /HR WE/ICICIPRU/Pune  
**Sent:** Wednesday, November 9, 2022 6:35 PM  
**To:** ravindra.bohra@nevillewadia.com  
**Cc:** Abhishek Singh /HR WE/ICICIPRU/Pune <sing.abhishek@icicprulife.com>; Jitesh Jahagirdar /HR WE/ICICIPRU/Pune <jitesh.jahagirdar@icicprulife.com>; ANUSHREE PATIL /HR WE/ICICIPRU/Pune <anushree.patil@icicprulife.com>  
**Subject:** Campus Recruitment - 2022-23 : ICICI Prudential | Nevillewadia- Pune |

Dear Ravindra,

Greetings from ICICI Prudential Life Insurance!

We, at ICICI Prudential, firmly believe in offering fulfilling career opportunities and in this regard, it is an honor to partner with your prestigious Institute to identify and hire suitable talent. We wish to hire Business trainees who will pass out in 2023.

Our Company details along with the role offered is enclosed for your reference. Please share the list of interested students and suitable date/time to conduct Campus Recruitment Drive.

#### About Business Trainee Programme:

Learning & Growth is a core employee value proposition at ICICI Prudential and the Company recognises the need to create a strong bench for future team leaders/branch heads in all the geographies. The Company aims to develop internal talent to take up larger responsibilities wherever possible by following a systematic cadre building process.

With this objective in mind, the Business Trainee Programme has been designed. Under this programme, fresh graduates will go through a detailed orientation programme followed by placement in assigned business functions. The idea behind this is to give exposure to young talent such that they learn on the job and can be groomed as future sales & distribution team leader.

#### Job overview of various Sales & Distribution channel:

Agency	Bancassurance	Direct Marketing
1. Recruit, train and create a team of life insurance advisors 2. Generate revenue through these set of advisors by a. Acquiring new customers b. Cross-selling and upselling to the existing set of customers	1. Induct and facilitate bank staff to cross sell / up sell our products to bank customers 2. Liaise with bank staff to acquire / enhance relationship with prospective / existing customers	1. Utilize your personal and professional network through referencing and cold-calling to generate revenue 2. Acquire new customers through leads provided by the company

#### AGP & Benefits details:

Component	Amount
Fixed Pay	4,60,000
Sales Incentives	Based on performance
Benefits	Amount
Local Conveyance	As per policy
Mobile Reimbursement	As per policy



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

## Appointment Letter

Tue, Jul 18, 2023 at 1:05 PM

Srinivasan &lt;srinivasan@datalogicsindia.com&gt;

To: kanishksinghpawar@hotmail.com

Cc: Hamsa &lt;hamsa@datalogicsindia.com&gt;, Diwakar &lt;diwakar@datalogicsindia.com&gt;, Mumtaz

&lt;mumtaz@datalogicsindia.com&gt;, Abhay Prahaldhan &lt;abhay@datalogicsindia.com&gt;, sakeena fathima

&lt;sakeena@datalogicsindia.com&gt;, "Director Neville Wadia Institute, Pune" &lt;director@nevillewadia.com&gt;, Neville Wadia

Placement Cell &lt;placements@nevillewadia.com&gt;

Congratulations **Mr. Kanishksingh Pawar!!**

We are pleased to inform that you have been appointed as 'B2B Specialist- Apple' in Datalogics India Pvt. Ltd., effective from 01 September 2023.

1. **Intern Period:** Intern period is for 3 months

2. **Training Branch:** Mumbai branch, after the internship completion your place of work / branch may not or may change as per the business demand.

3. **Stipend:** The stipend offered is Rs: 20,000 per month (Consolidated). During training period you will be assessed by seniors on your performance for confirmation, then will be absorbed by team for further training and improvement also the salary revision will happen which is **UPTO Rs.40,000/-** based on performance and successful completion of 3 months internship.

4. **Working Hours:** Monday to Friday- 9:30 am to 6:00 pm  
Saturday- 9:30 am to 4:00 pm  
Sunday: Holiday

5. **Job confirmation and Salary revision :** Job Confirmation will be given after 3 months where you will be eligible for all the company benefits like PF, ESI, Gratuity etc. subject to legal clearance from the date of joining and performance assessment as per advise and recommendation from your Managers.

6. **Trail Period :** You will be under the Trail period for first week from the date of Joining which means if you quit the job within this first week you will be not paid for that week.

6. **Notice Period Clause:** If the employee desire to leave the company during probation, he/she need to serve the notice period of 1 month. The company reserves the right to pay or recover salary in lieu of notice period. Company can terminate the employee if the performance is not upto the expectation during the intern.

### 7. DUTIES TO BE PERFORMED.

- You will be Responsible for generating Business (sales of Apple /Samsung /Microsoft products and other related IT products) in the Industry Vertical / Territory assigned to by your Team head
- Responsible for Enterprise Corporate vertical accounts consisting of SME, Creative, Govt., IT, ITES, Manufacturing, Pharma, Media ,Telecom, Insurance & Banking Customers .
- Field visits to Corporate offices/SEZ /IT Parks /Industrial Development Corporations to generate leads in your region
- Study, plan, strategies and pitch sales calls with the decision makers and influencers in the identified accounts to Promote Apple Product / Apple based solutions / other IT related Products.
- Build strong, influential, collaborative business relationship with corporate companies in the specified location of work.
- Analyse and report business results and trends on a weekly or daily basis.
- Report to the Business Manager of details relating to market feedback on a daily and weekly basis.
- Properly escalate unresolved issues to appropriate internal teams in your region
- Talk to Existing clients through a series of actions, either via phone, email or chat.
- Taking ownership of customer issues reported and seeing problems through to resolution
- Provide prompt and accurate feedback to customers on sales and billing related documents and get the confirmation by mail from the customer.
- Maintain professional relationships with Corporate clients and with internal Team members.
- Keeping Company information Confidence and securely and not sharing it outside.



HR/ APRIL/ 2023 /MT/ 06  
17<sup>th</sup> April 2023

Mr. Koustubh Kankal  
B-458, Ramakant Karnik Nagar,  
Solapur-413006.

**Subject: Offer of Employment**

**Dear Koustubh,**  
Congratulations on your selection as a **Management Trainee (MT)** in Level **M7B** with Tata Blue Scope Steel Pvt Ltd.

Your initial place of posting will be in Pune. Your services are transferable to any of our locations, works, offices and subsidies as per business needs & requirements.

The general terms and conditions would be as follows: -

- This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog, and being found medically fit at the time of joining.
- There will be a one-year probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee. Unsatisfactory performance at any time during the probation period could lead to the further extension of the Probation period or termination of your employment upon 1 month of notice period.
- The detailed breakup of the CTC is given as per Annexure -A.

A formal appointment letter will be issued to you upon your joining the services of the company subject to the above conditions.

As a token of your acceptance, please sign and return the duplicate copy of this letter. You are requested to join the Company latest by **May 02, 2023**.

We wish you all the best and welcome you be a part of Tata Blue Scope Family.

Thanking You,  
Yours Faithfully,  
For Tata BlueScope Steel Pvt Ltd.

*Neena Bahadur*  
Neena Bahadur  
CHRO

I accept and shall join by \_\_\_\_\_

Signature and date: \_\_\_\_\_

**Tata BlueScope Steel Private Limited**

CIN: U45209PN2005PTC020270

Regd. Office: Floor No. 9 & 10, "Kalpataru Infinia", Wakdewadi, Final Plot no. 21, Sub plot no.3 at CTS no. 15/1  
Shivajinagar, Pune - 411003, Maharashtra

Tel.: +91 20 6621 8000 Website: [www.tatabluescopesteel.com](http://www.tatabluescopesteel.com)



**TATA BLUESCOPE  
STEEL**

**Annexure-A**

Candidate Name	Koustubh Kankal	
Designation	Management Trainee	
Level	M7B	
Components	Monthly (Rs.)	Annum (Rs.)
<b>Fixed</b>		
Basic (30% of Fixed CTC)	17,000	204,000
House Rent Allowance (30% of Basic)	5,100	61,200
Personal Allowance	22,759	273,108
Investment Allowance (@15% of basic)	2,550	30,600
Transport Allowance	1,000	12,000
Fuel Allowance	1,950	23,400
Child Education Allowance	200	2,400
Child Hostel Allowance	600	7,200
Medical Reimbursement	1,250	15,000
Leave Travel Allowance #	1,400	16,800
<b>Total (A)</b>	<b>53809</b>	<b>645708</b>
<b>Retrials</b>		
Co.'s Contribution to PF @12% of Basic	2040	24480
Gratuity @ 4.81% of Basic	818	9812
<b>Total (B)</b>	<b>2858</b>	<b>34292</b>
<b>Fixed CTC (A+B)</b>	<b>56667</b>	<b>680000</b>
<b>Total CTC( A+B+C)</b>		<b>680000</b>
<b>Other Benefits</b>		
Communication Allowance (SIM Card)	1000	12000
Group Personal Accident Premium (GPA as per HR policy)		841
Group Term Life Premium (GTL as per HR policy)		1546
Mediclaime Insurance Premium		22126
<b>Total (D)</b>		<b>36513</b>
<b>Total CTC (Including Benefits) (A+B+C+D)</b>		<b>716513</b>

- All payments are subjected to appropriate taxation.
- LTA will be payable after completion of one year of service.
- Mediclaim facility is on floater basis for employee and immediate family.
- If there is any change in the company's policy related to mediclaim in future the same will be binding on you.
- Gratuity will be payable as per clause in salary annexure of your appointment letter.
- Amount mentioned under "Other Benefits" is subject to change based on management discretion.
- The purpose of Fuel Allowance is for usage of local transport (Official) and employees shall not get any reimbursement for local travel.
- Employee shall be eligible for salary increments as per the policy of the company.
- No increment shall be given in between.

**Tata BlueScope Steel Private Limited**

CIN: U45209PN2005PTC020270

Regd. Office: Floor No. 9 & 10, "Kalpataru Infinia", Wakdewadi, Final Plot no. 21, Sub plot no.3 at CTS no. 15/1

Shivajinagar, Pune - 411003, Maharashtra

Tel.: +91 20 6621 8000 Website: www.tatabluescopesteel.com

**OFFER LETTER**

Date: 27-Dec-2022

**From:**

Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

**HR Ref. :**

**To:**

Mr. Kunal Namdeo Thakare

Dear Mr. Kunal Namdeo Thakare,

Congratulations!! Subsequent to the selection process, we are delighted to offer you a position in Trinamix Systems Private Limited (Referred further as "Trinamix" or "the company" in this letter) as per the details mentioned below:

1. Designation: Associate Business Analyst
2. Grade: A0
3. Gross Salary per annum: Rs. 7.5 Lakhs
4. Date of Joining: May/June 2023
5. Reporting Location:  
Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA
6. Base Work Location:  
Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

The Terms and Conditions of our Offer are mentioned further.



### Annexure-1: Salary Details

Name of Employee	Kunal Namdeo Thakare	
Grade	A0	
Designation	Associate Business Analyst	
Location	Pune	
Effective Date	May/June 2023	
<b>PARTICULARS</b>	<b>MONTHLY BREAKUP (Rs)</b>	<b>YEARLY BREAKUP (Rs)</b>
<b>TOTAL CTC</b>	62,500	750,000
Basic Salary	25,000	300,000
House Rent Allowance	10,000	120,000
LTA	2,083	25,000
Meal Card	-	-
Special Allowances	21,515	258,177
<b>Gross Salary</b>	<b>58,598</b>	<b>703,177</b>
PF EMPLOYEE	1,800	21,600
Professional Tax	200	2,500
Income Tax	As per Rate	As per Rate
TOTAL DEDUCTIONS	2,000	24,100
<b>Net Income</b>	<b>56,598</b>	<b>679,180</b>
ADD EPF EMPLOYER	1,800	21,600
<b>Gross Income</b>	<b>60,398</b>	<b>724,777</b>
Gross Income	60,398	724,777
GRATUITY	1,202	14,423
Wifi/Broadband Reimbursement	900	10,800
<b>Cost to Company</b>	<b>62,500</b>	<b>750,000</b>

\* Please note that wifi/broadband would be reimbursed for Rs.900/month on actual bill submission.

**OFFER LETTER**

Date: 27-Dec-2022

**From:**

Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

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Designation	Associate Business Analyst	
Location	Pune	
Effective Date	May/June 2023	
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\* Please note that wifi/broadband would be reimbursed for Rs.900/month on actual bill submission.



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

## Fwd: Congratulations on your selection! | Axis Bank Arise Results

1 message

Manasi Pawar <manasi.pawar1902@gmail.com>  
To: placements@nevillewadia.com

Wed, Jul 19, 2023 at 10:43 AM

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

From: **campushiring support** <campushiring.support@axisbank.com>  
Date: Tue, Jul 18, 2023 at 3:12 PM  
Subject: Congratulations on your selection! | Axis Bank Arise Results  
To:

Dear Candidate,

Greetings from Axis Bank!

This is to inform you that you have been selected through Arise 2.0 program in "Human Resources" department at "Deputy Manager" Grade.

Thank you for your continued patience and interest in joining Axis Bank. We enjoyed getting to know more about you.

As a prerequisite to initiate the offer and onboarding process, please fill in the form below before **19<sup>th</sup> July, 5 pm**. Any response received post the timeline will not be considered.

<https://forms.office.com/r/WfxVk4Fsvd>

Looking forward to hearing from you.

Please Note:

1. Your candidature will be put through a rigorous background verification. In case of any discrepancies, your offer shall be put on hold/rejected as per our policy.
2. The initial 7 days' stay, and travel arrangements shall be taken care by Axis Bank. Request you to share the correct details in the form. No changes shall be encouraged post the deadline.
3. Your DOJ will be **31<sup>st</sup> July**, be ready to travel on **29<sup>th</sup> July** to your work location, which will be shared in a few days.

Best Regards,

Axis Bank Campus Hiring Team

Disclaimer: "Information contained and transmitted by this E-MAIL including any attachment is proprietary to Axis Bank Ltd and is intended solely for the addressee/s, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. Access to this e-mail and/or to the attachment by anyone else is unauthorized. If this is a forwarded message, the content and the views expressed in this E-MAIL may not reflect those of the Bank. If you are not the intended recipient, an agent of the intended recipient or a person responsible for delivering the information to the named recipient, you are notified that any use, distribution, transmission, printing, copying or dissemination of this information in any way or in any manner is strictly prohibited. If you are not the intended recipient of this mail kindly delete from your system and inform the sender. There is no guarantee that the integrity of this communication has been maintained and nor is this communication free of viruses, interceptions or interference." Disclaimer: "Information contained and transmitted by this E-MAIL including any attachment is proprietary to Axis Bank Ltd and is intended solely for the addressee/s, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. Access to this e-mail and/or to the attachment by anyone else is unauthorized. If this is a forwarded message, the content and the views expressed in this E-MAIL may not reflect those of the Bank. If you are not the intended recipient, an agent of the intended recipient or a person responsible for delivering the information to the named recipient, you are notified that any use, distribution, transmission, printing, copying or dissemination of this information in any way or in any manner is strictly prohibited. If you are not the intended recipient of this mail kindly delete from your system and inform the sender. There is no

## CTC Annexure

Emoluments for the Deputy Manager for **MANASI PAWAR**

COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	2,52,087	21,007
Basket of Allowance	4,51,361	37,613
Bank's PF Contribution	30,250	2,521
Gratuity *	12,125	1,010
Location Pay	88,230	7,353
Statutory Bonus	16,800	1,400
<b>Total Fixed Pay</b>	<b>8,50,853</b>	<b>70,904</b>
Target Variable Pay	65,000	
<b>Total Pay</b>	<b>9,15,853</b>	
<b>Benefits:</b>		
Group Medclaim Policy and Term Life Insurance	11,494	-
Loan Benefits	78,444	-
<b>Total Pay + Value of Benefits</b>	<b>10,05,791</b>	

**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
<b>Housing Loan</b>	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.
<b>Vehicle Loan</b>	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
<b>Group Medclaim Insurance Policy</b>	4,00,000	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
<b>Group Term Life Insurance Policy</b>	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)**



**18/04/2023**  
**IL-Pun-Con-239**

**Manasi Pawar**  
**Pune**

**Email: manasi.pawar1902@gmail.com**

Dear **Manasi Pawar**

Congratulations!

With reference to the interview held on **14/04/2023**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited** for a period of 3 months.

Your work location will be based out of our office in Pune 5th Floor, Malpani Agile, Pancard Club Road, Baner, Pune – 411045. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 15000/- (Rupees Fifteen Thousand(s) Only)**.

Your joining date will be on or before **24/04/2023**.

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Multitech Solutions Pvt. Ltd  
[www.ilink-systems.com](http://www.ilink-systems.com)

ORIGIN TOWER, 11 – 13, Type 2,  
Dr. V.S.I Estate, Rajiv Gandhi Salai,  
Thiruvanimiyur, Chennai – 600041

Phone : +91 (0) 89396 10928  
89396 10938 / 89396 10948

Date: 15<sup>th</sup> June 2023

**Manasi Kasture**

**Sub.: Consultant Offer Letter**

**Dear Manasi,**

We are pleased to offer you the position of '**Consultant**' with our client **Wolters Kluwer (India) Private Limited.** at **Pune** on the mutually agreed terms and conditions. You are requested to join the services of **Wolters** on **3<sup>rd</sup> July 2023.** Your contract will be valid till **29<sup>th</sup> December 2023.**

The monthly fee shall be **Rs. 40,000/- (TDS Deduction as applicable)**

Please bring the following documents on the day of joining:

- Educational Certificates
- Signed copy of updated Resume
- Cancelled cheque of savings bank account (in case employee wants to retain the existing A/c)
- 4 Passport size photographs
- Copy of PAN Card
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card

This letter of offer is issued to you on the presumption that the particulars furnished by you in your application are correct.

**Please reply with your acceptance of the offer within 48 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 48 hours.**

In case of any queries, feel free to contact the undersigned. Best Wishes,

In case of any queries, feel free to contact the undersigned.

Best Wishes,

**For PersolKelly India Pvt. Ltd**



**Devika Yadav**

**Country Leader, Staffing Solutions (Non IT)**



## APPOINTMENT LETTER

**14 September, 2022**

Dear **Mayur Gangurde,**

It is our pleasure to appoint you as **Management Trainee** in Wipro Limited at **IN-HR-Gurugram** ("Company" or "Wipro"), in **Digital Operations & Platforms** or in any such capacity as the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to the Company policy.

### 1. APPOINTMENT

1. Your date of appointment is effective from the date of joining which is **30 September, 2022**, unless otherwise communicated in writing by the Company. It is understood that your date of joining Wipro Limited, will not be later than **30 September, 2022** failing which this offer will automatically stand revoked without any further notice.
2. You will join as a confirmed employee.
3. The retirement age is 58 years.
4. You are liable to be transferred in such capacity to any location, department, function, establishment, or branch of Wipro or its affiliate company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
5. We provide support to our global customers from various locations in India to suit customers' needs on a 24x7 basis. You may be required to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in view business needs and deliverables to customers.
6. This offer of appointment is subject to your successful completion of all educational curricular requirements as laid down by the university/ institution for award of the degree/ diploma and the requirements, including aggregate, specified by Wipro for your role and verification of the same by the Company.
7. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

### 2. COMPENSATION:



## ANNEXURE I

**Name** Mayur Gangurde  
**Designation** Management Trainee  
**Date Of Joining** 30 September, 2022  
**Level** B1  
**Annual CTC(Rs.)** 800000

<b>Components</b>	<b>Figures (in INR PER ANNUM)</b>
<b>BASIC</b>	<b>320000</b>
<b>HOUSE RENT ALLOWANCE</b>	<b>160000</b>
<b>BONUS</b>	<b>42000</b>
<b>WIPRO BENEFITS PLAN</b>	<b>184208</b>
<b>PROVIDENT FUND (EMPLOYER CONTRIBUTION)</b>	<b>38400</b>
<b>GRATUITY</b>	<b>15392</b>
<b>VARIABLE PAY</b>	<b>40000</b>
<b>TARGET COST TO COMPANY (PER ANNUM)</b>	<b>800000</b>



18-January-2023

**John Crane Sealing Systems India Pvt. Ltd.**  
No. 11, 1st Phase Peenya Industrial Area  
Bangalore - 560058 INDIA  
T : +91 (80) 22186220 F : +91 (80) 28398205/06  
[www.johncrane.com](http://www.johncrane.com)  
CIN: U28991KA1995PTC086282  
Email: Jcss.hq@johncrane.co.uk

**Mrunal Raghunath Zanzane**  
F8, Monita Garden, Laxminagar,  
Phaltan - 415523

Dear Mrunal,

**OFFER LETTER FOR THE POSITION OF "ENGINEER - FILTRATION SYSTEMS" FOR 6 MONTHS TERM.**

Further to the discussion regarding temporary employment contract in our organization we are pleased to offer you the position of "Engineer - Filtration Systems" under Global Engineering Team.

We hope that you will utilize this opportunity to gain the skill sets and demonstrate your capabilities.

The following terms and conditions will be the part of your Temporary Employment Contract letter:

1. Your contract starts on 23-January-2023 and ends on the closing business hours on 22-July-2023. The period of contract may extend or reduced at the sole discretion of the company.
2. During your contract period, you will receive the following remuneration.

Sl. No	Salary Components	INR per Month
1	Basic Salary	16,200
2	House Rent Allowance	6,856
3	<b>Gross Per month</b>	<b>23,056</b>
4	Employer Contribution towards Provident Fund	1,944
5	<b>Total Salary per month</b>	<b>25,000</b>

3. You will contribute to Provident Fund and other deductions will be done as applicable under the Law. You will not be eligible for any other compensations, benefits or facilities, which are applicable to the regular employees of the company.
4. The contract being imparted to you is absolutely without any obligation on the part of the company to consider you for employment on completion of contract. Your contract will automatically cease on the expiry of your contract period or the extended/reduced period whichever is earlier. Your contract may be discontinued by the Management without assigning any reason, at any time during the above said period. The Management is under no obligation to offer you employment after the completion of your contract period.

Dear **Nitin Shankar Tele**

With reference to the interviews conducted, we are pleased to share the salary proposal with TVS SCS based in Mahindra & Mahindra Limited AD SPARES, Pune, Maharashtra, India, (West1) for the position of SHIFT SUPERVISOR. Please find the salary fixation with TVS SCS below:

Post your acceptance for the below proposed salary details your offer letter will be released.

<b>Name of the candidate</b>	Nitin Shankar Tele	
<b>Proposed Designation</b>	SHIFT SUPERVISOR	
<b>Department</b>	AMWH	
<b>Grade</b>	E1	
<b>Compensation Details</b>		
<b>SALARY COMPUTATION</b>		
<b>Components</b>	<b>Per Annum</b>	<b>Per Month</b>
BASIC	1,63,000	13,583
HRA	81,500	6,792
CONVEYANCE ALLOWANCE	27,600	2,300
MEDICAL ALLOWANCE	6,000	500
SPECIAL ALLOWANCE	47,900	3,992
<b>GROSS SALARY</b>	<b>3,26,000</b>	<b>27,167</b>
PF (Company Contribution)	23,400	1,950
GRATUITY (As per Act)	7,840	653
BONUS (As per Act)	13,578	1,132
<b>FIXED CTC</b>	<b>3,70,818</b>	<b>30,902</b>
<b>TOTAL CTC</b>	<b>3,70,818</b>	

Look forward to hearing from you,

Regards,  
HR Team

**TVS Supply Chain Solutions Limited**

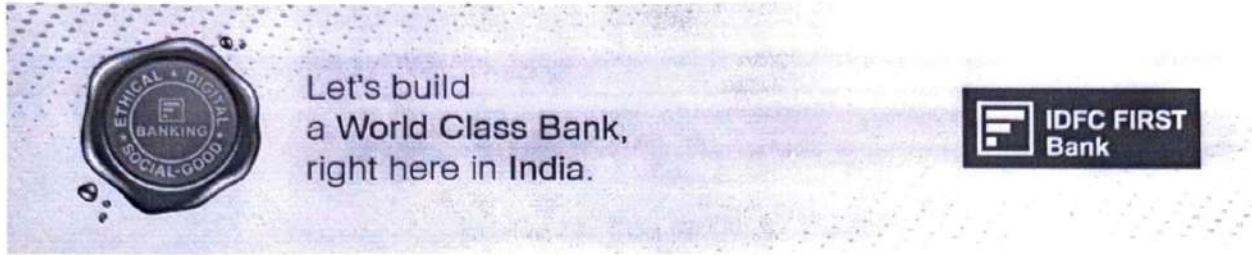
(Formerly known as TVS Logistics Services Limited)

**Corporate Office:** 226, Karunai Kudil, Cathedral Road, Chennai - 600086, India. **Phone:** +91 - 44 - 3088 2400 / 3098 0300

**Registered office:** No: 10, Jawahar Road, Chokkikulam, Madurai - 625002, India.

CIN no: U63011TN2004PLC054655

**Collaborate. Innovate. Accelerate.**



Date: July 15, 2023

**Job Offer Title: Customer Service Executive-Retail Liabilities Inbound**

**PRADHUMNA ANIL GAIKWAD**

Dear Pradhumna,

We are pleased to make an offer to you as "Customer Service Executive-Retail Liabilities Inbound" within **Service - Customer Experience** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **28/Aug/2023** ("Date of Joining"). Your Annual Total Remuneration ("ATR") will be **Rs. 4,50,000/- (Rs. Four Lakh Fifty Thousand only)** per annum. Details may be referred in Annexure A. The position is currently based at **Hyderabad-Technology Hub-Aurobindo Galaxy**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.

- A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.
- Certificates in support of your highest educational and/or professional qualifications,
  - Proof of date of birth,
  - Certificates in support of your previous employments,
  - Your recent passport size photograph,
  - Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,

**Human Resources**  
**IDFC FIRST Bank Limited**

IDFC FIRST Bank Limited  
IDFC FIRST Bank Tower, The Square, C-51, G Block, Bandra Kurla Complex, Bandra East, Mumbai - 400051.  
Registered Office: KRM Towers, 7th Floor, No. 1, Harrington Road, Chelapet, Chennai 600031 Tel: +91 44 4654 4000 Fax: +91 44 4584 4022  
CIN: L65110TN2014PLC097792 [bank.info@idfcfirstbank.com](mailto:bank.info@idfcfirstbank.com)

Page 1 of 14

**Annexure "A"**
**COMPENSATION DETAILS**

<b>Employee Name</b>	<b>PRADHUMNA ANIL GAIKWAD</b>
<b>Designation</b>	<b>Customer Service Executive-Retail Liabilities Inbound</b>
<b>Grade</b>	<b>Senior Officer</b>
<b>Business Unit</b>	<b>Service - Customer Experience</b>
<b>Location</b>	<b>Hyderabad-Technology Hub-Aurobindo Galaxy</b>

<b>Components</b>	<b>Per month (in Rs.)</b>	<b>Per Annum (in Rs.)</b>
Basic	7,500	90,000
Work Allowance	11,250	1,35,000
HRA	3,750	45,000
Conveyance Allowance-Fixed	1,000	12,000
Broadband Allowance - Fixed	1,000	12,000
Position Allowance	11,200	1,34,400
<b>Annual Guaranteed Remuneration</b>	<b>35,700</b>	<b>4,28,400</b>
Employer's PF	1,800	21,600
<b>Annual Total Remuneration (ATR) - A</b>	<b>37,500</b>	<b>4,50,000</b>

\* As per the EPFO notification dated February 28, 2019 and basis the new PF rules, your PF will be as mentioned herein

<b>Monthly Net take home (in Rs.)</b>	
Guaranteed Remuneration + Statutory Bonus	35,700
Employee's contribution to Provident Fund	1,800
Professional Tax	200
<b>Net take home before Tax (in Rs.)</b>	<b>33,700</b>

**Notes:**

- Flexible Benefit Plan (FBP) comprises of HRA, Meal Card, Professional Development Expenses, Communication Expenses, LTA, Bank's Owned Car /Reimbursement & National Pension Scheme. The employee gets to allocate the pool amount under various components as desired. Tax Benefits will be based on declaration & as per IT law.
- In addition to ATR, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Bank to the fund.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice pay reimbursed, joining bonus, guaranteed bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.



Neville Wadia Placement Cell <placements@nevillewadia.com>

## Appointment letter

Srinivasan <srinivasan@datalogicsindia.com>

Tue, Jul 18, 2023 at 1:03 PM

To: pradumb3499@gmail.com

Cc: Hamsa <hamsa@datalogicsindia.com>, Diwakar <diwakar@datalogicsindia.com>, Mumtaz <mumtaz@datalogicsindia.com>, Abhay Pahaladhan <abhay@datalogicsindia.com>, sakeena fathima <sakeena@datalogicsindia.com>, Neville Wadia Placement Cell <placements@nevillewadia.com>, "Director Neville Wadia Institute, Pune" <director@nevillewadia.com>

Congratulations **Mr. Pradum Sanjay Bhosale !!**

We are pleased to inform that you have been appointed as 'B2B Specialist- Apple' in Datalogics India Pvt. Ltd., effective from 01 September 2023.

1. **Intern Period:** Intern period is for 3 months

2. **Training Branch:** Mumbai branch, after the internship completion your place of work / branch may not or may change as per the business demand.

3. **Stipend:** The stipend offered is **Rs. 20,000 per month (Consolidated)**. During training period you will be assessed by seniors on your performance for confirmation, then will be absorbed by team for further training and improvement also the salary revision will happen which is **UPTO Rs.40,000/-** based on performance and successful completion of 3 months internship.

4. **Working Hours:** Monday to Friday- 9:30 am to 6:00 pm  
Saturday- 9:30 am to 4:00 pm  
Sunday: Holiday

5. **Job confirmation and Salary revision :** Job Confirmation will be given after 3 months where you will be eligible for all the company benefits like PF, ESI, Gratuity etc. subject to legal clearance from the date of joining and performance assessment as per advise and recommendation from your Managers.

6. **Trail Period :** You will be under the Trail period for first week from the date of Joining which means if you quit the job within this first week you will be not paid for that week.

6. **Notice Period Clause:** If the employee desire to leave the company during probation, he/she need to serve the notice period of 1 month. The company reserves the right to pay or recover salary in lieu of notice period. Company can terminate the employee if the performance is not upto the expectation during the intern.

### 7. DUTIES TO BE PERFORMED.

- You will be Responsible for generating Business (sales of Apple /Samsung /Microsoft products and other related IT products) in the Industry Vertical / Territory assigned to by your Team head
- Responsible for Enterprise Corporate vertical accounts consisting of SME, Creative, Govt., IT, ITES, Manufacturing, Pharma, Media ,Telecom, Insurance & Banking Customers .
- Field visits to Corporate offices/SEZ /IT Parks /Industrial Development Corporations to generate leads in your region
- Study, plan, strategies and pitch sales calls with the decision makers and influencers in the identified accounts to Promote Apple Product / Apple based solutions / other IT related Products.
- Build strong, influential, collaborative business relationship with corporate companies in the specified location of work.
- Analyse and report business results and trends on a weekly or daily basis.
- Report to the Business Manager of details relating to market feedback on a daily and weekly basis.
- Properly escalate unresolved issues to appropriate internal teams in your region
- Talk to Existing clients through a series of actions, either via phone, email or chat.
- Taking ownership of customer issues reported and seeing problems through to resolution
- Provide prompt and accurate feedback to customers on sales and billing related documents and get the confirmation by mail from the customer.
- Maintain professional relationships with Corporate clients and with internal Team members.
- Keeping Company information Confidence and securely and not sharing it outside.



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

## Shortlisted Candidates - Absolute reports

Ankita Jamsandekar | Absolute Reports &lt;ankita.j@absolutereports.com&gt;

Thu, Mar 2, 2023 at 12:04 PM

To: Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

Cc: "Dr. A. B. Dadas" &lt;drdadas.10@gmail.com&gt;, Pratikesh Pillay &lt;pratikesh.p@fortunebusinessinsights.com&gt;

Hello Team,

Thank you for taking the time to send your candidates for interview for the Business Development position. We have completed all of our rounds of interviews.

I am pleased to inform you that we would like to offer **Prafullkumar Devrao Dudhamal** for the **Business Development position**.

We believe his strong interpersonal skills will be an asset to our firm **Absolute Reports**.

We will take the next step in the process of the joining formalities and directly get in touch with Praful.

Best Regards,

**Ankita Jamsandekar**

Human Resource Executive

Phone - +91 74474 01244

ankita.j@absolutereports.com

www.fortunebusinessinsights.com

www.absolutereports.com



- Exceptional written and excellent communication skills.
- Familiarity with data analysis and reporting.
- Positive and enthusiastic.
- Skills for negotiating and closing business deals.
- Male candidates preferred for US shift.

**4. Benefits :**

- No Lead Generation
- Sat & Sun Fixed Off
- No Field Sales

**CTC offered :**

- **CTC – 5.35 LPA (3.55 Fixed, 1.8 Variable) - 25k in hand**

**Service Agreement – 1.6 years (Mandatory).**

**PS:** If you can send the students data by **21<sup>st</sup> February 2023** it will be highly appreciated. We are looking forward to conduct this drive on **Saturday 25<sup>th</sup> February 2023**

**Best Regards,**



cid:image002.png@01D8E2EF.CA1E15A0



cid:image004.png@01D8E2EF.CA1E15A0

**Ankita Jamsandekar**  
Human Resource Executive

Phone - +91 74474 01244

ankita.j@absolutereports.com

www.fortunebusinessinsights.com  
www.absolutereports.com

Certified-signature New-01

**From:** Neville Wadia Placement Cell [mailto:placements@nevillewadia.com]

**Sent:** 21 February 2023 13:46

**To:** ankita.j@absolutereports.com

**Cc:** Dr. A. B. Dadas <drdadas.10@gmail.com>

**Subject:** Invitation for Campus Placement 2023

**Dear Ankita,**



**Human Resources**

1st, 2nd and 3rd Floor, Wing 3, Cluster B  
EON Kharadi Infrastructure Pvt. Ltd.  
EZ, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



**Citicorp Services India Private Limited**

19/06/2023

**Prajakta Vivek Padalkar**

New Vasundhara CHS

Badlapur, Maharashtra 421503

Dear Prajakta Vivek,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 450,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Human Resources  
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Email:csil@citi.com



iticorp Services India Private Limited

**Annexure**

Compensation (INR)

Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0

Ref: BWC/2022/HR/034

14/12/2022

**Prajwal Ramdas Barbuddhe**

Sonala, Buldhana 444204

Maharashtra

Contact No. : 9960415472

Email: [prajwalbarbuddhe@gmail.com](mailto:prajwalbarbuddhe@gmail.com)

Dear Prajwal,

**Subject: Offer Letter Post Completion of Internship**

We, BWC (BrainWave) Labs Pvt Ltd, are pleased to offer you the position **Business Development Executive** subject to the following:

- (1) Your appointment will come into effect post completion of 6 months Internship with the company starting **1<sup>st</sup> April 2023**. This is based on your performance during your internship period with the company. The Company reserves right to revoke the offer in case of any performance issue during internship period.
- (2) This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
- (3) You will be working from our Pune HO. You may be required to work at any other location in India or abroad, for specific assignments, depending on exigencies of work.
- (4) Your annual gross emoluments would be **Rs. 6 Lacs (Rupees Six Lacs)** post your appointment as full time employment.
- (5) Appointment letter including compensation breakup, in line with what has been shared with you, will be issued on your joining our organization.
- (6) Your employment will be governed by the terms and conditions detailed in Annexure I hereto.
- (7) You shall keep the contents of this offer and any Annexure hereto confidential.
- (8) This offer shall automatically stand withdrawn if we do not receive your acceptance within 5 (five) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

We understand that you may have queries during your joining period. We would encourage you to contact Ms. Pradnya Pawar (on Email ID [pradnya.pawar@brainwaveconsulting.co.in](mailto:pradnya.pawar@brainwaveconsulting.co.in) / Tel:+919373806438 ).

**Human Resources**

. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
of EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com

**Citicorp Services India Private Limited**

19/06/2023

**Pranav Kiran Tarte**

3,Shriram Pushpa-B apartment, Savarkar Nagar, Nashik

Nashik, Maharashtra 422012

Dear Pranav Kiran,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 450,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.



Resources  
 2nd and 3rd Floor, Wing 3, Cluster B  
 Kharadi Infrastructure Pvt. Ltd.  
 Plot No. 1, S. No. 77,  
 Kharadi Knowledge Park,  
 Pune 411014

Registered Office:  
 B6, 7th Floor of Nirlon Knowledge Park,  
 Goregaon (East), Mumbai – 400 063  
 CIN No:U72900MH2009FTC192938  
 T +91 22 2653 2160  
 Email:csil@citi.com



Services India Private Limited

**Annexure**

Compensation (INR)	
Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0



# Neritic Industries Pvt. Ltd.

'C' block, Office no. 321, SOHO Panchshil, Kharadi, Pune - 411014.

E-mail: [neriticindustries@gmail.com](mailto:neriticindustries@gmail.com) / Mob no. 9919200050

[www.neritic.in](http://www.neritic.in)

## Letter of Offer

Ref no. NIP/HR/OL/008

Dated. 10<sup>th</sup> March 2023

Mr. **Prasad Y. Pujari**

Sr no. 71/2, Krushna Nagar, Galli no. 2,  
New Sangavi, Pune - 411061

**Sub: Probationary Offer letter for the Position of "Operations Executive" at Pune H.Q.(Maharashtra)**

Dear Mr. Prasad,

We are pleased to extend you a probationary offer letter to join **NERITIC INDUSTRIES PVT. LTD.** as "Operations Executive" at Pune. (Maharashtra)

H.Q. Please note that the probation period will be of two months from your date of joining (**03.04.2023**). You will not be entitled for any Medical/casual leave during your probation period. Any leave taken with or without grant from your Reporting manager during probation period will be counted as leave without pay. You will be reporting to your manager of all working day's activity on daily basis without fail. Your services will be confirmed on completion of your probation period, services can be terminated by giving one month notice, from either side. In case of any in-disciplinary act found from your end against organizational norms, your services will be terminated with immediate effect & if need be, the legal action will also be taken against you. **In case of, any dispute the matter will be processed through court of Law under Pune jurisdiction only.**

**Salary:** Your monthly Salary will be Rs 41,666/- & accordingly your annual gross starting salary will be **Rs. 5.00 Lac-per annum**. Your salary will be Rs 41,666 i.e Rs 5.00 Lac-per annum, after the completion of your probationary period. The ACR shall be reviewed by the Management for promotions, post joining the organization.

**Man Resources**

1st, 2nd and 3rd Floor, Wing 3, Cluster B  
EON Kharadi Infrastructure Pvt. Ltd.  
EZ, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**  
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Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



**Citicorp Services India Private Limited**

03/07/2023

**Pratik Bhutada**

Mandve building, House no. 20, Near Gagangiri temple, Lane no. 6, karvenagar, Pune

Pune, Maharashtra 411052

Dear Pratik,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 450,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.



**Resources**  
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**ticorp Services India Private Limited**

**Annexure**

Compensation (INR)	
Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20223666283/Pune**  
**Date: 08/02/2023**

**Mr. Prithviraj Jayavant Ghorpade /**  
Plot No. 24,25, Gokulnagar, Khed, Satara,  
Near Hotel Mahindra Executive,  
Satara-415002,  
Maharashtra.  
Tel# -

Dear Prithviraj Jayavant Ghorpade,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade **Y**.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20223666283**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.



GROSS SALARY SHEET

Annexure 1

Name	Prithviraj Jayavant Ghorpade
Designation	Management Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	25,206	3,02,472
<b>2) Performance Pay</b>		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
<b>TOTAL GROSS</b>	<b>47,628</b>	<b>5,79,430</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,456	2,09,472
<b>GROSS BOUQUET OF BENEFITS</b>	<b>25,206</b>	<b>3,02,472</b>



Page 3 of 5

Dear Rakesh,

We are pleased to offer you employment with DNV Shared Services India Private Limited!

Date of the offer : 11-July-2023

Acceptance to be confirmed by : 14-July-2023

Estimated Start Date : 3-October-2023

Position : **Project Administrator** in DNV Shared Services India Private Limited with place of assignment at **Pune GC**.

Salary : You will receive an annual remuneration (CTC) of **INR 582,308/-**

You will be placed in grade **5** in DNV's Career Model

From your salary the statutory deductions towards provident fund, profession tax, labour welfare fund and income tax, as applicable would apply.

We will appreciate if you go through the offer and revert, to enable us to guide you through the next steps in the process.

This document is an initial offer. The official employment contract will be signed after you agree to the conditions of our offer.

Please note that we will be conducting reference checks and background verification as part of our recruitment process. The employment contract therefore will be conditional and will be confirmed upon positive outcome of the reference and background verification checks.

DNV aims to offer a consistent, transparent and market relevant compensation and benefit framework.

If you have questions to the offer, please reach out to us in response to the email by the date mentioned above.

**Employment offer Details**

SALARY BREAK-UP		INR
<b>Allowances may vary depending on the location &amp; grade</b>		
A	Basic Salary	22,798
B	Consolidated Allowance (House Rent Allowance)	14,400
C	Commuting Allowance	1,800
D	Leave Travel Allowance	2,850
(A+B+C+D)	Total Monthly Salary	<b>41,848</b>
	Festival Bonus (paid annually before Diwali)	15,000
	Total Annual Salary	<b>517,174</b>
	Provident Fund Employer contribution	32,829
	Gratuity (Applicable on completion of 5 years of service only)	13,155
	Profit Share (Subject to DNV & Business Area / Group / GSS EBITA. Will be on pro-rated basis for the 1st year)	19,150
	Total Annual Remuneration	<b>582,308</b>

**Entitlements are aligned to labour law and are common for all employees on permanent contracts**

	ENTITLEMENTS	REMARKS
<b>Working Hours</b>		
1	5-day week	Monday to Friday
<b>Variable Pay</b>		
2	Communication Expenses	Up to a maximum of Rs. 3,000/-
<b>Leave: Public Holiday will be in addition to the following</b>		
4	Annual Leave – 18 days	
5	National/Local Holidays – 12 days	
6	Special Sick Leave – 90 days	
7	Marriage Leave – 2 days	
8	Maternity Leave – 180 days	
9	Paternity Leave - 5 days	
10	Compassionate Leave - 5 days	
11	Casual Leave – 8 days	
12	Sick Leave – NA	
13	Service Anniversaries and Long Service Awards	Starting with 5 years completion of service



Date: 07th October 2022

To,

Revati Kunjeer,

Job Offer Letter

Dear Revati,

Based on our discussion, we are pleased to offer you an internship with our organization. Your title will be that of **Intern**. Your work location will be the DDN Pune Office and you will report to **Sayali Shenwai**. You will receive a stipend of **Rs. 20,000 per month**.

Should you decide to accept DataDirect Networks offer of internship, please be advised that the DataDirect Networks Code of Business Conduct requires you to honor any agreements you have with your previous employers.

Furthermore, by signing this letter you confirm that you will not bring to your employment with DataDirect Networks any information considered confidential and/or trade secret information of another entity, including any prior employer, and that you will not use any such confidential and/or trade secret information of another entity for purposes of your employment with DataDirect Networks. During your employment, subject to applicable local laws, DataDirect Networks may take immediate disciplinary action (up to and including termination without notice or separation pay), if you are found to have violated the law or DataDirect Network's policies, including those related to the use of confidential information or trade secrets as noted herein.

In the event of any legal action taken or claim made by your previous employer(s) with respect to your employment with DataDirect Networks, you alone (and not the Company) shall be liable and responsible for any costs or damages resulting from or related to the legal action or claim.

You agree that **1<sup>st</sup> November 2022** will be your "Initial Date of Commencement" and the contract will conclude on the **31<sup>st</sup> October 2023**. However, DDN reserves the right to extend the contract based on business needs. Also, your Confirmation/enrolling as an 'employee' is subject to business opportunity and your performance.

A detailed appointment letter will be provided to you upon your joining.

We look forward to your favourable written response and ask you to sign and return to us one original letter indicating your acceptance of the above terms and conditions of the offer, within 7 Calendar days.

**NDIA HEADQUARTERS**

DataDirect Networks India Pvt. Ltd.  
Vyati Emporium, 8<sup>th</sup> Floor, Pashan Highway Side Road,  
Mahalunge, Pune 411045

ddn.com



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

**Fwd: Documents required for Verification - WIPRO Technology**

ROHAN MALUSARE <rohanmalusare2067@gmail.com>  
To: Neville Wadia Placement Cell <placements@nevillewadia.com>

Mon, Jun 26, 2023 at 6:22 PM

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

From: Ekta Tripathi <ekta.tripathi1@wipro.com>  
Date: Mon, 26 Jun, 2023, 6:05 pm  
Subject: Documents required for Verification - WIPRO Technology  
To: ROHAN MALUSARE <rohanmalusare2067@gmail.com>

Dear Rohan,

**Congratulations on your selection !!!**

Please share required documents at the earliest.

Greetings from Wipro Technology

It was a pleasure talking to you.

**Need the following documents immediately.**

1. Appointment letter of the current/ last company with latest CTC breakup.
2. Salary slips of last 3 months of the current/ last company
3. Relieving letter of the last companies and current company (if applicable)
4. Resume
5. All educational documents (SSC + HSC + Graduation + Post Graduation) all the year/sem Mark sheets and Degree Certificate
6. Government ID proof
7. Address Proof
8. Photographs :File size should not exceed 1.6MB and The photo should depict the entire face with white background,

**Note:** For filling reference check details, only **professional references** have to be mentioned, out of which one should be Immediate supervisor & the other can be a colleague or HR of the current/ last company.

**Kindly send the documents only in pdf format.**



## **MEDLINE INDUSTRIES INDIA PVT. LTD.**

The Platinum Towers, 7th Floor, Sr.No.94/16, CTS nos  
1678-83, Near Rahul Theatre, University Rd, Shivaji Nagar, Pune 411005  
Phone: +91 20 6709 6900.  
CIN. No.: U74999PN2010FTC135611

### CONDITIONAL LETTER OF OFFER

Date: September 22, 2023

**Mr. Sachin Chandel**  
House No 22,  
Old Bazar Khadki  
Khadki, Pune Pin Code: 411003

Dear Sachin,

This is with reference to your application for employment and discussions you had with us.

It is our pleasure to offer you employment with Medline Industries India Private Limited. ("Company") as Distributed Pricing Associate. This is a salaried position, reporting directly to Nilesh Sonawane, Manager, Distributed Pricing. This letter represents our sincere interest in you becoming a key contributor to our growth and leadership in the industry and includes all aspects of our employment offer to you on the terms and conditions mentioned below:

#### **1. Appointment:**

You are required to join no later than September 27, 2023 unless otherwise agreed ("Date of Joining"). On your first day of employment, please report to Medline India office at The Platinum Towers, 7th floor, Sr. No. 94/16, CTS 1678-1683, Near Rahul Theatre, University Road, Shivaji Nagar, Pune, Maharashtra, India - 411005. The terms and conditions shall be effective from your Date of Joining.

Your employment will be subject to a probation period of 90 days from Date of Joining. If your performance is satisfactory to the Company during this period, then the Company shall confirm the appointment in writing. Depending on your performance and/or other consideration, the probation period may be extended at the supervisor/manager's discretion.

#### **2. Remuneration:**

Your consolidated annual salary on a Cost to the Company ("CTC") basis will be Rs. 400,000 (Four Lakhs) as detailed in Annexure I. Your salary will be subject to deduction of applicable taxes at the prevailing rates and also subject to deductions towards contribution towards any statutory benefits such as PF, etc.

## Annexure I

### Part - A

Prepared for Sachin Chandel			
Salary Components	Annual	Monthly	Paid
I. Basic Salary			
Basic	122,896	10,241	Monthly
II. Allowances			
House Rent Allowance	49,158	4,097	Monthly
Special Allowance	185,872	15,489	Monthly
LTA	10,237	853	Monthly
Statutory Bonus	10,237	853	Monthly
<b>Gross Salary (I + II)</b>	<b>378,400</b>	<b>31,533</b>	
III. Statutory Payments			
Provident Fund (Company Contribution)	21,600	1,800	Monthly
ESI (Company Contribution)	-	-	Monthly
<b>Fixed Salary (I + II + III)</b>	<b>400,000</b>		
IV. Bonus			
Variable Compensation (Performance Bonus)	-	-	Quarterly
<b>Total Cost to Company (I + II + III + IV)</b>	<b>400,000</b>		

Benefits Excluding the CTC	Annual	Comments
Gratuity	5,911	Applicable as per The Payment of Gratuity Act.
Medicclaim*	10,000	
<b>Total</b>	<b>15,911</b>	

All amounts are displayed in INR.



**Human Resources**

1st, 2nd and 3rd Floor, Wing 3, Cluster B  
EON Kharadi Infrastructure Pvt. Ltd.  
EZ, Plot No. 1, S. No. 77,  
IDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com



**Citicorp Services India Private Limited**

19/06/2023

**Sahil Satish Mangwane**

Wadner Gate, Shivraj Nagar, Pathardi Road, Near Shivaji Statue, Nashik

Nashik, 422101

Dear Sahil Satish,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 450,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

Resources  
 2nd and 3rd Floor, Wing 3, Cluster B  
 EON Kharadi Infrastructure Pvt. Ltd.  
 Plot No. 1, S. No. 77,  
 Kharadi Knowledge Park,  
 411014  
 icorp Services India Private Limited

**Registered Office:**  
 B6, 7th Floor of Nirlon Knowledge Park,  
 Goregaon (East), Mumbai – 400 063  
 CIN No:U72900MH2009FTC192938  
 T +91 22 2653 2160  
 Email:csil@citi.com



**Annexure**

**Compensation (INR)**

Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	98,900
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,005
TC less LPA (a)	420,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	420,000
***Provident Fund – 12%	21,608
****Gratuity – 4.81%	8,662
*****Superannuation – 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	450,270
Sign-On Bonus	0
Notice Period Buy Out	0

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com

**Citicorp Services India Private Limited**

25/10/2023

Sameer Patole

Elina Living Anandvan Road Mohammed Wadi, C-304 Elina Living phase 2

Pune, Maharashtra 411060

Dear Sameer,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C05
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 587,810

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csil@citi.com

**Citicorp Services India Private Limited****Annexure**

## Compensation (INR)

Grade/ C Level	C05
Basic Salary	194,301
Special Allowance	211,503
Meal Allowance	36,000
**Car Allowance	0
HRA	97,151
LTA	16,192
TC less LPA (a)	555,147
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	555,147
***Provident Fund – 12%	23,317
****Gratuity – 4.81%	9,346
*****Superannuation – 13%	0
Retirals:Overall (d)	32,663
CTC (a+b+c+d)	587,810
Sign-On Bonus	0
Notice Period Buy Out	0



Neville Wadia Placement Cell <placements@nevillewadia.com>

---

## Congratulations! On being selected with Bada Finance

---

hr@badafinance.in <hr@badafinance.in>  
To: samarthskatageri@gmail.com  
Cc: placements@nevillewadia.com

Mon, Mar 13, 2023 at 6:26 PM

Hi **Samarth,**

I hope this mail finds you well. Congratulations on being selected with Bada Finance for the role of relationship manager.

CTC: **4.5LPA**

Joining date: 21st March 2023

Address: 301/302, Millennium star, Chatrapati Shahu Maharaj Road, bund garden Pune 411001

Kindly share soft copy of your documents so will proceed further with the joining formalities.

List of documents:

1. Pan Card
2. Adhar card
3. Light bill
4. Passport size photo

Thanks & Regards,  
Mahima Gaikwad- HR Head  
Bada Finance

11-04-2023

Dear **Sandesh Populwad,**

**SUB.:Offer Letter**

**Congratulations!** With reference to your interview, we are pleased to offer you the position as Assistant Manager, Customer Success at our Pune office.

Breakup of your compensation package is provided herewith. We would like you to join our company on 24-Apr-2023 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs. 450000 per annum (CTC). You will be issued a detailed appointment letter on your joining with us.

	Per Month	Per Annum
<b>General Components</b>		
Basic	18750.0	225000.0
House Rent Allowance	9375.0	112500.0
Special Allowance	3390.0	40677.0
Fixed Bonus	583.0	7000.0
Food Coupon	2200.0	26400.0
<b>Total Gross Salary</b>	<b>34298.0</b>	<b>411577.0</b>
<b>Employer Contribution</b>		
Provident Fund	1800.0	21600.0
Gratuity*	902.0	10823.0
<b>Total Employer Contributions</b>	<b>2702.0</b>	<b>32423.0</b>
<b>Annuals</b>		
Insurance Premium		6000.0
<b>Cost to Company (CTC)</b>	<b>37500.0</b>	<b>450000</b>
<b>Employee Deductions</b>		
Provident Fund	2250.0	27000.0
<b>Total Net Salary**</b>		<b>32048.0</b>
<b>GMC &amp; GPA Coverage</b>		
Health Insurance		200000.0
Accidental Insurance		250000.0



# Neritic Industries Pvt. Ltd.

'C' block, Office no. 321, SOHO Panchshil, Kharadi, Pune - 411014.  
E-mail: [neriticindustries@gmail.com](mailto:neriticindustries@gmail.com) / Mob no. 9919200050  
[www.neritic.in](http://www.neritic.in)

## Letter of Offer

Ref no. NIP/HR/OL/007

Dated. 09/03/2023

Mr. **Sanket Jain**

15A, Cycle Society, Dam Rd Rasta Peth,  
Pune - 411011

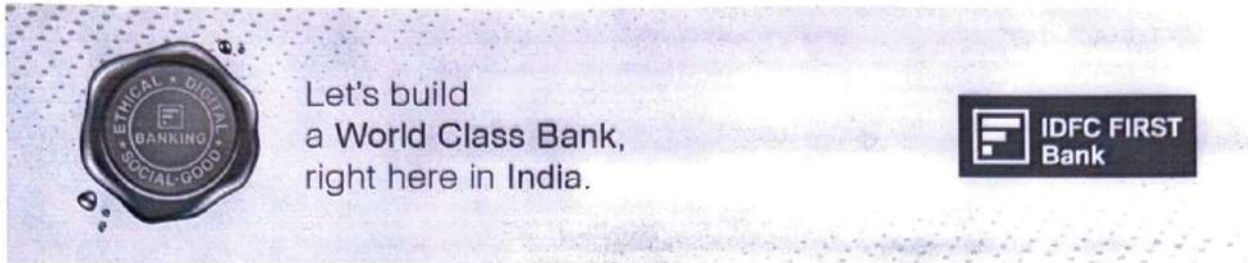
**Sub: Probationary Offer letter for the Position of "Operations Executive" at Pune H.Q.(Maharashtra)**

Dear Mr. Sanket,

We are pleased to extend you a probationary offer letter to join **NERITIC INDUSTRIES PVT. LTD.** as "Operations Executive" at Pune. (Maharashtra)

H.Q. Please note that the probation period will be of two months from your date of joining **(03.04.2023)**. You will not be entitled for any Medical/casual leave during your probation period. Any leave taken with or without grant from your Reporting manager during probation period will be counted as leave without pay. You will be reporting to your manager of all working day's activity on daily basis without fail. Your services will be confirmed on completion of your probation period, services can be terminated by giving one month notice, from either side. In case of any in-disciplinary act found from your end against organizational norms, your services will be terminated with immediate effect &, if need be, the legal action will also be taken against you. **In case of, any dispute the matter will be processed through court of Law under Pune jurisdiction only.**

**Salary:** Your monthly Salary will be Rs 41,666/- & accordingly your annual gross starting salary will be **Rs. 5.00 Lac-per annum**. **Your salary will be Rs 41,666 i.e Rs 5.00 Lac-per annum, after the completion of your probationary period.** The ACR shall be reviewed by the Management for promotions, post joining the organization.



Date: August 7, 2023

**Job Offer Title: Customer Service Executive-Retail Liabilities Inbound**

**SARVESH SANJAY HEKAD**

Dear Sarvesh,

We are pleased to make an offer to you as "**Customer Service Executive-Retail Liabilities Inbound**" within **Service - Customer Experience** function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **30/Aug/2023** ("Date of Joining"). Your Annual Total Remuneration ("ATR") will be **Rs. 4,50,000/- (Rs. Four Lakh Fifty Thousand only)** per annum. Details maybe referred in Annexure A. The position is currently based at **Hyderabad-Technology Hub-Aurobindo Galaxy**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.

- A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.
- i. Certificates in support of your highest educational and/or professional qualifications,
  - ii. Proof of date of birth,
  - iii. Certificates in support of your previous employments,
  - iv. Your recent passport size photograph,
  - v. Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,

**Human Resources**  
**IDFC FIRST Bank Limited**

IDFC FIRST Bank Limited

IDFC FIRST Bank Tower, The Square, C-61, G Block, Bandra Kurla Complex, Bandra East, Mumbai - 400051.

Registered Office: KRM Towers 7th Floor, No.1, Harrington Road, Chelpet, Chennai 600031 Tel: +91 44 4654 4000 Fax: +91 44 4564 4022

CIN: L65110TN2014PLC097792 [bank.info@idfcfirstbank.com](mailto:bank.info@idfcfirstbank.com)

Page 1 of 14



**Annexure "A"**

**COMPENSATION DETAILS**

<b>Employee Name</b>	<b>SARVESH SANJAY HEKAD</b>
<b>Designation</b>	<b>Customer Service Executive-Retail Liabilities Inbound</b>
<b>Grade</b>	<b>Senior Officer</b>
<b>Business Unit</b>	<b>Service - Customer Experience</b>
<b>Location</b>	<b>Hyderabad-Technology Hub-Aurobindo Galaxy</b>

<b>Components</b>	<b>Per month (in Rs.)</b>	<b>Per Annum (in Rs.)</b>
Basic	7,500	90,000
Work Allowance	11,250	1,35,000
HRA	3,750	45,000
Conveyance Allowance-Fixed	1,000	12,000
Broadband Allowance - Fixed	1,000	12,000
Position Allowance	11,200	1,34,400
<b>Annual Guaranteed Remuneration</b>	<b>35,700</b>	<b>4,28,400</b>
Employer's PF	1,800	21,600
<b>Annual Total Remuneration (ATR) - A</b>	<b>37,500</b>	<b>4,50,000</b>

\* As per the EPFO notification dated February 28, 2019 and basis the new PF rules, your PF will be as mentioned herein

<b>Monthly Net take home (in Rs.)</b>	
Guaranteed Remuneration + Statutory Bonus	35,700
Employee's contribution to Provident Fund	1,800
Professional Tax	200
<b>Net take home before Tax (in Rs.)</b>	<b>33,700</b>

**Notes:**

- Flexible Benefit Plan (FBP) comprises of HRA, Meal Card, Professional Development Expenses, Communication Expenses, LTA, Bank's Owned Car /Reimbursement & National Pension Scheme. The employee gets to allocate the pool amount under various components as desired. Tax Benefits will be based on declaration & as per IT law.
- In addition to ATR, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Bank to the fund.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice pay reimbursed, joining bonus, guaranteed bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.

HR/OFFER LETTER/AUG-2023

Date: 25.08.2023

**Mr. Saurabh Dolas**  
Flat no -29, shree audumber society,  
Navshya maruti Mandir lane,  
Sinhagad road pune-30  
Maharashtra - 411051

**Re: Selection Intimation-cum-Offer Letter**

**Dear Saurabh,**

We are pleased to inform you that you have been selected as a “**Management Trainee**” for a duration of **12 months**, with Brembo Brake India Pvt Limited on following terms and conditions:

- 1. Joining date** : Friday, September 1<sup>st</sup>, 2023.
- 2. Compensation** : INR 05.00 LPA
- 3. Place of work** : Chakan Plant - Village Nanekarwadi, Pune.

We shall hand you the detailed Appointment Order within one week from the date of your joining.

While joining duty, you are required to submit photocopies of your certificates in support of your qualification. You are also required to submit recent passport size photograph - 2 nos.

Your selection is subject to your being found medically fit, for which you should undergo a medical check-up at any Registered Medical Practitioner, preferably M.D. (Medicine) and submit the report in our prescribed format attached hereto.

Kindly sign this letter as a token of your acceptance. We look forward to a long and fruitful association between us.

With Best Wishes

**For Brembo Brake India Pvt. Ltd.**

  
**Kishor Kenche**  
Country HR Head

**BREMBO BRAKE INDIA PVT. LTD.**

**Registered office & factory :**  
Gate No 307 (7&8), Vill. Nanekarwadi,  
Chakan, Tal Khed, Dist. Pune- 410501  
T: +91 (0) 2135 669 600,  
Fax: +91(0)2135669 606/618  
Corporate Identity Number : U34300PN2005PTC021321

www.brembo.com



## APPOINTMENT LETTER

**30 September, 2022**

Dear **Shreyas Dhorje,**

It is our pleasure to appoint you as **Management Trainee** in Wipro Limited at **IN-HR-Gurugram** ("Company" or "Wipro"), in **Digital Operations & Platforms** or in any such capacity as the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to the Company policy.

### 1. APPOINTMENT

1. Your date of appointment is effective from the date of joining which is **26 October, 2022**, unless otherwise communicated in writing by the Company. It is understood that your date of joining Wipro Limited, will not be later than **26 October, 2022** failing which this offer will automatically stand revoked without any further notice.
2. You will join as a confirmed employee.
3. The retirement age is 58 years.
4. You are liable to be transferred in such capacity to any location, department, function, establishment, or branch of Wipro or its affiliate company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
5. We provide support to our global customers from various locations in India to suit customers' needs on a 24x7 basis. You may be required to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in view business needs and deliverables to customers.
6. This offer of appointment is subject to your successful completion of all educational curricular requirements as laid down by the university/ institution for award of the degree/ diploma and the requirements, including aggregate, specified by Wipro for your role and verification of the same by the Company.
7. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

### 2. COMPENSATION:

## ANNEXURE I

**Name** Shreyas Dhorje  
**Designation** Management Trainee  
**Date Of Joining** 26 October, 2022  
**Level** B1  
**Annual CTC(Rs.)** 800000

<b>Components</b>	<b>Figures (in INR PER ANNUM)</b>
<b>BASIC</b>	320000
<b>HOUSE RENT ALLOWANCE</b>	160000
<b>BONUS</b>	42000
<b>WIPRO BENEFITS PLAN</b>	184208
<b>PROVIDENT FUND (EMPLOYER CONTRIBUTION)</b>	38400
<b>GRATUITY</b>	15392
<b>VARIABLE PAY</b>	40000
<b>TARGET COST TO COMPANY (PER ANNUM)</b>	<b>800000</b>

## Offer & Joining Letter

Strictly Private and Confidential

Ms. Shriya Kulkarni

Pan no:- HLUPK5476E

Joining Date:- 1<sup>st</sup> April 2023

Dear Shriya Kulkarni,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is an offer & joining letter subject to clearing the background verification, reference checks and also on academic certification (if required)

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as Relationship Manager at Bund Garden location (Pune). Your per annum fixed Cost To Company (CTC) is mentioned below annexure 1. This CTC will be subject to review based on your performance and other criteria, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company. Incentive structure will be communicated with you every month.

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws and will be communicated accordingly.

You shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter. We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

# Salary Structure

Strictly Private and Confidential

Effective from 1<sup>st</sup> January 2023

To,

Shriya Kulkarni.

Annexure

Salary Head	Monthly	Yearly
Basic + Dearness allowance	17850	214200
House rent allowance	14280	171360
Bonus	3570	42840
Total Gross salary	35700	428400
Employer PF	1800	21600
Employer ESIC	NA	NA
Total CTC	37500	450000
Employer PF	1800	21600
Employer ESIC	NA	NA
Employee PF	1800	21600
Employee ESIC	NA	NA
Employee PT	200	2400
Total NET Salary	33700	404400

Note : Any taxes if applicable will be deducted.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Signature

BadaFinance S&P Services LLP

Pawan pal/ Saurabh Singh

Signature

Shriya Kulkarni



HR/ APRIL/ 2023 /MT/ 10  
17<sup>th</sup> April 2023

Ms. Shruti Patil  
Plot No 1, Deepkamal Layout,  
Manewada, Besa Road, Nagpur-440034.

**Subject: Offer of Employment**

Dear Shruti,  
Congratulations on your selection as a **Management Trainee (MT)** in Level **M7B** with Tata Blue Scope Steel Pvt Ltd.

Your initial place of posting will be in Pune. Your services are transferable to any of our locations, works, offices and subsidies as per business needs & requirements.

The general terms and conditions would be as follows: -


- This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog, and being found medically fit at the time of joining.
- There will be a one-year probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee. Unsatisfactory performance at any time during the probation period could lead to the further extension of the Probation period or termination of your employment upon 1 month of notice period.
- The detailed breakup of the CTC is given as per Annexure -A.

A formal appointment letter will be issued to you upon your joining the services of the company subject to the above conditions.

As a token of your acceptance, please sign and return the duplicate copy of this letter. You are requested to join the Company latest by **May 02, 2023**.

We wish you all the best and welcome you be a part of Tata Blue Scope Family.

Thanking You,  
Yours Faithfully,  
For Tata BlueScope Steel Pvt Ltd.

  
Neena Bahadur  
CHRO

I accept and shall join by \_\_\_\_\_

Signature and date: \_\_\_\_\_

**Tata BlueScope Steel Private Limited**

CIN: U45209PN2005PTC020270

Regd. Office: Floor No. 9 & 10, "Kalpataru infinia", Wakdewadi, Final Plot no. 21, Sub plot no.3 at CTS no 15/1  
Shivajinagar, Pune - 411003, Maharashtra

Tel.: +91 20 6621 8000 Website: www.tatabluescopesteel.com



**TATA BLUESCOPE  
STEEL**

**Annexure-A**

Candidate Name	Shruti Patil	
Designation	Management Trainee	
Level	M7B	
Components	Monthly (Rs.)	Annum (Rs.)
<b>Fixed</b>		
Basic (30% of Fixed CTC)	17,000	204,000
House Rent Allowance (30% of Basic)	5,100	61,200
Personal Allowance	22,759	273,108
Investment Allowance (@15% of basic)	2,550	30,600
Transport Allowance	1,000	12,000
Fuel Allowance	1,950	23,400
Child Education Allowance	200	2,400
Child Hostel Allowance	600	7,200
Medical Reimbursement	1,250	15,000
Leave Travel Allowance #	1,400	16,800
<b>Total (A)</b>	<b>53809</b>	<b>645708</b>
<b>Retrials</b>		
Co.'s Contribution to PF @12% of Basic	2040	24480
Gratuity @ 4.81% of Basic	818	9812
<b>Total (B)</b>	<b>2858</b>	<b>34292</b>
<b>Fixed CTC (A+B)</b>	<b>56667</b>	<b>680000</b>
<b>Total CTC (A+B+C)</b>		<b>680000</b>
<b>Other Benefits</b>		
Communication Allowance (SIM Card)	1000	12000
Group Personal Accident Premium (GPA as per HR policy)		841
Group Term Life Premium (GTL as per HR policy)		1546
Mediclaime Insurance Premium		22126
<b>Total (D)</b>		<b>36513</b>
<b>Total CTC (Including Benefits) (A+B+C+D)</b>		<b>716513</b>

- All payments are subjected to appropriate taxation.
- LTA will be payable after completion of one year of service.
- Mediclaim facility is on floater basis for employee and immediate family.
- If there is any change in the company's policy related to Mediclaim in future the same will be binding on you.
- Gratuity will be payable as per clause in salary annexure of your appointment letter.
- Amount mentioned under "Other Benefits" is subject to change based on management discretion.
- The purpose of Fuel Allowance is for usage of local transport (Official) and employees shall not get any reimbursement for local travel.
- Employee shall be eligible for salary increments as per the policy of the company.
- No increment shall be given in between.

**Tata BlueScope Steel Private Limited**

CIN: U45209PN2005PTC020270

Regd. Office: Floor No. 9 & 10, "Kalpataru Infinia", Wakdewadi, Final Plot no. 21, Sub plot no.3 at CTS no. 15/1 Shivajinagar, Pune - 411003, Maharashtra

Tel.: +91 20 6621 8000 Website: www.tatabluescopesteel.com



# POLYCAB INDIA LIMITED

CIN: L31300GJ1996PLC114183

#29, The Ruby, 21<sup>st</sup> Floor, Senapati Bapat Marg, Tulsi Pipe Road,

Dadar (West), Mumbai -400028

Tel: +91 22 2432 7070-74

Email: [info@polycab.com](mailto:info@polycab.com) Website: [www.polycab.com](http://www.polycab.com)



PIL/HR/OL/POS005039/2023

15-06-2023

**SUDARSHAN ZADE**

**B-503, Vedant, Hari Sanskruti, Kharjul Mala, Sinnar Phata, Nasik Road, Nasik,  
, Nasik - 422101**

## Offer Letter

Dear Mr. SUDARSHAN,

Please refer to the personal discussion we had in connection with your employment in our organization.

We are pleased to issue the offer letter with our organization.

Designation : Post Graduate Trainee  
Business Unit : Common  
Department : Sales  
Total CTC : Rs 6,50,000 per annum  
Date of Joining : On or before 03-07-2023

Your initial posting will be at Mumbai/Halol.

The details of salary & perquisites will be incorporated in your appointment letter along with the clauses relating to secrecy & work ethics. The appointment letter will be issued to you on the day you join your duties with us.



**POLYCAB INDIA LIMITED**

CIN: L31300GJ1996PLC114183

#29, The Ruby, 21<sup>st</sup> Floor, Senapati Bapat Marg, Tulsi Pipe Road,

Dadar (West), Mumbai -400028

Tel: +91 22 2432 7070-74

Email: [info@polycab.com](mailto:info@polycab.com) Website: [www.polycab.com](http://www.polycab.com)

<b>SALARY COMPUTATION</b>		
<b>Components</b>	<b>Per Annum</b>	<b>Per Month</b>
Basic Salary	3,25,000	27,083
House Rent Allowance	1,62,500	13,542
Grade Allowance	18,000	1,500
Education Allowance	2,400	200
Supplementary Allowance	79,067	6,589
<b>Retirals</b>		
Employer PF	39,000	3,250
Gratuity	15,633	1,303
<b>Annual Component</b>		
Ex-gratia	8,400	700
<b>Fixed CTC</b>	<b>6,50,000</b>	
<b>Total CTC</b>	<b>6,50,000</b>	
Polycab Suraksha Amount	4,620	



**OFFER LETTER**

Date: 27-Dec-2022

**From:**

Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

**HR Ref. :**

**To:**

Mr. Sunny Rajkumar Thadani

Dear **Mr. Sunny Rajkumar Thadani,**

Congratulations!! Subsequent to the selection process, we are delighted to offer you a position in Trinamix Systems Private Limited (Referred further as "Trinamix" or "the company" in this letter) as per the details mentioned below:

1. Designation: Associate Business Analyst
2. Grade: A0
3. Gross Salary per annum: **Rs. 8.0 Lakhs**
4. Date of Joining: May/June 2023
5. Reporting Location:  
Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA
6. Base Work Location:  
Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

The Terms and Conditions of our Offer are mentioned further.

### Annexure-1: Salary Details

Name of Employee	Sunny Rajkumar Thadani	
Grade	A0	
Designation	Associate Business Analyst	
Location	Pune	
Effective Date	May/June 2023	
<b>PARTICULARS</b>	<b>MONTHLY BREAKUP (Rs)</b>	<b>YEARLY BREAKUP (Rs)</b>
<b>TOTAL CTC</b>	66,667	<b>800,000</b>
Basic Salary	26,667	320,000
House Rent Allowance	10,667	128,000
LTA	2,222	26,667
Meal Card	-	-
Special Allowances	23,129	277,548
<b>Gross Salary</b>	<b>62,685</b>	<b>752,215</b>
PF EMPLOYEE	1,800	21,600
Professional Tax	200	2,500
Income Tax	As per Rate	As per Rate
<b>TOTAL DEDUCTIONS</b>	<b>2,000</b>	<b>24,100</b>
<b>Net Income</b>	<b>60,685</b>	<b>728,215</b>
ADD EPF EMPLOYER	1,800	21,600
<b>Gross Income</b>	<b>64,485</b>	<b>773,815</b>
Gross Income	64,485	773,815
GRATUITY	1,282	15,385
Wifi/Broadband Reimbursement	900	10,800
<b>Cost to Company</b>	<b>66,667</b>	<b>800,000</b>

\* Please note that wifi/broadband would be reimbursed for Rs.900/month on actual bill submission.

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 08/02/2023

Sushant Arun Phapale

S/O: Arun Phapale,,

Nashik, 422306

Subject: Offer Letter

Dear Sushant Arun ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Executive Sales Manager - Agency Sales, Agency in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

1. You shall be based at Baner .
2. You will report to Adil Rahman.
3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining

We would expect you to join latest by 08/02/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

Bajaj Allianz Life Insurance Company Limited  
Regd. Office Address: Bajaj Allianz House, Airport Road, Yerwada, Pune - 411006 | Tel: +91 20-66026777 | Fax: +91-20-66026789  
Toll Free no.: 1800 200 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com  
CIN: U68010PN2001PLC015959

Sushant Phapale

Page 1 of 12

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

**ANNEXURE A: CTC Break Up**  
**COMPENSATION BREAK UP SHEET**

Date: 08/02/2023

Name:	Sushant Arun Phapale		
Department:	Agency Sales		
Designation:	STM		
Band:	GB2 A		
Location Code:	Baner	Location: Baner	

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	6,500.00	78,000.00
2	Minimum HRA	1,200.00	14,400.00
3	Conveyance Allowance	2,000.00	24,000.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,300.00	15,600.00
6	Flexible Benefits	13,907.00	166,884.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	313.00	3,756.00
9	Total Fixed	29,020.00	348,240.00
	Total Fixed CTC in Words	348,240.00(Three lakh forty eight thousand two hundred & forty only )	

Bajaj Allianz Life Insurance Company Limited  
Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789  
Toll Free no: 1800 209 7777 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com  
CIN: U66010PN2001PLC015059

*Sushant Phapale*

Smith & Nephew Healthcare Pvt Ltd  
B-501, Dynasty Business Park,  
J.B. Nagar, Andheri Kurla Road,  
Mumbai 400 059, India  
T 91 22 4005 5090  
F 91 22 4005 5089  
[www.smith-nephew.com](http://www.smith-nephew.com)  
CIN - U24239MH1994PTC080271

**Smith-Nephew**

PRIVATE & CONFIDENTIAL

26 July 2023

**Sushrut Mohan Shinde**

**Cycle Society, Rasta Peth,  
Pune- 411011  
India**

**Subject: Internship Letter**

Dear Candidate,

This is in reference to your application for internship at Smith & Nephew. We are pleased to confirm your selection for a period of 1 (one) year from **21 August 2023 to 20 August 2024**. You will be based in **Mumbai (base location is subject to change as per business requirement)**.

You will be paid a consolidated stipend of **INR 420,000/for a year**. Any business related expenses incurred by you will be reimbursed as per company policy.

You have to report to our office address given below at 9:30am on 21 August 2023.

**Smith & Nephew  
B-501, Dynasty Business Park,  
Andheri Kurla Road, Andheri – East,  
Mumbai – 400059**

Yours sincerely



Dr Harshad Jadhav  
Strategic HR Business Partner



Sushrut Shinde



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

## Placement opportunity for 2023 students for Sales Role from TECHOWIZ / Chaperone Solutions LLP

Anjali Adhikari <Anjali.adhikari@techowiz.in>  
To: Neville Wadia Placement Cell <placements@nevillewadia.com>

Fri, Jun 30, 2023 at 3:32 PM

Respected Mam/sir,

Greetings of the day!

We are delighted to tell you that we have selected 2 students from your given list.

Here is the selected profiles:

Name	Role	Probation period	Package	On boarding date
Himanshu Baviskar	Sales Associate	3 months	6- 7 LPA fixed+ 3% Variables	1 <sup>st</sup> Sep 2023
Kanishksingh Pawar	Sales Associate	3months	6- 7 LPA fixed+ 3% Variables	1 <sup>st</sup> Sep 2023

We have sent them the Background Verification Form, after they complete that process they will receive the offer letter.

As of now these candidates are selected , we will update you with the selected candidates once interview are been done.

Thanks and Regards,

Anjali Adhikari

Chief People Officer

Contact no- +91 93340 79250

Chaperone Solutions LLP

### Home - Chaperone Solutions



Welcome to Chaperone Solutions Chaperone Solutions, where excellence meets convenience. We are dedicated to delivering top-notch services that cater to your specific needs. With a team of skilled professionals, we strive to exceed expectations and provide exceptional results. Whether you require maintenance, repairs, or specialized solutions, our company is here to serve

chaperonesolutions.in

### Team TechoWiz

From: Neville Wadia Placement Cell <placements@nevillewadia.com>

Sent: Monday, June 26, 2023 12:33 PM

To: Anjali Adhikari <Anjali.adhikari@techowiz.in>

Subject: Re: Placement opportunity for 2023 students for Sales Role from TECHOWIZ / Chaperone Solutions LLP



Date: 21 November 2022

Vaishnavi Sidaji Mahokar

Address: 01, 01 Naya Andura Taluka – Balapur Dist- Akola : 444311

Dear **Vaishnavi,**

Welcome to Bentley!

We are pleased to extend you this offer of Graduate Trainee at Bentley Systems India Private Limited. This offer of internship is contingent upon the following conditions:

**Position:** Graduate Trainee

**Department:** HR Shared Services (80000602)

**Manager:** Mrunal Thakar

**Work location:** Pune

**Duration of Graduate Trainee:** 12 Months

**Start Date:** 01 December 2022

**End Date:** 30 November 2023

**Compensation as below:**

Salary Components	INR per annum
Basic Salary (A)	252,000.00
HRA (5% of Basic) (B)	126,000.00
Special Allowance (C)	15,760.00
Gross salary (total of A + B + C)	393,760.00
Provident Fund 12% on Basic (D)	30,240.00
Cost to Company (Total of A+B+C+D)	424,000.00
Deductions	PF GT share and TDS as applicable

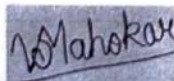
You are required to treat this offer of Graduate Trainee and its contents as strictly confidential and should not disclose the same to any person or entity without our prior consent. If you have any questions or need any help from us, please contact the undersigned at your convenience.

Sincerely Yours,



**Abhishek Bhirwandekar**  
Manager, HR Shared Services

I hereby accept the terms and conditions of this offer for employment with Bentley Systems (India) Private Limited I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.



Vaishnavi Sidaji Mahokar

21/11/2022

Date

September 22<sup>nd</sup>, 2023

Vismit Vivek Bhalekar  
A-19, Vatsalya Nagari, nr Guru Ganesh nagar,  
Kothrud, Pune-411038

Registration No: AMHPU4567639

**Sub: Letter of Intent for "Apprentice" – National Apprentice Training Scheme under  
Apprentices Act, 1961.**

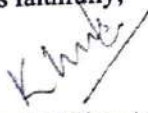
Dear Vismit,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as Trainee – Sales - NATS scheme under the provisions of the Apprentices Act, 1961.

1. You have joined our services on 22<sup>nd</sup> -Sep-2023 and we have recorded the said date as your Date of Joining in our Company which will be considered for all future purposes.
2. You would be paid a stipend amount of 5,00,000/- (Five Lakhs Only) annually.
3. You will observe six days working week and will have to work in a shift timing as assigned from time to time.
4. You will be eligible for Leave, Paid Holidays and Group Accidental Insurance as per the Company Policy.
5. You will be treated as "Apprentice" throughout your training period of 1 (one) year with us and governed by terms and conditions as per the provisions of Apprentices Act, 1961.
6. In addition to the terms and conditions of your apprenticeship contract, you will be governed by general terms and conditions as mentioned in the attached agreement.

If you are agreeable to the above terms and conditions, please return the duplicate copy of this letter and that of the Service Agreement duly signed by you in token of your acceptance thereof.

Yours faithfully,

  
Authorized Signatory

I have read the above terms and Conditions and I accept the same.

Apprentice Name: Vismit Vivek Bhalekar

Apprentice Sign:

September 22<sup>nd</sup>, 2023

Vivek Ram Gurav  
Awasari BK, Gavthan,  
Pune- 412406

Registration No: AMHPU4567646

Sub: Letter of Intent for "Apprentice" – National Apprentice Training Scheme under  
Apprentices Act, 1961.

Dear Vivek,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as Trainee – Sales - NATS scheme under the provisions of the Apprentices Act, 1961.

1. You have joined our services on 22<sup>nd</sup> -Sep-2023 and we have recorded the said date as your Date of Joining in our Company which will be considered for all future purposes.
2. You would be paid a stipend amount of 5,00,000/- (Five Lakhs Only) annually.
3. You will observe six days working week and will have to work in a shift timing as assigned from time to time.
4. You will be eligible for Leave, Paid Holidays and Group Accidental Insurance as per the Company Policy.
5. You will be treated as "Apprentice" throughout your training period of 1 (one) year with us and governed by terms and conditions as per the provisions of Apprentices Act, 1961.
6. In addition to the terms and conditions of your apprenticeship contract, you will be governed by general terms and conditions as mentioned in the attached agreement.

If you are agreeable to the above terms and conditions, please return the duplicate copy of this letter and that of the Service Agreement duly signed by you in token of your acceptance thereof.

Yours faithfully,

  
Authorized Signatory

I have read the above terms and Conditions and I accept the same.

Apprentice Name: Vivek Ram Gurav

Apprentice Sign: 



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

**URGENT Requirement of Product Management Executive**

Careers2 &lt;Careers2@europalocks.com&gt;

Sat, Dec 10, 2022 at 11:48 AM

To: Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

Cc: Smiti Das &lt;smiti.das@europalocks.com&gt;, Varsha.Mahangade@europalocks.com, "Dr. A. B. Dadas" &lt;drdadas.10@gmail.com&gt;

Dear Sir,

As discussed, we have shortlisted below candidates :

1. Londhe Hrishikesh
2. Akshay Hendre

CTC : 4.81 LPA

Location : Chakan

Kindly confirm, so we can proceed.

Thanks &amp; Regards,

Shubham Tambe

HR

**Welmade Locking Systems Pvt. Ltd.**

J61, MIDC Bhosari,

Pune 411026

Tel: +91 20 27125012/2546/2468

Fax: +91 20 27126204

Cell: +91 8263917584 Email- careers2@europalocks.com

URL:<http://www.europalocks.com>

From: Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

Sent: 10 December 2022 11:36

To: Careers2 &lt;Careers2@europalocks.com&gt;

Cc: Smiti Das &lt;smiti.das@europalocks.com&gt;; Varsha.Mahangade@europalocks.com; Dr. A. B. Dadas

**Indovance Private Limited  
Salary Structure  
FY 2023-24**

Annexure - I	
<b>Name of Employee</b>	<b>Yash Dhende</b>
<b>Designation</b>	<b>Sales Associate</b>
<b>Annual Fixed CTC</b>	<b>3,50,000</b>

Particulars	Monthly	Annual
Basic Salary	14,583	175,000
House Rent Allowance	5,833	70,000
Meal Voucher @	0	0
Telephone Allowance	0	0
CAR Perquisite	0	0
Leave Travel Allowance	0	0
Books, Journals And Periodicals	0	0
City Compensatory Allowances	5,800	69,601
<b>Gross Salary</b>	<b>26,217</b>	<b>314,601</b>
Co's Contribution to PF	1,800	21,600
Co's Contribution to ESI	0	0
Bonus/Ex-gratia	1,000	12,000
Admin charges on PF	150	1,799
<b>Total Fixed CTC</b>	<b>29,167</b>	<b>350,000</b>
Professional Tax	200	2,500
Employee PF Contribution	1,800	21,600
Sodexo Meal Voucher	0	0
<b>Net Take Home</b>	<b>24,217</b>	<b>290,501</b>

<b>You are entitled to following benefits:</b>	
Subsidized Group Medidclaim Policy covering self, spouse, children, And Parents. (depending upon profile candidate is hired for)	Rs. 1,00,000
Monthly Internet Allowance While Working From Home	Rs. NA
Monthly Telephone Allowance	Rs. NA

# sakon

31<sup>st</sup> July 2023

Yogita Sonvane  
Pune,  
Maharashtra

**Subject: Offer**

Dear Yogita,

Congratulations upon your selection and choosing Sakon!

We welcome you to the Sakon family.

We are pleased to extend an offer to you with our organisation, details for which are listed below:

**Date of joining:** 1<sup>st</sup> August 2023

**Designation:** Executive-Human Resource

**Band:** A-2

**Location:** Pune

A new assignment, office, culture, and colleagues await you so that we can have you join our journey in achieving our vision!

Please consider this as your offer letter. The following pages provide details regarding salary and additional information to factor into your consideration with our offer. Should you have any questions or need more information, please contact Ruchira Sinha – [ruchira.sinha@sakon.com](mailto:ruchira.sinha@sakon.com).

Please confirm your acceptance of this offer by responding to this email or by signing below, within 7 working days, failing which this offer stands withdrawn.

We look forward to your response and welcoming you to the Sakon team!

Regards,  
Mohan Sathe  
EVP-Operations

---

## Gateway Internet Protocol Management Pvt. Ltd.

AG Trade Center, Survey No. 07 & 08, Plot No 18, 06th Floor & Mezzanine,  
NDA Road, Ram Nagar, Bavdhan, Pune 411021. Maharashtra  
CIN: U72200PN2003PTC018183  
[www.sakon.com](http://www.sakon.com)

### Annexure A: SALARY BREAK UP

Salary Break-up for: Yogita Sonvane

Components	Per Month (INR)	Per Annum (INR)
Basic	15000	180000
House Rent Allowance	6000	72000
Statutory Bonus	1250	15000
Special Allowance	13450	161400
<b>Total Fixed Salary (A)</b>	<b>35700</b>	<b>428400</b>
Variable Payment (Paid quarterly in equal distribution)	4167	50000
<b>Total Variable Salary (B)</b>	<b>4167</b>	<b>50000</b>
PF (Employer Contribution)	1800	21600
<b>Total PF (Employer Contribution) (C)</b>	<b>1800</b>	<b>21600</b>
<b>Total Annual Compensation (D)</b>	<b>41667</b>	<b>500000</b>

Please Note: -

"Variable Payment is based on your performance and the percentage payout will depend on your contribution for the period for which the variable pay is applicable."

Medical insurance for employee, spouse and 2 dependent children up to 400,000 INR for employees up to Band C1 and 1,000,000 INR for Band C2 and above.

Personal Accident Insurance Cover – 1000000 INR

Term Life Cover – 3 times the CTC or 15000000 INR which is lower

### Gateway Internet Protocol Management Pvt. Ltd.

AG Trade Center, Survey No. 07 & 08, Plot No 18, 06th Floor & Mezzanine,  
NDA Road, Ram Nagar, Bavdhan, Pune 411021. Maharashtra

CIN: U72200PN2003PTC018183

www.sakon.com

Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada,  
Pune - 411 006. Maharashtra  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



03/05/2023

**Tumbade Pranit Jaiprakash**  
**Pune**

**Dear Pranit,**

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

#### **Salary**

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

#### **Probation**

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

#### **Benefits**

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

#### **Retirals**

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

#### **Working Hours & Leave**

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

#### **Conditional Offer**

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential



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CIN - U72300KA2005PTC048089



03/05/2023

**Patil Prathmesh Laxmikant**  
**Pune**

**Dear Prathmesh,**

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

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CIN - U72300KA2005PTC048089



03/05/2023

**Kamble Rajbhushan Rajendra**  
**Pune**

**Dear Rajbhushan,**

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

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+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



03/05/2023

**Kubde Amar Rameshwar**  
**Pune**

Dear Amar,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

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Confidential



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

**Date: 18th Apr, 2023**

To,  
**Shaikh Adnan Javed,**  
**Pune.**

**Dear Adnan,**

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **20th April, 2023.**

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

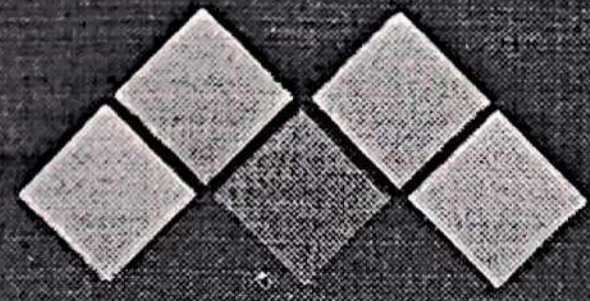
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2.**

**Insurance**

**The company offers, Insurance** covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

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SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Shaikh Adnan Javed	
Designation	Content Writer	
Date of Joining	20-Apr-23	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>

30-Mar-2023

To,  
**Puranik Vipraj Sachin**

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Vipraj,

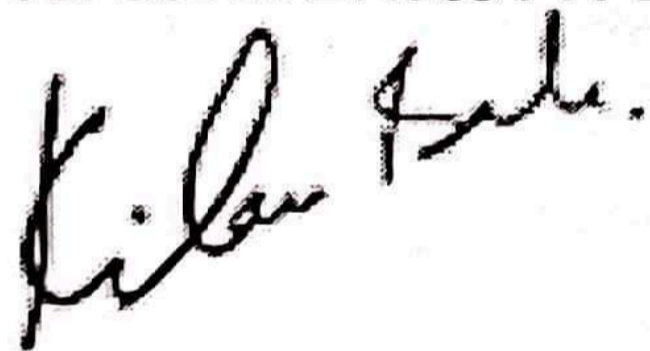
Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Vipraj, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

30-Mar-2023

To,  
Pathak Nimish

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Nimish,

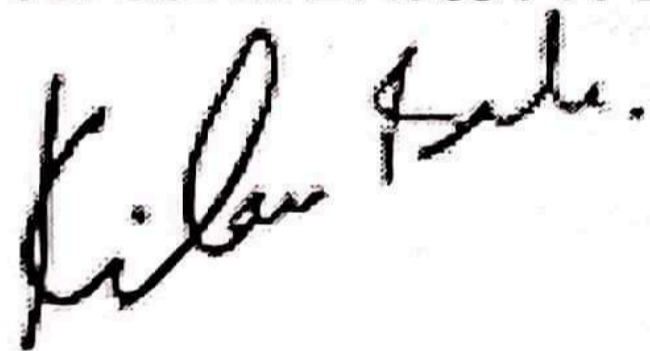
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Nimish, we sincerely welcome you and look forward to working with you.

Best Regards,  
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Chief People Officer

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Annexure

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

30-Mar-2023

To,  
Mahadik Vinayak Jayram

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Vinayak,

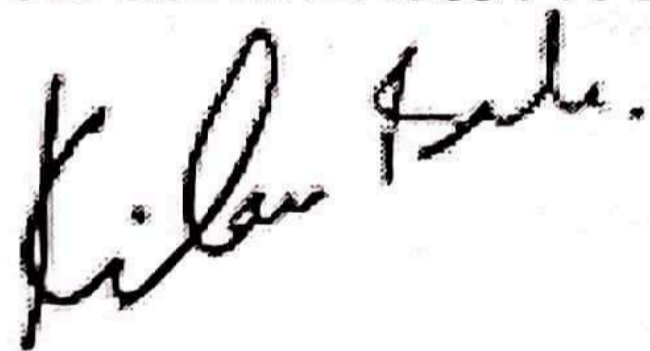
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Vinayak, we sincerely welcome you and look forward to working with you.

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

30-Mar-2023

To,  
**Kumbhar Akanksha Mahesh**

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Akanksha,

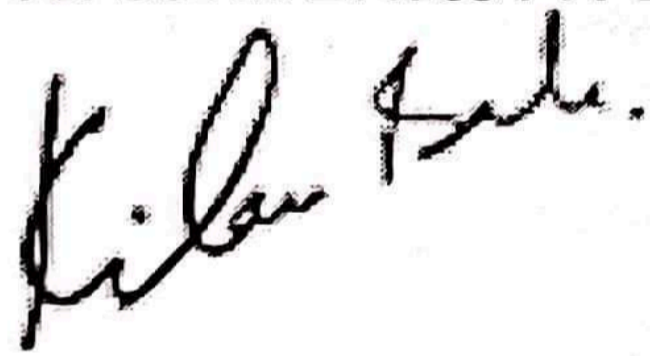
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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

30-Mar-2023

To,  
**Kunchanwar Suhas Vijaykumar**

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Suhas,

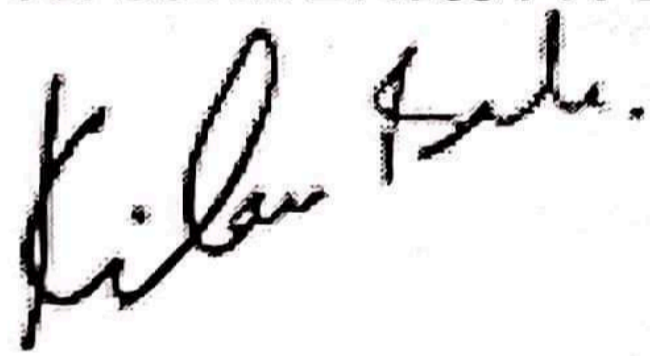
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Annexure

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Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India

Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

30-Mar-2023

To,  
**Lengare Rahul Chandrakant**

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Rahul,

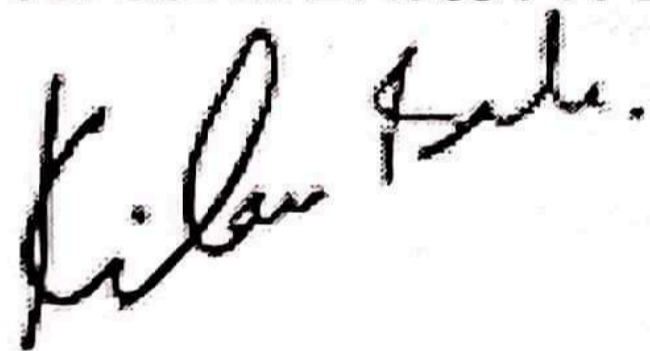
Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Rahul, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594



Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India

Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Dear Abhishek Adole,

We are pleased to offer you a position of **Relationship Manager**, at **L1 Level** as per the following terms and conditions.

**1. Place of Posting: Pune.** Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Sales, Business Development, Credit and Collections** for the company.

**2. Working hours:** Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

**3. Probation:** You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

#### 4. Compensation Package:

**4.1. Salary:** As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
House Rent Allowance	Rs. 90,000
Leave & Travel Allowance	Rs. 20,000
Flexible Allowance	Rs. 67,200
Other Allowances	Rs. 71,200
Provident Fund	Rs. 21,600
<b>Gross Salary</b>	<b>Rs. 450,000</b>
Incentives	Rs. 100,000
<b>CTC *</b>	<b>Rs. 550,000</b>

\*Insurance is a company paid benefit which is over and above your CTC

#### 4.2. Allowances:

**4.2.1.** The Flexible Allowance can be availed either through salary or in the form of reimbursement of food , fuel , communication through Sodexo multi benefit card (At present this is **Rs. 67,200 p.a.**)

**4.2.2.** Official travel will be reimbursed subject to the policies of the company governing the same.

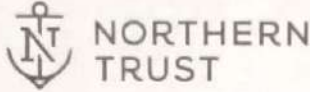
#### 4.3. Other Benefits:

**4.3.1.** You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

**4.3.2.** You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Relationship Manager are pegged at **Rs. 100,000 /- p.a.**)

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

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



02-March-2022  
Abhishek Sunil Arora  
abhishekarora.corp@gmail.com  
202, Mohit Highland  
Next to Kotak Mahindra Bank  
Salunke Vihar Rd, Pune - 411048

Dear Abhishek,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst II** in our **Hedge Fund Services** Department within the **Corporate & Institutional Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, 1st Floor, RMZ Ecospace Campus 1C, Bellandur Village, Varthur Hobli, Bangalore - 560103 ("Northern") and Abhishek Sunil Arora of 202, Mohit Highland, Next to Kotak Mahindra Bank, Salunke Vihar Rd, Pune - 411048.

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

### **1. Conditions**

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;

Page # 1  
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NTAC:3NS-20



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

SEZ Unit  
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EON Free Zone- II,  
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,  
Survey No.72 2/1, Kharadi, Pune - 411 014,  
Maharashtra, India.  
Main - +91(20) 48538200



## Annexure I

### Salary Annexure

Salary Component	Amount
Basic	₹ 136,000
House Rent Allowance	₹ 54,400
Flexible Cash Component	₹ 149,600
Total Fixed Pay (TFP)	₹ 340,000
Short Term Incentive* (subject to the terms of Northern' s Partners Incentive Plan )	0 - 10 %
<b>Retirals</b>	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 6,542
<b>Sub Total</b>	₹ 28,142
<b>Annual Fixed Pay (TFP + Retirals)</b>	₹ 368,142
<b>Monthly Gross</b>	₹ 28,333

#### Additional Benefits:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance is provided to the employee and his/her dependants (as defined by the insurers);
- Life and Accident cover is provided for the employee only.

#### Note:

- Flexible cash component can be further used for claiming tax exemptions on LTA subject to limits.
- Shift allowance where applicable is paid as per prevalent policy.
- In the event of your joining Northern on or before 30<sup>th</sup> September, your Total Fixed Pay will be reviewed in the Annual Review Cycle in the first quarter of the following year. The revision, if any will be pro-rated depending on your date of joining. The annual performance appraisal cycle is from January to December.
- Employee State Insurance (ESI) is a statutory contribution towards government health insurance in addition to Northern provided Insurance (for eligible employees only).
- You will be eligible to participate in the Northern Partners Incentive Plan, in accordance with the terms and conditions governing the plan. Incentive payments under this plan are fully discretionary and subject to Corporate, Business Unit and individual performance, or any other factors that Northern Trust determines





Date: 22<sup>nd</sup> September 2021

Name of Candidate: **Mr. Abhishek Jain**

Subject: Offer Letter

Dear **Mr. Abhishek Jain**,

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

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

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

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

Your proposed date of Joining is **25<sup>th</sup> October 2021**.

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

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

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

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

**Authorized Signatory**

I **accept** the above offer of employment  
Signature:

Name of candidate: **Mr. Abhishek Jain**

# upGrad

12/16/2021

Dear Aditi Wadettiwar,

Congratulations! It is our pleasure to offer you the position of "Admissions Counselor – Inside Sales (Inside Sales)" at Grade "G1" with upGrad Education Private Limited.

upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets, and we expect every upGrad team member to adhere to our core values of Accountability, Speed, Passion, Integrity, Respect, and Excellence (ASPIRE).

**Please find the specifics of your offer below:**

1. Your employment will be governed by upGrad Education Employment Agreement ('upGrad')
2. You will be based at **Pune** office. upGrad reserves the right to change the location based on the business requirement. You will be a given prior notice period of one (1) week before such a change.
3. The standard workdays would be for 5 days in a week on a rotational basis (This is subject to change, depending upon the vertical or the business you are a part of). 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:**
  1. **Fixed Component** of CTC will be **INR 400000 (Four Lakhs Rupees Only)**. This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).
  2. Over and above the fixed Compensation, you shall be eligible for performance-based incentive up to **INR 4,00,000 (Four Lakhs Rupees Only)** per annum on achieving specific targets, which will be paid as per the "Sales Incentive Plan". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The details of the Sales Incentive plan will be made available to you once you join. 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 Incentive plan.
5. You are expected to join us in the **APRIL** month of the year 2022. With the aim of providing a smooth onboarding process, the date of joining will be accommodated only after your final examination. On the basis of the information provided by you or Training & Placement Officer regarding your examination dates, the exact date of joining will be communicated to you and/or your Training & Placement Officer two (2) weeks prior to the date of joining. At the time of joining, you shall confirm that you have attended all your examination and there are

upgrad.com

upGrad Education Private Limited

Nishuvi, Ground floor - 75, Dr. Annie Besant Road, Worli, Mumbai - 400018  
L: +91 22 6156 2100 | E: info@upgrad.com | CIN: U80902MH2012PTC258559



Date: February 8, 2022

Ms. Aishwarya Nambiar

House No.1175, Shri Vihar, Mamta Nagar,  
Old Sangvi, Pune- 27, Pune- 411027 India.

Dear Aishwarya,

## OFFER OF EMPLOYMENT

With your expressed interest to join Mastercard Technology Pvt. Ltd ("The Company"), whose ultimate indirect parent company is MasterCard International Incorporated, it is my pleasure to extend our offer of employment (the "Employment Letter") to you as **Associate Analyst, Compliance Services**.

In the course of employment with The Company you will have access to Proprietary or Confidential Information (as such term is defined in Paragraph 12) that relates to or will relate to the business of The Company and/or its parent and/or step up parent and/or subsidiary and/or step down subsidiary and/or group and/or affiliate companies, as applicable (hereinafter collectively known as "MasterCard"), and you will be introduced to important business contracts and therefore, you agree to be bound by certain restrictive covenants.

The appointment will be subject to the following terms and conditions of employment.

### 1. Date of Appointment

Your joining date is to be agreed, but will be on or not later than **February 21, 2022**. Upon your acceptance of this offer and joining the Company, this Employment Letter shall serve as the principal contract governing your employment terms, during currency of your employment with the Company and MasterCard.

### 2. Duties and Responsibilities

You will perform the duties and discharge responsibilities of **Associate Analyst, Compliance Services (Career Level 9)** based in **Pune, India**. You will report to **Carla Cox** or such other supervisory person as MasterCard may from time to time appoint.

During the period of your employment you will be required to devote full time, attention, skill and effort to the affairs of The Company and MasterCard in this position. You will be expected to serve The Company and MasterCard faithfully in a conscientious and professional manner and to use your best endeavors to promote MasterCard's interests and welfare and implement MasterCard's values. In addition, due to the nature of the environment and consequent business needs, the Company or MasterCard may require you to perform duties or services not only for The Company but also for any company within MasterCard. Furthermore, the duties and responsibilities discharged by you may be limited, supplemented or otherwise assigned or changed from time to time at MasterCard's discretion.

AISHWARYA RATNAKARAN NAMBIAR

Mastercard Technology Private Limited Business Bay, 10th Floor, Wing 1, Tower A, Survey No. 103, Opp Poona Club Golf Course, Airport Road, Yerwada, Pune 411006

t +91 20 67074001 f +91 20 67074617  
mastercard.com  
CIN - U72200PN2000PTC014585

Ms.Akanksha Jadhav

Mahagaon post-divshi tq-Bhokar Dist- Nanded, Bhokar  
Maharashtra, 431801

## Offer Letter

Dear Akanksha,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Senior Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week. Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **January 06, 2022**.
5. Your Cost to the Company will be **INR 382,320** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **60 Days'** notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void:  
You will be required to submit, the following set of documents within five working days from the date of this letter being issued to you.



Date: January 05, 2022

Mr. AKSHAY MADHAVRAO BHAGAT

WN 1, Swastik Colony, At Post Hiwarkhed, Tq- Telhara, Dist.- Akola, 444103.  
Lankmark- Near Gajanan Maharaj Mandir., Hiwarkhed  
Maharashtra, 444103

## Offer Letter

Dear Akshay,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Senior Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week. Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **January 06, 2022**.
5. Your Cost to the Company will be **INR 382,320** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **60 Days'** notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void:  
You will be required to submit, the following set of documents within five working days from the date of

## Annexure I

**Name:** AKSHAY MADHAVRAO BHAGAT  
**Designation:** Senior Analyst  
**Date of Joining:** January 06, 2022

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount(INR)
Basic Pay	14,750	177,000
House Rent Allowance	7,375	88,500
Leave Travel Allowance	0	0
Other Allowance	2,775	33,300
Bonus	2,800	33,600
<b>Monthly Fixed Compensation</b>	<b>27,700</b>	<b>332,400</b>
Retiral Fund	1,800	21,600
<b>Monthly Total Compensation</b>	<b>29,500</b>	<b>354,000</b>
<b>Annual Total Compensation</b>		<b>354,000</b>
Performance Bonus	2,360	28,320
<b>Cost To Company</b>	-	<b>382,320</b>
Gratuity	-	8,514
<b>Total Cost To Company</b>	-	<b>390,834</b>

- Since you have opted not to participate in the Employee's Provident Fund Scheme, the Retiral Fund amount mentioned in your salary will be paid as part of Monthly Fixed Compensation.

### Other Benefits:

1. You will be entitled to earned leaves equivalent to 24 working days per year. From the total leave balance, a maximum of 12 leaves will be carry forward to next financial year and any further leave balance, after the carry forward, will lapse. The leave policy shall be guided leave policy of the company.
2. All increments and bonus payouts will be prorated basis the date of joining or standard salary changes as per company policy which are contingent on your performance and subject to you being on active payroll of the company, on the date of actual payout. Any Employee serving notice period will not be eligible to receive the increments & bonus pay-outs.
3. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter.
4. A comprehensive Hospitalization Benefit will be available for you, including pre-existing disease cover. The limit of coverage is Rs.100,000.
5. If you are required to work in the night shift, you will also be entitled to receive a night shift allowance calculated basis the number of nights worked during the month, subject to the terms and conditions laid out in the Company's policy.
6. Language Allowance, if any, will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency.
7. In the event of your voluntary separation from the company within a period of 12 months from your date of relocation / transfer to any of the Company's offices in India (if any), you shall be liable to pay to the Company, all the expense incurred towards movement of household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer.

**For any further queries, request you to get in touch with your recruiter or drop an email to below mentioned POC's:**

**Mumbai and Pune Location - [candidateexperience\\_eclerx@eclerx.com](mailto:candidateexperience_eclerx@eclerx.com) or contact, Hema Nair (7709052664).**

**Chandigarh Location - [Recruitment\\_Managers@eclerx.com](mailto:Recruitment_Managers@eclerx.com) or contact, Tara Sharma (9780009693)**

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IMPORT

**Market Intelligence**  
& Consulting Pvt. Ltd.07<sup>th</sup> December 2022

Aniket Patare

Resident of at/p- Bhokar Tal – Srirampur  
District – Ahmednagar Pin- 413739

Dear Aniket Patare,

We are delighted to offer you employment with Market Intelligence & Consulting Private Limited ("MKT") as **Business Development Executive** in our **Sales & Marketing Department**. Your official title at MKT will be **non-Officer**. Duties and responsibilities of the position are as outlined in your Interview meeting with the recruitment panel. Brief details of your employment terms are outlined below.

Salary

Your Annual Pay will be 4,00,000 payables monthly in arrears 25500Fixed + Travelling Allowance up and above salary + Incentives which will be given in 4 quarters according to your performance. This will be credited to your bank account on the 10<sup>th</sup> day of each month. The salary break – up is detailed in Annexure 1

Probation

The first six month of your employment will be probationary, and you should refer to the attached statement of Terms of employment for details.

Working Hours & Leaves

Your working hours and annual Leave shall be as perMKT policy and is detailed in the "Statement of Terms of Employment".

Conditional Offer

Your Appointment as **Business Development Executive** with MKT is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, Experience (if any), and any criminal records.

**Market Intelligence**  
& Consulting Pvt. Ltd.

- You're not being subject to any obligations, whether under a contract of employment or otherwise, which would any way restrict your ability to undertake or perform your duties with respect to HR Services, such as with MKT.



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178 of 13.

### Selection of student from your College

External

Inbox x

Wed, Apr 27, 9:49 AM (1 day ago)

**Pratibha Mane** <Pratibha.Mane@kalyanitechnoforge.com>  
to me, Rashmi

Dear Mr. Ravi,

This has reference Interview of your students Mr.Shubham and Mr.Akshay for the post of Management Trainee – Sales and Marketing dept.

We have selected Mr.Akshay Vasagadekar for same post , As per policy his offered CTC is Rs. 3.64l pa, with surely bond for 2 yrs as discussed

You are requested to talk to him and then we can decide when he can come for joining formalities physically

Pl. give us confirmation on this so that we can communicate further details to you

Thanks

Pratibha

Corporate HR

Kalyani Technoforge Ltd. Pune

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To,  
Aniket Namdev Bambale,  
Gunore,Parner,  
Ahmednagar -414306.

ISTHARA

### Subject: Offer Letter

Congratulations and welcome to Isthara Parks Pvt. Ltd!!!

It gives us great pleasure to offer you the role of "Sales Executive" for Bangalore Location, which you interviewed with us. Your date of joining will be "March 14<sup>th</sup>, 2022" (As discussed). Your employment will be confirmed based on the performance and assessment.

The salary (CTC) details are enclosed for your reference. (as per policies and discussions).

SALARY DETAILS	PER MONTH	PER ANNUM	COMMENTS
<b>A.MONTHLY SALARY</b>			
BASIC	12500	150000	
HOUSE RENT ALLOWANCE	5000	60000	
CONVEYANCE ALLOWANCE	5000	60000	
SPECIAL ALLOWANCE	2500	30000	
<b>FIXED GROSS SALARY</b>	<b>25000</b>	<b>300000</b>	
VARIABLE PAY	5000	60000	As per target achieved
Local travel Allowance	0	0	
<b>TOTAL GROSS SALARY</b>	<b>30000</b>	<b>360000</b>	
<b>B.EMPLOYER BENEFITS</b>			
PROVIDENT FUND	1800	21600	As per the policy
GROUP MEDICAL INSURANCE/ESIC	1100	13200	As per the policy
TOTAL	2900	34800	
<b>TOTAL COST TO COMPANY (A+B)</b>	<b>32900</b>	<b>394800</b>	
<b>C. DEDUCTIONS</b>		<b>AMOUNT IN RS</b>	
EMPLOYEE'S PF CONTRIBUTION		1800	As per the policy
EMPLOYEE'S ESIC CONTRIBUTION		0	As per the policy
TDS		0	As applicable
PROFESSIONAL TAX		200	As applicable
TOTAL DEDUCTIONS		2000	As per the policy
<b>D.TAKE HOME(NET) SALARY (A-C)</b>		<b>23000</b>	Per month

Variable pay will be paid as per the targets achieved

Please send the resignation acceptance letter from your current employer on or before **date of joining** in case if you fail to submit the acceptance letter, the offer will be null and void. We request you to send an acknowledgement of this letter in acceptance of it.


Paul Victor

GM-Human Resources

Isthara Parks Private Limited

Reg. Office : 9, Vivekananda Nagar, Singanallur, Coimbatore - 641 005.  
Hyderabad Office : 3rd Floor, Ayyappa Arcade, Plot No.22, Janardhana Hills, Lumbini Avenue, Gachibowli, Hyderabad - 500 032

CIN Number : U55204TZ2017PTC028877

GSTIN : 36AAECI4840D1ZT

Contact : 0422 4952121 | Mail : hello@isthara.com | Web : www.isthara.com

Date: 28-Dec-2022

Ms/Mr. Aniket Deodhar

Dear Aniket,

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

**1. Date of joining**

Your appointment is effective from the date of joining which shall be as early as but not later than **03-Jan-2023**.

**2. Salary**

Your compensation will be **Rs. 2,60,368/- (Rupees Two Lakhs Sixty Thousand Three Hundred and Sixty Eight Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

**3. Salary review**

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

**4. Performance Based Incentive**

Your incentive is calculated at **4%** of your fixed emoluments, i.e. Rs. 9423, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

**5. Joining Bonus**

Apart from this you will be eligible for a one time Joining Bonus of **INR 7,000/-** which will be paid in the first month salary.

**6. Leave**

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

**7. Retirement**

The retirement age is 58 years.

**8. Probation & Confirmation:**

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

**Gallagher Service Center LLP**

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700  
Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No. +91 80 4034 3434 / 6191 6000

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

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

01<sup>st</sup> March 2022

**OFFER LETTER**

Mr. Aniket Sherkar,

We're delighted to extend this offer of employment for the position of "Management Trainee" with SRV Media Pvt. Ltd. If you accept this offer letter, your joining date will be 01<sup>st</sup> March 2022.

You will be received a Salary of Rs. 6,50,000 after the completion of Management Traineeship. Attached is a copy giving details of your salary (Refer Annexure A)

You have to join the service of the company on or before be 01<sup>st</sup> March 2022 and your Reporting time will be 10am.

Your Appointment is Subject to:

1. Your written acceptance of the offer letter.
2. The Verification of your documents
3. You are being found medically fit for the job

You will be on Training for a period of 3 Months from the date of joining and will be receiving the Stipend of Rs. 20,000, this can be extended for a further period at a company's discretion and performance evaluation. During the training period, your services can be terminated with one week's notice on either side.

If you leave the organization within 4 months from the date of joining the training cost i.e. 10,000 Rs. + 30% amount of your monthly CTC will be deducted.

**Please carry following documents for on-boarding process:**

1. Experience and Reliving letters from the Immediate & past employer
2. All Education Certificate
3. Pan Card, Aadhaar Card
4. Address proof (Current & Permanent)
5. Salary Slips (Past 3 Months)
6. 1 Passport Size Photo

Please sign and Return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For SRV Media Pvt Ltd,

*Sagar Mahijani*

Assistant Manager – HR

Ref: HR/DEC/21/A3/59605857/60282883/1001079905

Date: 03 December, 2021

Mr. Arshad imam Khan  
GAT NO 24/A PLOT NO 1 PAKIZA APPT  
KEVAL PARK CHUNCHALE  
Ambad A S 422010  
Maharashtra, India

Dear **Mr. Arshad imam**

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

We are pleased to offer you employment as **HoReCa Development Executive** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

**1. PLACE OF POSTING:**

Your initial posting will be at **Pune, Maharashtra**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 December, 2021.

**2. COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

**i. Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

**ii. Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.**

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

**3. GENERAL:**

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

**Reliance Retail Limited**

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talaa, Mumbai-400 002, India.  
[www.relianceretail.com](http://www.relianceretail.com)



Registered Office:  
D - 71, Amar Colony,  
Lajpat Nagar - IV  
New Delhi 110 024 (India)  
CIN : U72300DL2003PTC118299



## Offer of Employment

Ref. No. AS/HR-Rec./Appt. Offer/2924  
Date: March 23, 2022

**Ms. Diksha Prakash Ujagare**  
Flat -2, Renuka Vihar,  
Banat Chawl, Deolali Camp,  
Nashik-422401.

Dear Diksha,

We are pleased to offer you the position of "HR Executive", in our organization. You will be deployed at our client side in, **Pune**.

You are expected to join us on or before **March 28, 2022**, as agreed between us. As a token of your acceptance of this offer, please sign and return the acceptance copy of this letter, confirming your date of joining.

On the date of joining you are requested to contact the undersigned at our NOIDA office at B 38 C/2, Sector – 57, NOIDA.

You must bring the following for joining:

- Original & copies of all relieving and experience certificates
- Original & copies of all educational certificates
- Original & copies of birth certificate
- Copies of two last drawn pay slip or certificate of last drawn salary
- Original & copy of your last appointment letter
- 4 recent passport sized photographs
- One copy of any photo ID document
- Address proof

A detailed appointment letter will be issued to you upon your joining and fulfilling all formalities.





We are offering you (**Diksha Prakash Ujagare**) CTC of **Rs.4,44,000** /- (Rupees Four Lacs Forty-Four Thousand only) per annum. The components and details of annual CTC have been discussed with you as per the annexure.


**Compensation is a confidential matter and therefore you are requested not to discuss this with anyone, anyone in this company or outside.**

This offer letter is provisional and your appointment is subject to you completing all joining formalities.

We look forward to having you as a proud member of our global AgreeYa family.

With best wishes,

For AgreeYa Solutions India Pvt. Ltd.

  
**Sanjeev Pal Mandal**  
(Director)

**EMPLOYEE:**

I hereby accept the offer of employment and agree to abide by the condition governing such acceptance.

\_\_\_\_\_  
**Diksha Prakash Ujagare**

\_\_\_\_\_  
**Date**



Divya Sable  
, MH

Date: 1/6/2022

**Subject: Letter of Offer**

Dear Divya,

Based on our recent discussions with you, we are pleased to extend you an offer to join GEP (dba GEP Solutions Private Limited, hereinafter referred to as 'the Company'), as Management Trainee - TSO. This letter will officially confirm your annual total earning potential and terms of your employment.

Your total compensation as Cost to Company would be **INR 600,000.00** /- per annum, of which -

**Fixed Component: INR 550,000.00/-** per annum payable monthly

**Performance Linked Pay: INR 50,000.00/-** per annum payable bi-annually

All perquisites and benefits in your compensation shall be governed as per policy applicable to employees in your grade/level in the Company and shall be governed by statutory guidelines and taxes as applicable. However, the structure of your compensation plan may be altered/ modified at the discretion of the Company from time to time in line with its compensation policy.

Your designation, start date, compensation & benefits package will be as indicated on compensation & benefits stack up page.

Apart from your total compensation you are entitled for a onetime 'Relocation Allowance' of **INR 50,000/-** [Including Movers & Packers, Travel Conveyance and one-month brokerage amount - (if any)] On Actuals. In case of Voluntary or Involuntary separation for any reason at any time before completion of one year from your start date, full amount of Relocation Allowance will be recovered as a part of your Full & Final Settlement.

You are entitled for a onetime 'Joining Bonus' of **INR 50,000.00** /- In case of Voluntary or Involuntary separation for any reason at any time before completion of one year from your start date, full amount of Joining Bonus will be recovered as a part of your Full & Final Settlement.

The terms of your employment are subject to the following pre-conditions (If applicable) -

- The office will be open to business on all days, other than declared holidays, from Monday to Friday. Your total working hours (including break(s)) is 45 hours per week. Your specific work timings will be determined by your role / functional needs.
- Your date of commencement of employment will be no later than 2/2/2022.
- GEP offers subsidized transport facility to all the employees. Should you wish to avail the same, an amount as per transport guidelines will be deducted from your net monthly salary every month.
- You will be entitled to 21 working days leave per annum. Detailed Leave Policy will be shared with you post your joining.
- You will be on probation for six (6) months from the date of joining GEP. During probation, the notice period will be 30 days and on confirmation, it will be 60 days.
- Post successful completion of your probation period, you will be redesignated to **Business Analyst - TSO**.
- Please note that in case of Voluntary or Involuntary separation for any reason at any time before completion of one year from your start date, full amount of any relocation assistance, notice buyout or joining bonus (if any), will be recovered as a part of your Full & Final Settlement

19th July 2022

Sub: Offer of employment by Pin Click

Dear **Patil Gaurav Ashokrao**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **25th July 2022**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.

**Pin Click Property Management Pvt Ltd**

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :  
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

1

The details of your annual earnings are as Annexure A.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

	<b>Name</b>	Patil Gaurav Ashokrao	
	<b>Designation</b>	Property Advisor	
	<b>Department</b>	Sales	
	<b>Date of Joining</b>	25th July 2022	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	<b>Subtotal I / Gross Pay</b>	<b>23,740</b>	<b>2,84,880</b>
<b>B</b>	Professional tax	200	2,400
	PF Employer	900	10,800
<b>A-B</b>	<b>Net Salary</b>	<b>22,640</b>	<b>2,71,680</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	900	10,800
	Gratuity	360	4,320
	<b>SubTotal II</b>	<b>1,260</b>	<b>15,120</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> <li>* The Offer/ Salary Is Subjective to Completion of Training</li> <li>*Two-wheeler is mandatory with a valid driving license.</li> <li>* 7- 10 days of training period</li> <li>* The above annexure includes 3000 rupees traveling allowance, 500 rupees mobile allowance deducted</li> </ul> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

**Pin Click Property Management Pvt Ltd**

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :  
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

**ANNEXURE – B**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

	<b>Name</b>	Patil Gaurav Ashokrao	
	<b>Designation</b>	Property Advisor	
	<b>Department</b>	Sales	
	<b>Date of Joining</b>	25th July 2022	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	<b>Subtotal I / Gross Pay</b>	<b>26,589</b>	<b>3,19,068</b>
<b>B</b>	Professional Tax	200	2,400
	PF Employer	1,008	12,096
<b>A-B</b>	<b>Net Salary</b>	<b>25,381</b>	<b>3,04,572</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	1,008	12,096
	Gratuity	403	4,836
	<b>SubTotal II</b>	<b>1,411</b>	<b>16,932</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>28,000</b>	<b>3,36,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
		<b>43,000</b>	<b>5,16,000</b>

**Note:** \*Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

\* The Offer/ Salary Is Subjective to Completion of Training

\*Two-wheeler is mandatory with a valid driving license.

Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin click Property Management Pvt Ltd

Mr.Manik Kinra  
Co Founder

**Pin Click Property Management Pvt Ltd**

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :  
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Offer Letter

Date: 25/08/2022

Dear Gopal Prakash Apotikar,

With reference to your application, we are pleased to offer you an employment opportunity with Learning Routes Pvt Ltd on mutually agreed terms and conditions.

The details of the offer are provided below:

Designation : Sales Associate  
Location : Mumbai  
Tentative DOJ : 19<sup>th</sup> Sept, 2022

We are confident that you would play a pivotal role in strengthening the team. This offer is being made to you on the following terms and conditions:

SALARY

1. Your cost to the Company shall be 6.30 LPA per annum.
2. In Hand Salary – 32000/- p.m.
3. Detailed structure is as mentioned below:

Cost to the Company: Annexure -A

Fixed Component	Monthly	Yearly
Basic	12800	153600
House Rent Allowance	9600	115200
Conveyance Allowance	2560	30720
Medical Allowance	1920	23040
Special Allowance	5120	61440
<b>Gross Total (A)</b>	<b>32000</b>	<b>384000</b>

Variable Components	Monthly	Yearly
Salary Revision (Payable post the completion of monthly targets during probation period)	3000	18000
Incentives	12000	144000
Performance cum Continuity Bonus	1500	18000
Punctuality Bonus	1000	12000
DTA (Meeting Travel Allowance)	4500	54000
<b>Total (B)</b>	<b>22000</b>	<b>246000</b>

<b>COST TO COMPANY(A)+(B)</b>	<b>54000</b>	<b>630000</b>
-------------------------------	--------------	---------------

LEARNING ROUTES |  
Plot No. 121, 3rd Floor, Sector-44 Near Ramada Hotel, Gurugram, Haryana 122003

**Congratulations, Harshvardhan!** You are our new **Sr. Business Analyst!**

We are happy to inform you that you've been hand-picked because of your aptitude, social compassion and your willingness to challenge yourself. These are the values that we cherish here at Merkle-Sokrati and know that you would be an asset to our growing team!

You will draw an annual package of **INR 6,24,385.**

Your appointment is subject to:

1. Your joining with Merkle-Sokrati on or before the date mutually agreed between us
2. Your acceptance of the offer on email
3. Us receiving appropriate reports from your references & previous employers.

Let's kick-start your tenure here with inductions and trainings with the experts till you turn into one. Merkle-Sokrati is fueled by its pursuit of pioneering and re-imagining people-based Analytics and data-driven Marketing solutions. Our proactive teams and codes function as a single recipe spelling success – each person indispensable, each algorithm significant. We strive to keep raising the Smarts Index beyond the industry benchmarks and in turn, we promise to make your journey at Merkle-Sokrati an experience of your lifetime!

Looking forward to finding out what all is in store for you? Write back to us with your acceptance and we can't wait to see you on **Monday, 21<sup>st</sup> March 2022**, bright and shining!

All of us Merkle-Sokratians look forward to having you onboard.

Yours truly,

*Ishita Rathore*

**Ishita Rathore**  
**Human Resource**  
**For Sokrati Technologies Pvt. Ltd**



Annexure		
A. COMPONENTS OF SALARY	MONTHLY SALARY (INR)	ANNUAL SALARY (INR)
Basic	18,000	216,000
HRA	7,200	86,400
LTA	3,000	36,000
PF Employer Contribution	2,160	25,920
PF Employee Contribution	2,160	25,920
Supplementary Allowance	12,480	149,760
<b>Gross Salary (A)</b>	<b>45,000</b>	<b>540,000</b>
<b>B. DEDUCTION</b>		
PF Employer Contribution	2,160	25,920
PF Employee Contribution	2,160	25,920
Profession Tax	200	2,500
<b>Total Deduction (B)</b>	<b>4,520</b>	<b>54,340</b>
<b>Total In Hand salary (A-B)</b>	<b>40,480</b>	<b>485,660</b>
<b>C. COMPONENT OF EMPLOYERS CONTRIBUTION</b>		
Medical & Accidental Insurance		20,000
Company Bonus upto** @10%		54,000
Gratuity		10,385
<b>Total Employer's Component (C)</b>		<b>84,385</b>
<b>Annual CTC (A+C)</b>		<b>624,385</b>
<p>Taxation will be governed by the Income Tax Rules.                      The company will be deducting the taxes at source as per income tax guidelines.                      Non-taxable part of your salary is paid only subject to the bills provided by you on monthly basis.                      In case you do not submit the bills, then the reimbursements are paid to you as Special Allowances, which will be part of your taxable income.                      All bonus payments are only applicable to employees who are active at the time of bonus payment date and subjected to company policies communicated time to time.                      ** Bonus subject to LOB &amp; company performance, to be paid out annually                      *** Subject to accomplishment of Individual Goals, to be paid out annually</p>		

OFFER LETTER CUM EMPLOYMENT AGREEMENT

14 October 2022

Harshit Tarun Manocha  
7/217, Manocha Bhawan, Near Nagarpalika Hospital,  
Garud Plot, Bhusawal, Jalgaon, Maharashtra, 425201

Dear Harshit,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you with our Customer Experience team at FPL Technologies Private Limited ("Company"). You shall join the Company on or before 17 October 2022 ("Effective Date").

Your initial posting will be at **Pune**. Your employment shall be governed by the terms and conditions applicable to all employees of the Company.

The details of your Salary and other terms and conditions of your employment are enclosed herewith as following:

- Annexure A:** Salary and Benefits;
- Annexure B:** Employment Agreement; and
- Annexure C:** Documents Required at the Time of Joining.

All the annexures mentioned above shall form a part and parcel of this Offer cum Employment Agreement ("Letter"). If the terms and conditions enumerated in the Employment Agreement, annexed to this Letter, are acceptable to you, please confirm your acceptance by e-signing the Employment Agreement and return it to us within 5 days from the date of this Letter. In case no confirmation is received within the above-mentioned period, this Letter shall be deemed to have been withdrawn. If you do not join on or before the Effective Date, this Letter will stand withdrawn.

By signing this Letter, you agree to abide by all the terms and conditions of employment with effect from the Effective Date.

For avoidance of doubt, it is hereby clarified that in the event of any conflict or inconsistency between the provisions of this Letter and the provisions of the Employment Agreement, the provisions of the Employment Agreement shall supersede.

You are required to treat this Letter and its contents as strictly confidential.

We look forward to your long, successful and pleasant association with us.

Sincerely yours,

For FPL Technologies Pvt. Ltd.

**ANNEXURE A –SALARY AND BENEFITS**

**COMPENSATION DETAILS**


Employee Name	Harshit Tarun Manocha
Department	Customer Experience
Location	Pune

Compensation Details	Monthly Amount	Annual Amount
Basic	15,000	180000
HRA	6,000	72000
Meal	2,400	28800
Other	3,675	44100
Gross Salary (A)	27,075	324900
Employee PF Contributions (B)	1,800	21600
Profession Tax (C)	200	2400
Net Salary Before Tax (A-B-C)	25,075	300900
Employer PF (D)	1800	21600
Total CTC (A+D)	28,875	346500

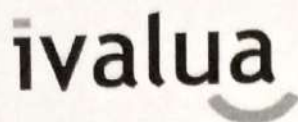
**Variable Component:** Performance based variable bonus - Upto 20% on Pro-rated basis (Over and above the CTC)

**Group Insurance:** INR 5,00,000/- (INR Five Lakh Only) Group Health Insurance to be covered with ICICI Lombard.

**ANNEXURE B – EMPLOYMENT AGREEMENT**


**FPL Technologies Pvt. Ltd.**  
 Disha Building, S.N. 127,  
 Sub Plot No.3, Near Mahavir  
 Park Society, Opposite Sarja Hotel,  
 Pune-411007

  
 ☎ www.onescore.app  
 ☎ www.getonecard.app



Ivalua India Private Limited

08<sup>th</sup> August 2022

*Delivered electronically via DocuSign*

**Confidential**

**Jagriti Singh**  
Shridhar Society,  
Wagholi  
Pune 412207

**Subject: Appointment for the post of: Associate TA Partner**

Dear **Jagriti**,

Ivalua Private Limited ("**Company** or **Ivalua**") is pleased to appoint you for the post of **Associate TA Partner** effective from **16th August 2022** on the terms and conditions specified herein below in this employment agreement ("**Agreement**"). Your employment will be with Ivalua only and not with any other Ivalua entities, either parent, subsidiary, related entity, branch or subsidiary ("**Related Entities**") hereof.

#### 1. DATE OF COMMENCEMENT OF EMPLOYMENT

- 1.1. This Agreement and your employment with the Company in India are subject to and dependent upon you being legally entitled to work in India as either a citizen or a work permit holder in India.
- 1.2. Your employment is further subject to you, prior to your first day of work with the Company, providing the Company with a clear discharge from your present employer and three (3) satisfactory references, including one reference from your current employer.
- 1.3. The Company may, at its discretion, conduct background verification, at any time during your employment with the Company, to verify, including but not limited, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background verification. Your employment is subject to validation of any information provided by you and to the satisfactory outcome of such background verification. You understand that this verification may include, but not limited to, verification of all information given by you to the Company.

## ANNEXURE 2

### *Details of Remuneration*

Salary Components	Annual (INR)
Basic	₹ 312,000.00
Special/ Other Allowances	₹ 338,000.00
<b>Base/ Gross Salary</b>	<b>₹ 650,000.00</b>
Employer contribution to Provident Fund	₹ 37,440.00
<b>Fixed CTC</b>	<b>₹ 687,440.00</b>
Variable Pay*	₹ 52,000.00
<b>Total Cost to Company (CTC)</b>	<b>₹ 739,440.00</b>

Available Allowances
HRA
Medical Allowance
Child Education Allowance
Fuel Reimbursement
Driver Salary
Meal Voucher
Leave Travel Assistance
National Pension Scheme
Special Allowance

# Shipco IT Private Ltd

Shipco IT Private Limited  
Unit 602, 603 and 604, Sai Radhe, Plot no. 100 +101,  
Kennedy Road, Behind Sheraton Hotel, Pune, Maharashtra, India – 411001  
Landline :-02026058881 Web Site: [www.Shipco-it.com](http://www.Shipco-it.com)  
CIN: U74999MH2013FTC247999  
[Email-png@shipco.com](mailto:email-png@shipco.com)



Mr. Krishna Sunil Oza  
S/O: Sunil Oza, Subhsh Road, Near Jain Mandir,  
Gavali Galli, Parbhani, Maharashtra - 431401

Date: 30-Aug-2022

Dear Krishna,

Welcome to the opportunity to make a valuable difference!!!

At Shipco-IT, you will find that the environment is charged with enthusiasm and offers unlimited growth for individuals who live the company vision with a passion. We are proud to invite you to join the family. You will be designated as **Resource Centre- Executive- Accounts** in grade **IC** and your **Total CTC** will be **INR 2,82,408** per annum which is including other allowances. You will be on probation for the initial period of 3 months. Your shift timing will be night shift. You would be expected to join us on **12<sup>th</sup> September 2022**. A detailed letter containing Salary Break Up & Terms of Employment will be given to you on your date of joining.

You are required to submit following documents prior to date of joining: -

- Recent Passport Size Photograph. (2 nos).
- Experience Certificate of your previous job (if any).
- School Leaving Certificate.
- Education Certificate.
- Aadhar and PAN card copy

You may be required to undergo reference check clearance in order to confirm this offer.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at Shipco-IT. Please forward us a confirmation of acceptance of our offer at the earliest.

With best wishes,  
For **Shipco IT Private Limited**

SINHA  
SHUBHA  
NGI VIVEK

Digitally signed  
by SINHA  
SHUBHANGI  
VIVEK  
Date: 2022.08.30  
15:07:38 +05'30'

**Shubhangi Sinha**  
*Corp. – Sr. Manager – HR & Administration*  
I, **Krishna Sunil Oza**, the above.

Employee Signature

Employee Name

Date

**Annexure A**  
**Compensation and Benefits**

Name: Krishna Sunil Oza

Position: Resource Centre- Executive- Accounts

Sr No	Particular of Heads	Salary Fitment	
		Monthly	Annual
	<b>Monthly Gross</b>	<b>Rs.</b>	<b>Rs.</b>
1	Basic	7917.00	95004.00
2	HRA	3166.00	37992.00
3	Children Education Allowance	200.00	2400.00
4	Bonus	950.00	11400.00
5	Shipco Flexible Benefit Plan	749.00	8988.00
<b>A</b>	<b>Total Gross</b>	<b>12982.00</b>	<b>155784.00</b>
	<b>Benefits &amp; Employer Contributions</b>		
1	P.F	1800.00	21600.00
2	Medical Insurance	0.00	0.00
3	ESIC	672.00	8064.00
3	GRATUITY*	380.00	4560.00
<b>B</b>	<b>Total Benefits</b>	<b>2852.00</b>	<b>34224.00</b>
<b>C</b>	<b>TOTAL CTC (A+B)</b>	<b>15834.00</b>	<b>190008.00</b>
	<b>Deductions</b>		
i)	PF	1800.00	21600.00
ii)	P.T**	200.00	2400.00
iii)	ESIC	155.00	1860.00
<b>D</b>	<b>Total Deductions</b>	<b>2155.00</b>	<b>25860.00</b>
	<b>Net Take Home before other allowance (A-D)</b>	<b>10827.00</b>	<b>129924.00</b>
	<b>Other Allowance</b>		
i)	Shift Allowance earning (If Applicable)***	7700.00	92400.00
<b>E</b>	<b>Total Other Allowance</b>	<b>7700.00</b>	<b>92400.00</b>
	<b>Total CTC with Other Allowance (A+B+E)</b>	<b>23534.00</b>	<b>282408.00</b>
	<b>Net Take Home after other allowance (A-D)</b>	<b>18527.00</b>	<b>222324.00</b>

\* Gratuity is payable as per the Gratuity Act.

\*\*PT: There would be an additional deduction of Rs 100 in PT in the month of February every year according to the government norms.

\*\*\*Note: The shift allowance will be payable as per the number of days you have worked in night shift. Per day allowance is INR 350.

**Shipco Flexible Benefit Plan:**

We all have different needs and hence Shipco has chosen to empower its employees to be the master of their destiny. You will be provided the benefit plan when you join the organization so that you can make informed allocations.

Best regards,  
For Shipco IT Private Limited

SINHA  
SHUBHA  
NGI VIVEK

Digitally signed by  
SINHA  
SHUBHANGI VIVEK  
Date: 2022.08.30  
15:08:10 +05'30'

**Shubhangi Sinha**  
Corp. – Sr. Manager – HR & Administration

**ACCEPTANCE**

I have read, understood and accept the compensation and benefit package relating to my services and employment with Shipco IT Private Limited.

\_\_\_\_\_  
Employee Signature\_\_\_\_\_  
Employee Name\_\_\_\_\_  
Date



PURITY GUARANTEED

To,  
Mr. Lalit Bramhankar  
Employee No: SNA0096  
Designation: Promoter –Event

Date: 03-02-2022

**Sub: Increment Letter**

With reference to the subsequent discussions and based on your performance, management has decided to give you an Increment, which effective from 1<sup>st</sup> February'22.

Henceforth your annual CTC will be INR 2, 61,600/- (Two lakh sixty one thousand & six hundred) After completion of MBA, your salary will be revised.

All other terms and conditions of our appointment letter remain unaltered.

Wishing you the very best. SNA Milk and Milk Products Pvt. Ltd  
Thanking you.

**Annexure**

Salary Breakup		
Name	Lalit Bramhankar	
Designation	Promoter	
Function	Event	
COST TO THE COMPANY		
Pay Elements	Salary Per Month (INR)	Salary Per Annum (INR)
FIXED PAY COMPONENT		
Basic	10000	120000
HRA	4000	48000
Transportation Allowance	1800	21600
Special Allowance	4200	50400
<b>Total Gross Component</b>	<b>20000</b>	<b>240000</b>
RETIRALS		
Provident Fund	1,800	21600
<b>Total Retirals</b>	<b>1800</b>	<b>21600</b>
<b>Total Cost to company</b>	<b>21800</b>	<b>2,61,600</b>

Best wishes & good luck,  
**Thanking you,**  
For SNA Milk and Milk Products Pvt. Ltd.


Pratiksha Pandey  
Head – Human Resource





Rocket Software Development  
India Private Limited  
Floor 3, Tower D, Tech Park One  
Airport Road, Yerawada  
Pune, Maharashtra 411006  
+91 020 40111102  
CIN: U72200KA2017FTC102998

**Private & Confidential**

19-Dec-2022

Madwaraj Shettigar  
C/o Yewale, Flat no. 5  
Shahu colony, Lane no. 11  
Karve nagar, Pune Pune 411052

**RE: Employment Terms**

Dear Madwaraj Shettigar,

Rocket Software Development India Private Limited ("Rocket" or the "Company") is pleased to inform you that you are hereby offered the position of: Associate Accounts Receivable Specialist, Job level S2.

You will work in our office in IND Pune, on the following terms:

1. **Compensation**

1.1 **Annual Salary**

Your total remuneration will be: ₹480375.00 per year ("Salary"). The payment of any amounts by the Company will be subject to deduction of tax at source and other statutory withholdings may be applicable. The detailed break-up of salary is provided in Annexure A hereto. You will also be eligible for the Company's standard benefit program as applicable. The Company shall also reimburse you for any reasonable, documented out-of-pocket business expenses (i.e. business travel and entertainment expenses) incurred by you for the purpose of and in connection with the performance of the duties and responsibilities pursuant to this letter. You shall, however, only be entitled to such reimbursement upon your presentation to the Company of receipts or other statements itemizing and documenting such expenses in reasonable detail and to the satisfaction of the Company and being consistent with the Company's policies.

1.2 Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any future changes made therein should be treated as personal and confidential.

1.3 **Rocket Corporate Bonus**

You are eligible to participate in the Rocket Corporate Bonus ("RCB") as set forth in Annexure A. The RCB is an annual bonus program and an important part of your compensation. The RCB is designed to drive "One Rocket" alignment and reward individual achievement. Further details of the program and the plan document will be made available to you upon joining Rocket. Applicable payment will be made in the March payroll each year.

Please note: Rocket reserves the right, in its sole discretions, to amend, change, suspend or terminate the Rocket Corporate Bonus program at any time.



Rocket Software Development  
 India Private Limited  
 Floor 3, Tower D, Tech Park One  
 Airport Road, Yerawada  
 Pune, Maharashtra 411006  
 +91 020 40111102  
 CIN: U72200KA2017FTC102998

ANNEXURE A		
ROCKET SOFTWARE DEVELOPMENT INDIA PRIVATE LIMITED		
SALARY BREAKUP		
NAME :Madwaraj Shettigar	EFFECTIVE DATE :Dec 29, 2022	
Annual Salary :	₹ 480375 /-	
Component	Annual (₹)	Monthly (₹)*
Basic	240188.00	20016.00
HRA	120094.00	10008.00
Sum of Component A	360282.00	30024.00
**Flexible Component Plan National Pension Scheme (NPS)-	79717.00	6643.00
Special Allowance	0.00	0.00
Base Salary	440000.00	36667.00
Employer Contribution to Provident Fund (PF) (12% of Basic)	28823.00	2402.00
Gratuity (4.81% of Basic)	11553.00	963.00
Sum of Component B	40376.00	3365.00
Annual Salary :	480375.00	40031.00
Rocket Corporate Bonus Target Amount (% of Base Salary)	22000.00 /- (5.00% of Base Salary )	
<p>* The figures are rounded off to the nearest rupee.            ** Flexible Component Plan(FBP). You can plan your allocation by submitting an investment plan after joining.            As part of your Flexible Benefit Plan, in case you opt for National Pension Scheme (NPS), Rocket will contribute towards NPS at the rate opted by you (up to a maximum limit of 10% of Basic Salary).The NPS amount will be deducted from the FBP. In case you want Rocket to not contribute/contribute at a revised rate, please update the NPS declaration details during the annual FBP declaration window on the payroll portal.            *** HRA as per income tax provisions for Metro and Non-Metro cities            + May be subject to change.</p>		

Date: 24th July 2020

**Job Appointment Letter**

Name : Malik Shah Yousufi

Address : Kalyani Nagar Pune 411006.

Dear Malik,

**Appointment as Digital Marketing Executive.**

We refer to your recent interview for the above position and are pleased to advise that we are offering you the position with our Company effective from, 26<sup>th</sup> June 2020.

Under the following terms and conditions:

**1. SALARY**

- Your salary will commence at Rs 20,000 per month.

**2. PROBATION PERIOD**

- Your appointment will be subject to a probationary period of **3 months**.
- During the probation period the company will evaluate closely your progress and skills and determine and monitor overall the assigned works/ honesty integrity/reliability with co worker and staff or clients.
- In case of non-satisfactory performance during the probation period, the company reserves the right to terminate your employment.

**3. WORKING HOURS**

Your working hours will be as follows:

- Monday to Saturday - 10 am to 7 pm.
- Lunch Break – 1.30 pm to 2.15 pm
- Tea Break – 4.30 pm to 4.45 pm

At times, you may be required to work irregular hours, including Saturday and Sunday.

**4. LEAVE ENTITLEMENT**

- Leave of absence whether medical or annual will be given in accordance with the Company's Employee Handbook.
- Application on prescribed form for leave must be made two weeks in advance.

**Mplussoft Technologies**Address – V9 Landmark 203, Second Floor, Above Union Bank,  
Visharantwadi, Pune, Maharashtra 411015Mail: [hr@mplussoft.com](mailto:hr@mplussoft.com)

Mobile: +91 9370648614

Ref: HR/DEC/21/A1/59605864/60282884/1001079906

Date: 03 December, 2021

Mr. Mangesh Deshmukh  
kalewadi fata  
Kalewadi  
Kalewadi 411017  
Maharashtra, India

Dear **Mr. Mangesh**

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

We are pleased to offer you employment as **HoReCa Development Executive** in **Officer - A1** grade in our business on the following terms and conditions:

**1. PLACE OF POSTING:**

Your initial posting will be at **Pune, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 December, 2021.

**2. COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,50,000/- (Rupees Three Lac(s) Fifty Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

**i. Fixed Pay: Rs. 3,50,000/- (Rupees Three Lac(s) Fifty Thousand Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

**ii. Retirals: Rs. 28,827/- (Rupees Twenty Eight Thousand Eight Hundred Twenty Seven Only) per annum.**

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

**3. GENERAL:**

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

**Reliance Retail Limited**

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.  
[www.relianceretail.com](http://www.relianceretail.com)

To,  
Mayur Gawari,  
Flat No 101, Haveli,  
Pune – 4110115.

ISTHARA

### Subject: Offer Letter

Congratulations and welcome to Isthara Parks Pvt. Ltd!!!

It gives us great pleasure to offer you the role of "Sales Executive" for Bangalore Location, which you interviewed with us. Your date of joining will be "March 14<sup>th</sup>, 2022" (As discussed). Your employment will be confirmed based on the performance and assessment.

The salary (CTC) details are enclosed for your reference. (as per policies and discussions).

SALARY DETAILS	PER MONTH	PER ANNUM	COMMENTS
<b>A. MONTHLY SALARY</b>			
BASIC	12500	150000	
HOUSE RENT ALLOWANCE	5000	60000	
CONVEYANCE ALLOWANCE	5000	60000	
SPECIAL ALLOWANCE	2500	30000	
<b>FIXED GROSS SALARY</b>	<b>25000</b>	<b>300000</b>	
VARIABLE PAY	5000	60000	As per target achieved
Local travel Allowance	0	0	
<b>TOTAL GROSS SALARY</b>	<b>30000</b>	<b>360000</b>	
<b>B. EMPLOYER BENEFITS</b>			
PROVIDENT FUND	1800	21600	As per the policy
GROUP MEDICAL INSURANCE/ESIC	1100	13200	As per the policy
TOTAL	2900	34800	
<b>TOTAL COST TO COMPANY (A+B)</b>	<b>32900</b>	<b>394800</b>	
<b>C. DEDUCTIONS</b>		<b>AMOUNT IN RS</b>	
EMPLOYEE'S PF CONTRIBUTION		1800	As per the policy
EMPLOYEE'S ESIC CONTRIBUTION		0	As per the policy
TDS		0	As applicable
PROFESSIONAL TAX		200	As applicable
TOTAL DEDUCTIONS		2000	As per the policy
<b>D. TAKE HOME (NET) SALARY (A-C)</b>		<b>23000</b>	Per month
Variable pay will be paid as per the targets achieved			

Please send the resignation acceptance letter from your current employer on or before **date of joining** in case if you fail to submit the acceptance letter, the offer will be null and void. We request you to send an acknowledgement of this letter in acceptance of it.



Paul Victor

GM-Human Resources, Office : 9, Vivekananda Nagar, Singanallur, Coimbatore - 641 005.  
Isthara Parks Private Limited, Appa Arcade, Plot No.22, Janardhana Hills, Lumbini Avenue, Gachibowli, Hyderabad - 500 032

CIN Number : U55204TZ2017PTC028877

GSTIN : 36AAECI4840D1ZT

Contact : 0422 4952121 | Mail : hello@isthara.com | Web : www.isthara.com

03/02/2022

Reference No: CS/HR/OFFER/AI/03022022

To,  
MD Awez Iqbal MD Javed Iqbal

## MENTORSHIP OFFER LETTER

Dear MD Awez Iqbal MD Javed ,

We are happy to inform you that we would like to offer you the position of **Lead Generation Associate** with our company.

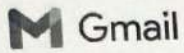
We would like to offer you a remuneration of Rs.15000/- per month (Incl. of TDS). You are expected to join on **07/02/2022** and complete the necessary joining formalities

### The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after successful completion of your **6 months** mentorship program. The confirmation would be subject to your performance during the mentioned period, other records and verification of documents submitted during your tenure.
3. There will be no separate probation period and your services will be confirmed after the successful completion of your mentorship/internship program.
4. Regular performance reviews will be done to assess your suitability.
5. You can avail the floater holidays as per the scheduled holiday calendar.
6. The notice period for relinquishing your services from the Company would be 15 calendar days.
7. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
8. You shall be entitled to benefits as per the rules and regulations of the company on confirmation.
9. The validity of this offer is 2 days from the date of the offer letter.
10. Your posting will be in Pune; however, you may be required to travel to client locations from time to time, if necessary.
11. You are expected to share below documents (whichever applicable) on or before your date joining.
  - a. Experience letters from previous employer
  - b. Form 16 / TDS
  - c. Last three months' payslips
  - d. Photocopy of educational qualifications i.e.: SSC / HSC / Graduation / Post ] Graduation etc.
  - e. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role
  - f. Photocopy of your passport along with a photocopy of visa stamping (if any)
  - g. One passport size photograph
  - h. Age proof document
  - i. Proof of permanent/local address
  - j. Pan card, Adhaar card

4/25/22, 1:14 PM

Gmail - Winjit Technologies Pvt Ltd - Selection Confirma: Milap D



MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

## Winit Technologies Pvt Ltd - Selection Confirmation of Milap D

25 November 2021 at 11:13

Dhananjay Pote <Dhananjayp@winjit.com>

To: "placements@nevillewadia.com" <placements@nevillewadia.com>, "ravindra.bohra@nevillewadia.com" <ravindra.bohra@nevillewadia.com>, MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

Hello there,

Greetings!

This is to update you, out of all the profiles shared for Project Coordinator role below is the candidate selected with us.

1) Milap Rajesh Disagar

He would be getting training for initial 3 months with 30 K stipend/month.

Later once he successfully completes the training salary will be revised to 4.5 LPA but since he is in last year so he will be intern on document till the time he completes the masters.

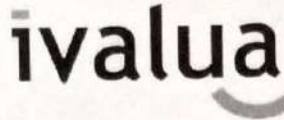
There would be bond of 2 years and working location would be Nashik which is agreed by him.

He will be working full time with us, where we would be ok to give him leaves for exams and preparation.

**We want him to start from coming Monday.**

<https://mail.google.com/mail/u/0/?ik=cf63c8b1ce&view=pt&search=all&permmsgid=msg-f%3A1717377740254578361&simpl=msg-f%3A1717377740254578361>

1/4



Ivalua India Private Limited

08<sup>th</sup> August 2022

*Delivered electronically via DocuSign*

**Confidential**

**Neha Suryawanshi**  
104 B Venus Apartment  
Ganesh Nagar, Wadgaon  
Sheri, Pune 411014

**Subject: Appointment for the post of: Associate TA Partner**

Dear Neha,

Ivalua Private Limited ("**Company** or **Ivalua**") is pleased to appoint you for the post of **Associate TA Partner** effective from **16th August 2022** on the terms and conditions specified herein below in this employment agreement ("**Agreement**"). Your employment will be with Ivalua only and not with any other Ivalua entities, either parent, subsidiary, related entity, branch or subsidiary ("**Related Entities**") hereof.

#### **1. DATE OF COMMENCEMENT OF EMPLOYMENT**

- 1.1. This Agreement and your employment with the Company in India are subject to and dependent upon you being legally entitled to work in India as either a citizen or a work permit holder in India.
- 1.2. Your employment is further subject to you, prior to your first day of work with the Company, providing the Company with a clear discharge from your present employer and three (3) satisfactory references, including one reference from your current employer.
- 1.3. The Company may, at its discretion, conduct background verification, at any time during your employment with the Company, to verify, including but not limited, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background verification. Your employment is subject to validation of any information provided by you and to the satisfactory outcome of such background verification. You understand that this verification may include, but not limited to, verification of all information given by you to the Company.



## ANNEXURE 2

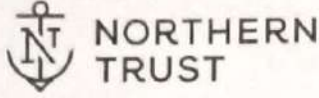
### *Details of Remuneration*

Salary Components	Annual (INR)
Basic	₹ 312,000.00
Special/ Other Allowances	₹ 338,000.00
<b>Base/ Gross Salary</b>	<b>₹ 650,000.00</b>
Employer contribution to Provident Fund	₹ 37,440.00
<b>Fixed CTC</b>	<b>₹ 687,440.00</b>
Variable Pay*	₹ 52,000.00
<b>Total Cost to Company (CTC)</b>	<b>₹ 739,440.00</b>

Available Allowances
HRA
Medical Allowance
Child Education Allowance
Fuel Reimbursement
Driver Salary
Meal Voucher
Leave Travel Assistance
National Pension Scheme
Special Allowance

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

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



19-October-2021  
Niharika Vijay Salunke  
niharikasalunke@gmail.com  
16, Muktanand Housing Society  
Diamond Bakery Lane, Fatima Nagar  
Pune- 411013

Dear Niharika,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Transfer Agency** Department within the **Corporate and Institutional Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. - SEZ, Pune - 411 014 ("Northern") and Niharika Vijay Salunke of 16, Muktanand Housing Society, Diamond Bakery Lane, Fatima Nagar, Pune- 411013.

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

### **1. Conditions**

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



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

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



## Annexure I

### Salary Annexure

Salary Component	Amount
Basic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
<b>Total Fixed Pay (TFP)</b>	<b>₹ 280,000</b>
<b>Retirals</b>	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 5,387
<b>Sub Total</b>	<b>₹ 26,987</b>
<b>Annual Fixed Pay (TFP + Retirals)</b>	<b>₹ 306,987</b>
<b>Monthly Gross</b>	<b>₹ 23,333</b>

#### Additional Benefits:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance is provided to the employee and his/her dependants (as defined by the insurers);
- Life and Accident cover is provided for the employee only.

#### Note:

- Flexible cash component can be further used for claiming tax exemptions on LTA subject to limits.
- Shift allowance where applicable is paid as per prevalent policy.
- Employee State Insurance (ESI) is a statutory contribution towards government health insurance in addition to Northern provided Insurance (for eligible employees only).

### Northern Operating Services Private Limited

*Note: This is a System Generated Document and does not require physical signature.*

*This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error, please destroy it along with any copies and notify the sender immediately.*



Mr. NIKHIL ATOLE

H-19/2925 Maharashtra Housing Board Colony, Yerwada, Pune 411006  
Yerwada, Pune  
Maharashtra, 411006

## Offer Letter

Dear NIKHIL,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Senior Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week. Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **March 08, 2022**.
5. Your Cost to the Company will be **INR 382,320** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **60 Days'** notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void:  
You will be required to submit, the following set of documents within five working days from the date of

# eClerx

## Annexure I

**Name:** NIKHIL ATOLE  
**Designation:** Senior Analyst  
**Date of Joining:** March 08, 2022

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount(INR)
Basic Pay	14,750	177,000
House Rent Allowance	7,375	88,500
Leave Travel Allowance	0	0
Other Allowance	2,775	33,300
Bonus	2,800	33,600
<b>Monthly Fixed Compensation</b>	<b>27,700</b>	<b>332,400</b>
Retiral Fund	1,800	21,600
<b>Monthly Total Compensation</b>	<b>29,500</b>	<b>354,000</b>
<b>Annual Total Compensation</b>		<b>354,000</b>
Performance Bonus	2,360	28,320
<b>Cost To Company</b>	-	<b>382,320</b>
Gratuity	-	8,514
<b>Total Cost To Company</b>	-	<b>390,834</b>

- Since you have opted not to participate in the Employee's Provident Fund Scheme, the Retiral Fund amount mentioned in your salary will be paid as part of Monthly Fixed Compensation.

### Other Benefits:

1. You will be entitled to earned leaves equivalent to 24 working days per year. From the total leave balance, a maximum of 12 leaves will be carry forward to next financial year and any further leave balance, after the carry forward, will lapse. The leave policy shall be guided leave policy of the company.
2. All increments and bonus payouts will be prorated basis the date of joining or standard salary changes as per company policy which are contingent on your performance and subject to you being on active payroll of the company, on the date of actual payout. Any Employee serving notice period will not be eligible to receive the increments & bonus pay-outs.
3. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter.
4. A comprehensive Hospitalization Benefit will be available for you, including pre-existing disease cover. The limit of coverage is Rs.100,000.
5. If you are required to work in the night shift, you will also be entitled to receive a night shift allowance calculated basis the number of nights worked during the month, subject to the terms and conditions laid out in the Company's policy.
6. Language Allowance, if any, will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency.
7. In the event of your voluntary separation from the company within a period of 12 months from your date of relocation / transfer to any of the Company's offices in India (if any), you shall be liable to pay to the Company, all the expense incurred towards movement of household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer.

**For any further queries, request you to get in touch with your recruiter or drop an email to below mentioned POC's:**

**Mumbai and Pune Location - [candidateexperience\\_eclerx@eclerx.com](mailto:candidateexperience_eclerx@eclerx.com) or contact, Hema Nair (7709052664).**

**Chandigarh Location - [Recruitment\\_Managers@eclerx.com](mailto:Recruitment_Managers@eclerx.com) or contact, Tara Sharma (9780009693)**

To,

**Pawan Pande**  
37, Wathoda Ring Road, Shailesh Nagar  
Near Lalita Public School,  
Nagpur -440035

January 18, 2022

Letter of Appointment

Dear Pawan,

Welcome to NICE!!

It is our privilege to welcome you to Nice Software Solutions Pvt. Ltd. in the position of **Associate, Tableau**. We believe that an organization's growth is driven by the passion, perseverance & smart-work of people who are willing to raise the bar of excellence at each step. We look forward to your valuable contributions in augmenting our Company's business and repute. We wish to share herewith the detailed terms and conditions which will govern your employment with NICE and the related guidelines applicable to all NICE employees. These terms and conditions are subject to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subject to positive background check / reference check / pre-employment checks, as applicable.

We look forward to working with you and are confident that your career with NICE will help you grow and realize goals, both professionally and personally.

Welcome aboard!

Yours Sincerely,

For Nice Software Solutions Pvt. Ltd.



Snehal Chavan

(Lead Human Resources)

Pawan Pande

Plot No 21, IT Park, Wing - A, Ground Floor, Gayatri Nagar, Nagpur - 440022, India

## General Terms and Conditions of Employment

### 1. Working Hours:

NICE observes 5-days a week with Saturday and Sunday as weekly holidays. Typical office hours, though not restricted to, are from 10.00 AM to 7.00 PM, with a staggered lunch break of 30 minutes. Employees are expected to follow the client's working hours and holidays while on deputation to client's site in India or abroad. You shall conform to such hours of work or work shifts as may from time to time reasonably be required by the company for proper discharge of work / duties under this employment and you shall not be entitled to receive any additional remuneration other than that provided under clause 2 of this agreement. Further, in the event of failing to register your attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, 'NICE' shall reserve the right to initiate appropriate disciplinary action as per the company's policy.

### 2. Compensation and Benefits:-

**Salary-** Your Fixed Gross Salary will be INR 288000/- (**Rupees Two Lakhs Eighty Eight Thousand only**). The detailed salary structure is defined in Annexure 1. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. You may also receive additional benefits including and not limited, to amounts in cash and or in kind, which could be referred as rewards, awards, and gifts.

**Allowances** - You will be entitled to various allowances such as House Rent Allowance, Conveyance Allowance and Medical Allowance which would be part of your gross salary.

**Provident Fund** - When you begin employment with NICE, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; NICE makes a separate additional matching contribution to your account. You may opt for additional contributions to your Fund account through payroll deduction.

**Gratuity** - After you complete five years of continuous service, NICE will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

**Mediclaime Insurance** - You will be covered with an amount of Rs.5,00,000/- by the Group Medical, Personal Accident Schemes of the Company.

**Annual Performance Bonus** -The Annual Performance Bonus would depend upon your performance and is solely at the discretion of the Management. This is payable only after the employee has completed 1 calendar year with the company, is still employed with the Company and not serving notice period on the day of payout (31st March in our case).

All bonuses are determined at the discretion of NICE, and are subject to standard withholding taxes.

Thus, the total cost to the Company would be INR 362080/- (**Rupees Three Lakhs Sixty Two Thousand and Eighty Only**). In addition to this you shall be paid other service benefits in accordance with the rules and practice of the company relating thereto either in force or as amended from time to time

**Consulting Incentive** - Depending upon the project, a consultant employee would be eligible for the consulting incentives as mentioned in Annexure 1. Boot Camp associates will be eligible for incentives after completion of one calendar year from their date of joining if they are deputed on billable engagements.

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirlon Knowledge Park,  
Goregaon (East), Mumbai – 400 063  
CIN No. U72900MH2009FTC192938  
T +91 22 2653 2160  
Email: csit@citi.com



**Citicorp Services India Private Limited**

06/12/2022

Pooja Suresh Chavan

Flat no.8, Nilmoah apt., A-49, kasturba housing society, vishrantwadi, pune 411015.

Pune, Maharashtra 411015

Dear Pooja Suresh,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 410,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

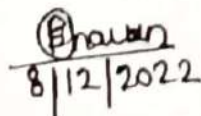
You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

  
8/12/2022



**Human Resources**

Gr 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
Mrs EON Kharadi Infrastructure Pvt Ltd  
SEZ, Plot No. 1, S No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nilton Knowledge Park,  
Goregaon (East), Mumbai - 400 063  
CIN No U72900MH2009FTC192938  
T +91 22 2653 2160  
Email: csil@citi.com

**Citicorp Services India Private Limited****Annexure**

Compensation (INR)

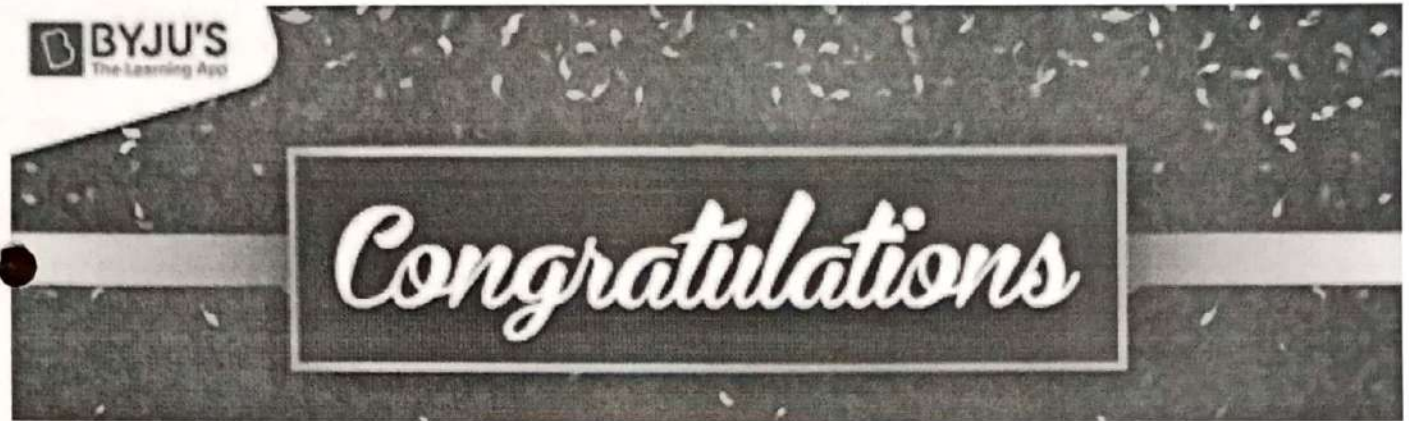
Grade/ C Level	C04
Basic Salary	180,063.00
Special Allowance	58,899.00
Meal Allowance	36,000.00
**Car Allowance	0
HRA	90,032.00
LTA	15,006.00
TC less LPA (a)	380,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	380,000.00
***Provident Fund - 12%	21,608
****Gratuity - 4.81%	8,662
*****Superannuation - 13%	0
Retirals: Overall (d)	30,270
CTC (a+b+c+d)	410,270
Sign-On Bonus	0
Notice Period Buy Out	0

Bhawan  
8/12/2022



sunilkumar konar Feb 23

to me ▾



Dear Prafull

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S - The Learning App**.

**Please reply to this mail to acknowledge and confirm your offer.**

**Joining Details:**

**Date of Joining : 8th March 2022**

**Joining Location : Mumbai**

**BDT Training Location : Mumbai**

**Fixed CTC during training (not inclusive of incentives): INR 3 LPA**

**Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed +3 LPA variable) for the role of BDA - Direct Sales**

**Details of Business Development Trainee Program:** You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.



# elasticrun

NETWORK OF POSSIBILITIES

## APPOINTMENT LETTER

Ref No.:May 22/WFMCG/COPS/CON/287

Date:30-May-2022

To,  
Mr. Pranav Sanjay Gathe  
Pune

Dear Mr. Pranav Sanjay Gathe,

We are pleased to appoint you as **Executive - Central Operations** with **ElasticRun** at **Pune**, for a fixed period contract subject to the following terms and conditions.

1. This assignment is only for a fixed period. Your contract will commence from **30-May-2022** and expire on completion of **(12)** months from the date of joining, i.e **29-May-2023**.
2. Upon lapse or termination of the above-mentioned period, your contract with the organization shall stand terminated forthwith. However, on completion of the contract period the contract may be extended based on business requirements and your performance. Hence, this contract by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the Company.
3. If, however, the assignment is completed before time or if is terminated for any reasons whatsoever earlier, then your services shall be terminated on such earlier date as the situation demands.
4. During your contract period, your Annual gross compensation will be **Rs.310,000 (Rupees Three Lakhs Ten Thousand only)** as defined in the salary annexure.  
You will be covered under the company insurance policies as under –
  1. Medical Insurance of **Rs.5,00,000** family floater (Employee + Spouse + 2 Children)
  2. Term Life Insurance of **Rs.30,00,000**
  3. Accidental disability benefit of **Rs.20,00,000**
5. Your salary is payable only through electronic payment mode such as EFT/NEFT/RTGS/ECS for which you must provide relevant bank details and other information at the time of joining.
6. In addition to the Monthly Salary, you will not be entitled to any other perquisites/ allowances unless given to you in writing. Your coverage under ESIC scheme, Provident Fund scheme, and Bonus Act where applicable will be as per the government regulations. Salary would be receivable on or before 10th of the subsequent month. Any discrepancy in the salary received needs to be reported within 7 days of receipt of salary after which, it will be considered as correct and further claims will not be entertained. Gratuity will be payable as per Payment of Gratuity Act, 1972. TDS will be deducted at Higher rate as per Income Tax Act, in case PAN number along with proof is not provided within 7 days of joining. Any unclaimed salary within 3 years from when it is due, will be paid to Labour Welfare Fund as per Labour Welfare Fund Act.
7. Your coverage under ESIC scheme is subject to adherence of rules & regulation of it. It is mandatory for you to submit Aadhar Card (UID) including your family within one month from the date of issuance of ESIC number, if you fail to submit the Aadhar Card (UID) within stipulated period in that case you will not be eligible to take benefits of ESIC coverage and in that Circumstances Company shall not be held responsible.
8. You are eligible under Provident Fund scheme subject to adherence of rules & regulation of it. It is also mandatory for you to submit Aadhar Card (UID), PAN Card & Bank A/c. No. with IFSC Code (collectively referred as 'KYC') within 7 days from your date of joining, if you fail to submit the KYC within stipulated period in that case as per PF norms you will not able to withdraw or transfer or to take any benefits of PF and in that circumstances company shall not be held responsible or liable.

### **NTEx Transportation Services Pvt Ltd.**

2<sup>nd</sup> Floor, Wonder Cars Arena Building, Sr. No. 165, Near Kokane Chowk, Pimple Saudagar, Pune-411027  
Ph: (020) 2740 2430, +91 744474 88501 | CIN - U83090PN2014PTC151094 | email - contactus@elastic.run

[www.elastic.run](http://www.elastic.run)



# elasticrun

NETWORK OF POSSIBILITIES

## Salary Annexure

### 1) Annual Compensation Breakup

FIXED COMPENSATION STRUCTURE		
EARNINGS	MONTHLY	YEARLY
Basic	₹10,333	₹1,24,000
House Rent Allowance	₹5,167	₹62,000
*Flexi Benefits	₹8,533	₹1,02,400
<b>Total Fixed Earnings(A)</b>	<b>₹24,033</b>	<b>₹2,88,400</b>
Employer PF Contribution(B)	₹1,800	₹21,600
<b>TOTAL GROSS COMPENSATION(A+B)</b>	<b>₹25,833</b>	<b>₹3,10,000</b>
Employee PF Contribution	₹1,800	₹21,600
Employee ESIC Contribution	₹0	₹0
<b>Employee Contribution to Statutory Benefits(C)</b>	<b>₹1,800</b>	<b>₹21,600</b>
<b>NET SALARY(A-C)</b>	<b>₹22,233</b>	<b>₹2,66,800</b>

\*Flexi Benefits: As per your preference, you can plan your flexi benefits across the following options. Please refer to the policy document for details.

LTA	Maximum - 2 months Basic
Children Education Allowance	Rs.100 per child per month for maximum 2 children
Children Hostel Allowance	Rs.300 per child per month for maximum 2 children
Mobile and Internet Reimbursement	Maximum Rs.2000 per month
Meal Cards	Maximum Rs.2200 per month
Car Fuel and maintenance	Less than 1600CC: Rs.1800 More than 1600CC: Rs.2400
Driver Allowance	Maximum Rs.900 per month
Books and Periodicals	Maximum Rs.1000 per month

#### Other Terms:

1. Professional Tax, PF, ESIC, TDS and other statutory deductions will be deducted as per Government Laws
2. Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described by company policies and procedures.

#### NTEx Transportation Services Pvt Ltd.

2<sup>nd</sup> Floor, Wonder Cars Arena Building, Sr. No. 165, Near Kokane Chowk, Pimple Saudagar, Pune-411027  
 Ph: (020) 2740 2430, +91 744474 88501 | CIN - U63090PN2014PTC151094 | email - contactus@elastic.run

[www.elastic.run](http://www.elastic.run)

13 April, 2022

**Pratik Sanjay Borle**

**Email:** pratik.borle@gmail.com

**Phone:** +91 8600127143

**Dear Pratik,**

We are excited to have you join the Maveric Family.

Over the past 21 years, we have been partnering with global and regional banking leaders to transform their business through emerging technology. By 2025, we aim to be recognised as top 3 niche, Bank-Tech transformation specialist in retail, corporate and wealth management domains by

- Gaining leadership through proven solutions for CXO challenges in the areas of Regulatory Reporting, Customer Experience, Customer Analytics, Cloud Enablement and Digital Operations.
- Becoming a partner of choice to 7 out of the top 15 Global banks and 15 out of top 50 regional banks and select Fintechs.
- Further invigorating our delivery model, talent nurturing process and customer centric culture that assures heightened customer mindshare and builds competitive differentiation.

Our investments towards talent led differentiation through continuous learning and development initiatives, as well as hire & nurture programs, have played a crucial role in our rapid growth and will be key to achieving our aim for 2025.

At Maveric, you will have ample opportunities to work with Marquee customers - global banking leaders at the forefront of technology adoption, on engagements that leverage new age tech stacks and challenge the status quo consistently for driving true banking technology transformation.

We have been investing heavily on superior avenues for continuous learning through nurturing programs, in-house academies, state of the art technology labs and industry academia partnerships. These combined with a culture of adventure and learning, encouraging individual freedom to learn, actively seek new insights, experiment and make mistakes, will help you move up the career path faster.

Finally, you will learn directly from exceptional leaders who are true banking technology thought leaders and committed to provide accelerated career growth through dedicated grooming initiatives. Significant investments and leadership expansion take place on an ongoing basis to ensure you work with quality customers, challenging projects and accelerate the learning curve.

Welcome to Maveric. We look forward to see you soon. You can count on us to Accelerate your Next.

**Maveric Systems Limited (Head Office & Regd. Office) :**

2nd Floor, 5th Block, DLF IT Park - SEZ, 1/124, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Chennai - 600089.

Phone: +91 44 4344 2500 | +91 44 4012 1212 | FAX: +91 44 2225 3001. Email: info@maveric-systems.com,

**Annexure:**

- i. Breakup of annual CTC
- ii. Compensation & Benefits
- iii. Flexible Benefit Plan
- iv. Roles and Responsibilities

**Annexure i: CTC Structure**

**Name:** Pratik Sanjay Borle

**Designation:** Business Consultant

**FIXED COMPENSATION STRUCTURE**

ALLOWANCES		
A. MONTHLY ALLOWANCES	PER MONTH	ANNUAL
BASIC	25,000.00	3,00,000.00
HRA/LEASE AMOUNT	12,500.00	1,50,000.00
CONV. ALLOWANCE	1,600.00	19,200.00
MEDICAL REIMBURSEMENTS	1,250.00	15,000.00
SPL ALLOWANCE	17,698.00	2,12,377.00
<b>Total</b>	<b>58,048.00</b>	<b>6,96,577.00</b>
CONTRIBUTIONS		
B. ANNUAL LIMITS / CONTRIBUTIONS	PER MONTH	ANNUAL
MEDICAL INSURANCE	-	3,000.00
GRAUTITY	-	14,423.00
C . C . P . F	3,000.00	36,000.00
<b>Total</b>	<b>3,000.00</b>	<b>53,423.00</b>
<b>Grand Total (CTC)</b>		<b>7,50,000.00</b>



Our Ref.: SCT: 22-23:AL02

Date: April 01, 2022

Pratiksha Gajanan Boral  
Shramsafalya building,  
Lakshminagar,  
Pusad,  
Yavatmal 445 204.

Sub: Appointment Letter

Dear Pratiksha,

We welcome you at Spring CT in the position of **HR Executive** Spring CT, like the season of Spring, is a place for growth, renewal, and beginning of a new life. In the context of our business this applies to the development of new technologies and products, as well as to the growth of the employees and the organization. We are proud to welcome you to an organization that strives for the growth of its entire community, which includes its employees, owners, customers, suppliers, and business partners.

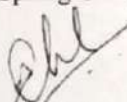
Integrity, trust, and transparency are at the core of Spring CT. Freedom of expression provides everyone an opportunity to present their thoughts and seek others' opinion on any topic concerning the organization. Spring CT inspires and encourages continuous learning across the organization, which becomes the foundation of growth and renewal of all involved. We are sure that you will get many opportunities to experience these core values and to contribute in strengthening these values further.

We are excited about you joining our team and we look forward to your active contribution in growing Spring CT. We are certain that we shall contribute to your personal growth equally well.

Please refer to Annexure 1 for the terms of employment and Annexure 2 for the details on your initial remuneration. This appointment letter overrides all previous discussions related to your employment.

With warm regards,

For Spring Computing Technologies Pvt. Ltd.

  
Anushree Chaubal  
Manager - Operations



**wd: Offer Letter - Godrej Consumer Products Limited**

Fri, Sep 9, 2022 at 1:58 P

adha Reddy Tekale <radhatekale121@gmail.com>  
 ): Neville Wadia Placement Cell <placements@nevillewadia.com>

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

From: **Radha Reddy Tekale** <radhatekale121@gmail.com>  
 Date: Thu, 8 Sept 2022, 10:29 pm  
 Subject: Re: Offer Letter - Godrej Consumer Products Limited  
 To: Dhivya Parthiban <dhivya.parthiban@godrejcp.com>

I accept the offer letter

On Thu, 8 Sept 2022, 8:07 pm Dhivya Parthiban, &lt;dhivya.parthiban@godrejcp.com&gt; wrote:

Dear Radha

●  
 Congratulations on being shortlisted for the Sales Trainee role at Godrej Consumer Products Limited. Please find below the details of your offer and compensation structure.

Your date of joining is 3<sup>rd</sup> October '22. A detailed plan on your training schedule and reporting location shall be shared closer to date. Your final place of posting will be decided post your training as informed.

Kindly share the offer acceptance by EOD

<b>Name</b>	Radha Gnyanadevreddy Tekale	
<b>Designation</b>	Sales Trainee	
<b>Date of Joining</b>	03-10-2022	
<b>Grade</b>	GT Sales Senior Officer	
<b>Particulars</b>	<b>P.M.</b>	<b>P.A.</b>
Basic (A)	13,750	1,65,000
HRA (B)	8,938	1,07,250
PF (C)	1,800	21,600
Gratuity (D)	661	7,932
Flexible Compensation	20,685	2,48,218
	45,634	5,50,000



PLVR C	30,000
PLVR I	1,20,000
Total PLVR (PLVR C + I)	1,50,000
TOTAL CTC (Fixed CTC + PLVR)	7,00,000

Group Benefits		
Components	Entitlement	Remarks
Hospitalization Reimbursement	5,00,000	Covers self and 3 dependents
Group Term Insurance	30,00,000	Covers employee
Mobile Handset Reimbursement	8,000	Assistance once in 2 years on approval of supervisor

1. Your annualized Cost to Company is Rs 7,00,000/- which includes targeted Performance Linked Variable Remuneration of 1,50,000(PLVR Collective + Individual). You would be eligible for Variable Remuneration post confirmation. You will also be entitled to receive a Confirmation Bonus of 50,000/- upon Confirmation and a Retention Bonus of 50,000/- after completion of 1 year of service post confirmation A detailed break-up of the compensation is included in the above table. You will be entitled to the benefits and perquisites applicable to the grade.
2. You will be on probation for a period of 9 months or taking up a role whichever is earlier, which is subject to a further extension for a further period not exceeding **three months**, if so desired by us. On completion of your probation, you will be confirmed by an order in writing. In case no such written order is issued to you on or before the expiry of your probation or on expiry of the extended period of probation, as the case may be, your services shall be deemed to have been terminated on expiry of your probation or on expiry of such extended period of probation. If this contract is not terminated during your tenure, then you shall superannuate from the services of the company on the last working day of the month in which you complete 60 years of age.

Regards

Dhivya Parthiban

Human Resources - GCPL South Region

\*\*\*\*\*  
DISCLAIMER: The information in this message is confidential and may be legally privileged. It is intended solely for the addressee. Access to this message by anyone else is unauthorised. If you are not the intended recipient, any disclosure, copying, or distribution of the message, or any action or omission taken by you in reliance on it, is prohibited and may be unlawful. please immediately contact the sender if you have received this message in error.

GODREJ GROUP OF COMPANIES  
\*\*\*\*\*



## APPOINTMENT LETTER

**8 March, 2022**

Dear **Rahul Vilas Nalawade,**

It is our pleasure to appoint you as **Senior Executive** in Wipro Limited at **IN-MH-Mumbai** ("Company" or "Wipro"), in **Digital Operations & Platforms** or in any such capacity as the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to the Company policy.

### 1. APPOINTMENT

1. Your date of appointment is effective from the date of joining which is **9 March, 2022**, unless otherwise communicated in writing by the Company. It is understood that your date of joining Wipro Limited, will not be later than **9 March, 2022** failing which this offer will automatically stand revoked without any further notice.
2. You will join as a confirmed employee.
3. The retirement age is 58 years.
4. You are liable to be transferred in such capacity to any location, department, function, establishment, or branch of Wipro or its affiliate company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
5. We provide support to our global customers from various locations in India to suit customers' needs on a 24x7 basis. You may be required to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in view business needs and deliverables to customers.
6. This offer of appointment is subject to your successful completion of all educational curricular requirements as laid down by the university/ institution for award of the degree/ diploma and the requirements, including aggregate, specified by Wipro for your role and verification of the same by the Company.
7. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

### 2. COMPENSATION:

Signed by Rahul Vilas Nalawade | [Rahulnalawade022@gmail.com](mailto:Rahulnalawade022@gmail.com) | 08-03-2022 01:06:41 PM IST |

103.66.80.140

## ANNEXURE I

Name **Rahul Vilas Nalawade**  
Designation **Senior Executive**  
Date Of Joining **9 March, 2022**  
Level **B1**  
Annual CTC(Rs.) **500000**

Components	Figures (in INR PER ANNUM)
BASIC	200000
HOUSE RENT ALLOWANCE	100000
BONUS	40000
WIPRO BENEFITS PLAN	101380
PROVIDENT FUND (EMPLOYER CONTRIBUTION)	24000
GRATUITY	9620
VARIABLE PAY	25000
TARGET COST TO COMPANY (PER ANNUM)	500000

Signed by Rahul Vilas Nalawade | Rahulnalawade022@gmail.com | 08-03-2022 01:06:41 PM IST |

103.66.80.140

Date :20/01/2022

To  
Rakhi Hiremath  
(Code: CAN398945)

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Change Management Coordinator**. Your services are being deputed to **EPIROC MINING INDIA LIMITED** on the following terms and conditions:

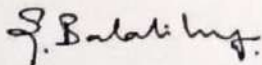
- Your employment will be valid from **24/01/2022 To 23/01/2023** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 430,536.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
  - a. Complete on the Randstad portal:
    - Employee profile form
    - Statutory Nomination forms like ESIC, PF, Medidaim etc.
  - b. Upload proofs of your documents:
    - Government mandated ID proof: Aadhar Card and PAN
    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents.
    - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.  
Wishing you the very best!

Yours truly,  
**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

**Registered Office :**  
Randstad India Private Ltd  
Randstad House,  
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,  
Nungambakkam, Chennai 600 006.  
P +91 (0) 44 66227000 F +91 (0) 44 66227474  
www.randstad.in

Strictly Private and Confidential

Date: 04 October 2022

To,  
**Rohan Bhausahab Dhakne**  
Hyderabad

Dear Rohan Bhausahab Dhakne,

Thank you for the keen interest you have shown in joining our organisation. Consequent to your application, interviews and subsequent discussions with us, we are pleased to offer you a career at **GD Research Center Private Limited**, Hyderabad. Please accept our heartiest congratulations and a warm Welcome to the **GDRC** Family.

You would be designated as **Associate Analyst**. Your employment start date is **10-Oct-2022**. Your annual emoluments will be **Rs.385483 (Rupees Three Lakhs Eighty Five Thousand Four Hundred Eighty Three Only)** Total Cost to Company (CTC) basis. Please refer to **Annexure A** for the break-up.

You will be governed by the Company's Rules and Regulations in force from time to time and as applicable to you.

Terms and Conditions:-

**1. Working Hours:-**

Your working hours will be regulated from time to time purely at the discretion of the management of the establishment to which you are attached. You should be flexible to work in shifts as per business needs.

**2.** Please note if the information and supporting documents provided by you, based on which this offer is being extended, is found to be incorrect or unauthentic, your services will be terminated with immediate effect, without any notice or notice pay.

**3.** You will devote whole time attention to the business of the company and will not be interested or engaged directly or indirectly in other trade or business or as principal agent or servant for any person, firm or company

**4.** Your employment is transferable to any of the group companies in India or abroad.

**5. Leaves :-**

You shall be entitled to avail leave and other benefits applicable to you as per the company policy, in force and/or which may be revised from time to time. Leave of any type can be taken, in excess of this would be treated as leave without pay. Leave will have to be pre-approved by your manager. Refer to leave policy in the HR Handbook.

**6. Performance Appraisals :-**

Your performance and promotion readiness will be assessed on the basis of your competency and skills, the results of your work, the value you contribute to successful project delivery and client development efforts, and your demonstrated stewardship and commitment to the Company.

You will be eligible for a promotion and salary review assessment in the next appraisal cycle as per company policies. Your emoluments will be reviewed on an annual basis. Please note that eligibility for promotion assessment does not automatically qualify you for promotion but only makes you entitled to be evaluated for a possible selection to the next level.

**7. Probation and Notice Period:- ( depending on designation)**

Employees at the level of **Associate Analyst** will be on probation for a period of six months. During this time the notice period will be **Fifteen** days or salary in lieu thereof, as agreed and if approved by Director. On the completion of probation period, the notice period will be **Thirty** days or salary in lieu thereof, as agreed and if approved by Director.

---

**GD Research Center Private Limited**

3rd Floor, Jyothi Pinnacle, Survey No.11, Kondapur Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad-500081 Telangana Tel:040-67426700. Email: hrindia@globaldata.com, Fax: +91-40-67426709 Reg No: U74130TG2006PTC050526, Website: www.gdresearchcenter.com

## Annexure "A"

Date: 04 October 2022

Name: Rohan Bhausaheb Dhakne  
Designation: Associate Analyst

Compensation details with effect from 10-Oct-22 are as given below -

Component	Annual Gross (INR)	Monthly Gross(INR)	Particulars
Basic	114000	9500	Base Pay
HRA	95000	7917	House Rent Allowance (Tax exempted as per prevailing IT Act)
Medical allow/reimbursement	15000	1250	Tax exempted if used for domiciliary medical expenses as per prevailing IT Act.
Conveyance Allowance	19200	1600	Non taxable as per prevailing IT Act.
Provident Fund contribution 12%	21600	1800	Employer contribution towards Provident fund which is payable on Basic. However, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance.
Customary Bonus*	26600	2217	Annual Component & will be paid after completion of each full year of service as per company's Policy
Special Allowance**	66000	5500	This component will be treated as part of customized pool of allowance for tax computation under IT Act
Customized Allowance Pool**	22600	1883	
<b>Gross Compensation</b>	<b>380000</b>	<b>31667</b>	
Gratuity @ 4.81% on Base Salary	5483	457	Paid as per Gratuity Act.
<b>TOTAL CTC</b>	<b>385483</b>	<b>32124</b>	Cost to Company

\* Customary Bonus is a yearly fixed component and will be paid after completion of each full year of service as per company's policy.

\*\* Special Allowance/Customized Allowance Pool

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities.

Component	Maximum Limit	Remarks
Meal Allowance(Optional, Will be adjusted against Special Allowance/Customized Allowance Pool)	26,400	Tax exempted, if opted for meal vouchers
Gift Coupons	5,000	Tax exempted If opted (Coupons will be issued at the end of each Financial Year)
Children Education Allowance	2400	Can be availed up to 2 Children

\*\* Special allowance/Customized allowance pool components which are opted are exempted as per the prevailing tax regulations and once opted they need to be continued for rest of the financial year.

Yours sincerely

**Praveen Kumar Chanda**  
Head - Human Resources, APAC

GD Research Center Private Limited

3rd Floor, Jyothi Pinnacle, Survey No.11, Kondapur Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad-500081 Telangana Tel:040-67426700. Email:hrindia@globaldata.com, Fax:+91-40-67426709 Reg No:U74130TG2006PTC050526, Website:www.gdresearchcenter.com

Our Ref.: SCT: 22-23:AL01

Date: April 01, 2022

Rohit Dadasaheb Lawand  
S.No.14/3,  
A-104,  
Shri Krishna Nagari society,  
Near N.D.A gate,  
Kondhawe-Dhawade,  
Pune- 411 023.

Sub: Appointment Letter

Dear Rohit,

We welcome you at Spring CT in the position of **HR Executive** Spring CT, like the season of Spring, is a place for growth, renewal, and beginning of a new life. In the context of our business this applies to the development of new technologies and products, as well as to the growth of the employees and the organization. We are proud to welcome you to an organization that strives for the growth of its entire community, which includes its employees, owners, customers, suppliers, and business partners.

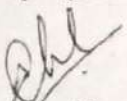
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We are excited about you joining our team and we look forward to your active contribution in growing Spring CT. We are certain that we shall contribute to your personal growth equally well.

Please refer to Annexure 1 for the terms of employment and Annexure 2 for the details on your initial remuneration. This appointment letter overrides all previous discussions related to your employment.

With warm regards,

For Spring Computing Technologies Pvt. Ltd.

  
Anushree Chaubal  
Manager - Operations



Private and Confidential

**Annexure 2: Remuneration**

**Name: Rohit Lawand**  
**Designation: HR Executive**

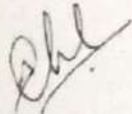
**Compensation Details: -**

Salary Head	Rs. Per Month	Rs. Per Year
Basic	12,667	1,52,004
House Rent Allowance	5,067	60,802
Medical Allowance	1,250	15,000
Communication Allowance	2,000	24,000
Leave Travel Allowance	1,267	15,200
Special Allowance	6,163	73,959
<b>Gross Compensation</b>	<b>28,414</b>	<b>3,40,965</b>
Annual Medclaim Premium	844	10,127
Employer Contribution towards PF	1,800	21,600
Employer Contribution towards Gratuity	609	7,308
<b>Total Fixed Compensation</b>	<b>31,667</b>	<b>3,80,000</b>
On target Variable Compensation		20,000
<b>Total Compensation</b>		<b>4,00,000</b>

**Notes:**

1. The company shall deduct taxes and other charges, required as per the government rules and any other charges as applicable according to the company rules from your monthly salary.
2. The sum due and unclaimed against Medical Allowance and other allowances will be paid at the end of the fiscal year. This payment will be taxable.
3. Your remuneration is a confidential matter and you are expected to discuss the same only with your manager(s) and concerned members of the HR team. You are advised not to compare salaries amongst colleagues, as any grievance raised based on that may not be entertained.

For Spring Computing Technologies Pvt. Ltd.



Anushree Chaubal  
Manager - Operations





**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirton Knowledge Park,  
Goregaon (East), Mumbai - 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2853 2160  
Email:csil@citi.com



Citicorp Services India Private Limited

28/12/2022

Rohit Anil Shinde

HOUSE NO.95 NEAR LONKAR HIGH SCHOOL GANDHI CHOWK MUNDHWA

Pune, Maharashtra 411036

Dear Rohit Anil,

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citicorp Services India Private Limited (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

- Career Level: C04
- Location: PUNE
- Entity/Group: Citicorp Services India Private Limited
- CTC (INR)\*: 410,270

\* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all pre-requisites to the satisfaction of Citi, your initial appointment will be at Special Economic Zone Unit of the Company at EON, Kharadi, Pune. The effective date of your joining will be as mutually agreed upon.

You shall comply with and abide by:

- a. all policies of Citi (and changes/revisions thereto effected from time to time),
- b. the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are NOT entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

As a prerequisite for joining the employment, Citi will make confidential reference checks and background verification, including your stated academic credentials and professional career and achievements. Hence, your date of joining Citi is contingent upon entering the requisite data on First Advantage website and/or any third party authorized by Citi for

**Human Resources**

Gr. 1st, 2nd and 3rd Floor, Wing 3, Cluster B  
M/s EON Kharadi Infrastructure Pvt. Ltd.  
SEZ, Plot No. 1, S. No. 77,  
MIDC, Kharadi Knowledge Park,  
Pune 411014

**Registered Office:**

B6, 7th Floor of Nirton Knowledge Park,  
Goregaon (East), Mumbai - 400 063  
CIN No:U72900MH2009FTC192938  
T +91 22 2653 2160  
Email:csii@citi.com



Citicorp Services India Private Limited

**Annexure****Compensation (INR)**

Grade/ C Level	C04
Basic Salary	180,063.00
Special Allowance	58,899.00
Meal Allowance	36,000.00
**Car Allowance	0
HRA	90,032.00
LTA	15,006.00
TC less LPA (a)	380,000
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	380,000.00
***Provident Fund - 12%	21,608
****Gratuity - 4.81%	8,662
*****Superannuation - 13%	0
Retirals:Overall (d)	30,270
CTC (a+b+c+d)	410,270
Sign-On Bonus	0
Notice Period Buy Out	0



## Internship Letter

Date : 29-Nov-21

Ms. Ruhi Sawardekar.

Batch : 2022.

Name of Institute : Neville Wadia Institute of Management Studies and Research.

With reference to your application expressing interest for undergoing internship at **Amdocs Development Centre India LLP**, received from your institute **Neville Wadia Institute of Management Studies and Research**, we are pleased to inform you that you have been selected for the Three month internship program (temporary assignment) with the Amdocs. During this period of internship, you will be working as a "Project Trainee" and the following terms and conditions will be applicable to you:-

1. The Internship is a temporary assignment and subject to the rules and regulations of the organization with respect to the office timings and weekly off.
2. The period of Internship will be for Three months from **06-Dec-21 till 06-Mar-22**.
3. For this period of internship, you will be paid a stipend of **INR 20000 per month** (INR Twenty Thousand Only per month).
4. This offer of internship does not bestow any lien for your permanent internship or employment with the Amdocs and will stand terminated at the end of the internship period as specified above.
5. During the internship period, you will not be entitled to take any leaves except the Non-working days as per Amdocs guidelines on weekly off. Basis the project requirement, you may be required to work on weekly off / holidays.
6. You will not carry out any business without previous written permission of the Amdocs during this period and the knowledge gained will be used only for academic purpose.
7. You will keep the Amdocs informed of any changes in your communication address.
8. The temporary assignment can be terminated with one day prior notice by the Amdocs, without assigning any reasons whatsoever, after your handing over to the Amdocs all Amdocs assets which may have been handed over to your custody during the period of this temporary assignment.
9. It is explicitly stated and understood that you have been allowed to undertake this temporary assignment in the Amdocs at your own will and risk and the Amdocs is not liable for any risk or injury to you on account of/during the course of temporary assignment.
10. You will use all reasonable means available to you to prevent any disclosure of Confidential Information by any other person and you will ensure that any Confidential Information of which you have knowledge is safely and securely stored. You acknowledge that the Amdocs may suffer extensive loss or damage from disclosure of Confidential Information. You will treat all information revealed to you during your internship, which relates to a customer, as confidential in nature. This applies to information you hear or read, even if you are not told the information is confidential and even if the information is not



Date: December 20, 2021

Sandesh Kashinath Pitambare  
Pune

Dear Sandesh,

**Subject: Offer of Employment cum Appointment order at Nielsen (India) Private Limited**

We are very pleased to offer you employment at Nielsen (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the Nielsen family!

You would be joining the company as **BI Reporting Associate BAU** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

**Position - "BI Reporting Associate BAU"**

**Global Job Band – 8**

**COE – Customer Success**

**Salary & Perquisites** - Your annual Total Base Salary (TBS) is **INR 775008 /-** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 800000/-**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

In order to maintain the highest standards for our new associates, a further condition of this offer is that you must successfully clear your final examinations. Nielsen requires an official copy of your Mark sheet within three months of your joining date. If you fail to meet this standard, Nielsen reserves the right to rescind this offer

**Leave Entitlement** – You will be entitled to the following types of leaves:

- 24 days Privilege Leave (on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash.

**Provident Fund (EPF)** - Nielsen contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits

Dear Satyam,

We are happy to inform you that you've been hand-picked because of your aptitude, social compassion and your willingness to challenge yourself. These are the values that we cherish here at Merkle-Sokrati and know that you would be an asset to our growing team!

With reference to our recent discussions, through this communication **Merkle Sokrati Technologies Pvt. Ltd., Pune.**

You have been hired as a consultant for the role of **Media - Junior Associate.**

Your appointment is subject to:

1. Joining with Merkle-Sokrati on or before the date mutually agreed between us
2. Accepting of the offer on email
3. Providing appropriate reports from your references & previous employers.

Looking forward to finding out what all is in store for you? Write back to us with your acceptance and we can't wait to E-meet on **Wednesday, 02<sup>th</sup> March 2022**, bright and shining!

All of us Merkle-Sokratians look forward to having you onboard.

CTC - 3,50,000

Yours sincerely,  
For Merkle Sokrati Technologies Pvt. Ltd.

*Anika Sanyal*  
Anika Sanyal  
Executive - Talent Acquisition



# HEXAGON NUTRITION LIMITED

*Nutritionally Yours...*

(Formerly known as Hexagon Nutrition Private Limited)

Date: 21<sup>st</sup> May, 2022

To,  
Mr. Shreeyash Deshpande  
2, Loksangamvihar C Bldg,  
New DP Road Aundh,  
Pune – 400007.

## OFFER LETTER

*Dear Shreeyash,*

With reference to our discussion, we are pleased to inform that you have been selected for the post of **Management Trainee – Supply Chain Management** in our organization at our **Head office**.

Your annual compensation package will be as mutually agreed during the discussion.

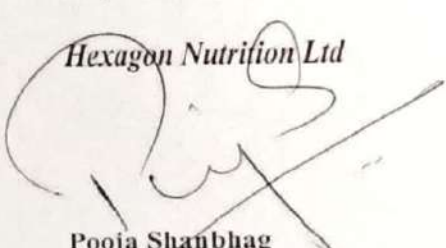
You will be on Training period for 1 year from the date of joining and your subsequent continuation will be subject to your successful completion of your Training period and alignment with company's Culture philosophy. On joining us, your superior will give you details of your job profile in writing.

As agreed by you, we understand that you will join on any day, **on or before 1<sup>st</sup> June 2022**.

Wishing you all the best for a meaningful long term association with us.

For,

*Hexagon Nutrition Ltd*

  
Pooja Shanbhag  
Asst General Manager – HR & Admin

CIN:- U24110MH1993PLC072189

404 Global Chamber, Adarsh Nagar, Link Road,  
Andheri (W), Mumbai (Maharashtra) - 400053 - INDIA.  
Tel. No.: +91-22-62136710/711  
Website : [www.hexagonnutrition.com](http://www.hexagonnutrition.com)  
Email ID: [enquiry@hexagonnutrition.com](mailto:enquiry@hexagonnutrition.com)

HN 1785



"2015 Dietary Supplement  
Company of the year"



"Excellence in the  
Chemicals &  
pharmaceuticals Sector  
By



"Best Healthcare Brand 2016  
By  
The Economic Times"

FSSCI 22000



"Clinical Nutrition  
Brand of the year 2016"  
By  
CIMS Media Nutraceutical

**wd: Final Salary Offer @Neilsoft**

hubham Pawar <shubhampawar47@gmail.com>  
 ): placements@nevillewadia.com

Thu, Jul 28, 2022 at 11:56 A

Dear Sir,

I have been selected as a Management Trainee- Research & Planning at Neilsoft Pvt. Ltd. and in order to take the process ahead the company HR has requested for a college certificate stating that I was a student of this college for the academic year 2020-2022 and that the college is fine with me starting my job before passing out.

I request you to kindly look into it and to make the certificate available at the earliest.  
 Thank you.

Regards,  
 Shubham Pawar  
 +91-8888702288

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

From: **Bharati Patil** <bharati.patil@neilsoft.com>  
 Date: Wed, 27 Jul, 2022, 14:31  
 Subject: Final Salary Offer @Neilsoft  
 To: Shubham Pawar <shubhampawar47@gmail.com>

Hello **Shubham**,

Thank you for taking the time to interview for the **Management Trainee-Research & Planning position**. We enjoyed getting to know you. We have completed all our interviews. We believe your past experience and strong technical skill will be an asset to our company. **You have been selected for the Research & Planning position for Pune location.** Congratulations!

Enclosed is the **final salary proposal** as per company standards, following are the details of the offer.

Please confirm your DOJ.

X Per Annum	4,80,000	
Y Per Month	40000	
Proposed Structure		
Components	Monthly	Annually
Basic	10,000	1,20,000
HRA	4,000	48,000
CCA	1500	18,000
Attire	1,500	18,000
Conveyance	6,500	78,000
Others	14,217	1,70,604
<b>Sub Total A</b>	<b>37,717</b>	<b>4,52,604</b>

Gratuity	483	5,796
<b>Sub Total B</b>	<b>2,283</b>	<b>27,396</b>
<b>Total Gross Monthly (A+B)</b>	<b>40,000</b>	<b>4,80,000</b>
X	40,000	4,80,000
<b>CTC</b>	<b>40,000</b>	<b>4,80,000</b>

Regards,

Bharati.

**From:** Shubham Pawar <shubhampawar47@gmail.com>

**Sent:** 27 July 2022 10:40

**To:** Bharati Patil <bharati.patil@neilsoft.com>

**Subject:** Re: FW: Document Required @Neilsoft

Dear Bharati Ma'am,

I would like to sincerely thank you for extending the offer of joining your company. It indeed is an honor to have been selected for a company of such high repute. I am excited and looking forward to getting started.

Attached below are the documents that you requested.

Regards,

Shubham Pawar

+91-8888702288

On Wed, Jul 27, 2022 at 9:14 AM Bharati Patil <bharati.patil@neilsoft.com> wrote:

Hi,

Congratulations! You are shortlisted in interview round.

Please fill up attached form and submit the document then we can process further offer.

Request you to mail me below documents asap:

1. Pancard
2. Aadhar card
3. 3 Months salary slips
4. Appointment letter/Offer Letter/ Increment Letter



# upGrad

08-April-2022

Dear Snehal Kalsait,

Congratulations! It is our pleasure to offer you the position of "**Admissions Counselor – Inside Sales (Inside Sales)**" at Grade "**G1**" with upGrad Education Private Limited.

upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets, and we expect every upGrad team member to adhere to our core values of **Accountability, Speed, Passion, Integrity, Respect, and Excellence (ASPIRE)**.

**Please find the specifics of your offer below:**

1. Your employment will be governed by upGrad Education Employment Agreement ("upGrad")
2. You will be based at **Mumbai** office. upGrad reserves the right to change the location based on the business requirement. You will be a given prior notice period of one (1) week before such a change.
3. The standard workdays would be for 6 days in a week on a rotational basis (This is subject to change, depending upon the vertical or the business you are a part of). 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:**
  1. **Fixed Component** of CTC will be **INR 400000 (Four Lakhs Rupees Only)**. This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).
  2. Over and above the fixed Compensation, you shall be eligible for performance-based incentive up to **INR 4,00,000 (Four Lakhs Rupees Only)** per annum on achieving specific targets, which will be paid as per the "Sales Incentive Plan". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The details of the Sales Incentive plan will be made available to you once you join. 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 Incentive plan.
5. You are expected to join us in the **August** month of the year 2022. With the aim of providing a smooth onboarding process, the date of joining will be accommodated only after your final examination. On the basis of the information provided by you or Training & Placement Officer regarding your examination dates, the exact date of joining will be communicated to you and/or your Training & Placement Officer two (2) weeks prior to the date of joining. At the time of joining, you shall confirm that you have attended all your examination and there are

# BHARAT FORGE

Ref No: PD/2022

March 09, 2022

Mr. Vedant Kenge  
Neville Wadia Institute of Management Studies and Research,  
Pune.

Dear Sir,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected for doing your internship in our Organization, on the following terms and conditions :-

1. You will attend our office on daily basis till you complete your final year of MBA examination of Neville Wadia Institute of Management Studies and Research, in the year 2022.
2. You will be given an opportunity to learn and have on the job experience during the internship.
3. You will maintain your daily progress diary and produce the same to your superior so that your progress could be evaluated.
4. You will be paid a Stipend of Rs. 20000/- (Rupees Twenty Thousand only) per month, proportionate to your attendance. The day on which you remain absent will be treated as leave without pay.
5. During the continuance of your internship and thereafter you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than the Directors of the Company or their authorized Representatives) all such secrets of confidential information of any description acquired by you during your internship, concerning business, process of manufacture, business practices or affairs of the Company or any of its associates or branches, their customers and suppliers.
6. You will be abide by general rules and regulations of Bharat Forge Ltd.
7. Upon your successful completion of your MBA degree, in June/July 2022, and subject to your passing in first class, you will be offered position of Management Trainee for a period of one year on a CTC of Rs. 3.75 Lacs p.a. The detailed appointment letter will be issued to you after completion of your MBA examination.
8. You will be given leave for appearing your examination, for which you will have to apply to your superiors, well in advance. This leave will be treated as leave without pay.

AL



KALYANI  
GROUP COMPANY

BHARAT FORGE LIMITED, MUNDHWA, PUNE 411 036, MAHARASHTRA, INDIA  
PHONE : +91 20 6704 3777 FAX : +91 20 3682 0699 (Export) 2682 2387 (Sales/Mktg) 2682 2163 (Material)  
Website : www.bharatforge.com  
CIN No. L25209PN1961PLC012046

# BHARAT FORGE

9. You will be required to start your internship on or before 09.03.2022.

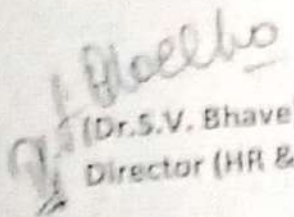
If you are agreeable to the above terms and conditions, please return the duplicate of this letter duly signed by you confirming your acceptance.

We take this opportunity to welcome you to the organization and hope that your association with us will prove to be of mutual benefit.

Initially, at the time of joining you will be report to the Personnel Department for further guidance.

Thanking you.

Yours faithfully,  
For Bharat Forge Ltd.

  
(Dr. S.V. Bhave)  
Director (HR & IR)

Ref: HR/DEC/21/A3/59605878/60282867/1001082546

Date: 08 December, 2021

Mr. Vinayak Shinde  
Mularoad, Adarshnagar  
Near ganesh mitra mandal, Khadki  
Khadki 411003  
Maharashtra, India

Dear **Mr. Vinayak**

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

We are pleased to offer you employment as **Key Account Executive HoReCa in Senior Executive - A3 grade** in our business on the following terms and conditions:

**1. PLACE OF POSTING:**

Your initial posting will be at **Pune, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 December, 2021.

**2. COMPENSATION:**

Your compensation on a Cost to Company (CTC) basis will be **Rs. 5,50,000/- (Rupees Five Lac(s) Fifty Thousand Only)** per annum and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

**i. Fixed Pay: Rs. 5,00,000/- (Rupees Five Lac(s) Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

**ii. Retirals: Rs. 30,258/- (Rupees Thirty Thousand Two Hundred Fifty Eight Only) per annum.**

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

**iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 50,000/- (Rupees Fifty Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the sole discretionary interpretation of Reliance.**

**Reliance Retail Limited**

CIN: U01100MH1998PLC120563 Phone: +91 22 35553800

Registered Office: 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000



Date: 11/15/2022

**Yash Mehta**

Pune

Dear Yash,

**Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited**

We are very pleased to offer you employment at NielsenIQ (India) Private Limited. We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Customer Service Associate** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

**Position** - Customer Service Associate

**Global Job Band** - 08

**Salary & Perquisites** - Your annual Total Base Salary (TBS) is **INR 766,269.00** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 800,000.00**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

In order to maintain the highest standards for our new associates, a further condition of this offer is that you must successfully clear your final examinations. NielsenIQ requires an official copy of your Highest Education Marksheet and Degree within three months of your joining date. If you fail to meet this standard, NielsenIQ reserves the right to rescind this offer.



Date: January 04, 2022

Yugandhara Ghormade  
Pune

Dear Yugandhara,

**Subject: Offer of Employment cum Appointment order at Nielsen (India) Private Limited**

We are very pleased to offer you employment at Nielsen (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the Nielsen family!

You would be joining the company as **Customer Service Associate** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

**Position - "Customer Service Associate"**

**Global Job Band – 8**

**COE – Customer Success**

**Salary & Perquisites** - Your annual Total Base Salary (TBS) is **INR 775008 /-** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 800000/-**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

In order to maintain the highest standards for our new associates, a further condition of this offer is that you must successfully clear your final examinations. Nielsen requires an official copy of your Mark sheet within three months of your joining date. If you fail to meet this standard, Nielsen reserves the right to rescind this offer

**Leave Entitlement** – You will be entitled to the following types of leaves:

- 24 days Privilege Leave (on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash.

**Provident Fund (EPF)** - Nielsen contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits

OL No: TN2634

4 May 2022

Dear Yuvraj Rathod,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

OJT Date: **12 May 2022 to 21 May 2022**Training Start Date: **22 May 2022**Training End Date: **21 September 2022**

Location of Training: Bangalore

Stipend: **INR 15000** Per MonthIncentives : **INR 10000**Target: **220000** INR per month.Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **12 May 2022**.

CTC - 5,00,000

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

Date: February 21, 2022

To

**Gathe Pranav Sanjay**

Pune

Sub: Offer Letter

Dear **Pranav**

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2022 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

**ICICI Securities Limited**  
**Registered Office (Institutional):**  
ICICI Centre, H. T. Parekh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

**Corporate Office (Retail):**  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

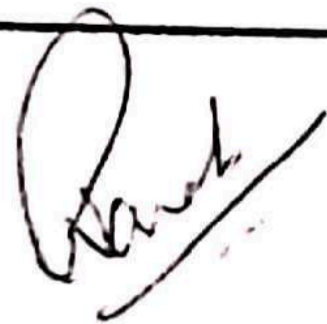
Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)





Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Pranav Gathe	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: February 21, 2022

To

**Jamsandekar Rucha Vinod**

Pune

Sub: Offer Letter

Dear **Rucha**

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2022 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

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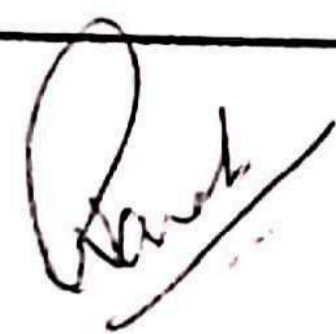
**Corporate Office (Retail):**  
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T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705  
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Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Rucha Jamsandekar	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: February 21, 2022

To

**Jawale Yashodeep Vinodkumar**

Pune

Sub: Offer Letter

Dear Yashodeep

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2022 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

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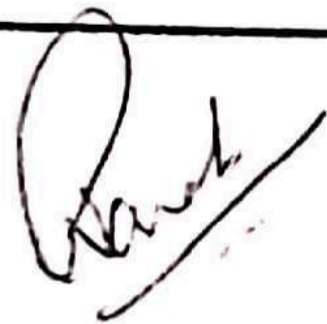
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Tel (91 22) 4070 1000  
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Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Yashodeep Jawale	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: February 21, 2022

To

**Jaware Aniket Chandrashekhar**

Pune

Sub: Offer Letter

Dear **Aniket**

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2022 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

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**Registered Office (Institutional):**  
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Fax (91 22) 2288 2445

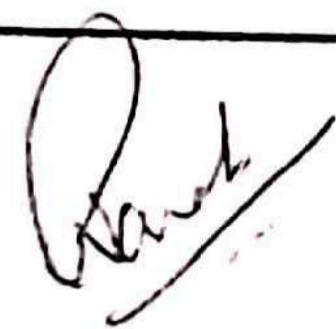
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Tel (91 22) 4070 1000  
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**Name of Compliance Officer (Broking Operations) :** Ms. Mamta Jayaram Shetty  
**Email Address:** [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
**Website Address:** [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Aniket Jaware	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: February 21, 2022

To

**Joshi Nagesh Vasantao**

Pune

Sub: Offer Letter

Dear **Nagesh**

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2022 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

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Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

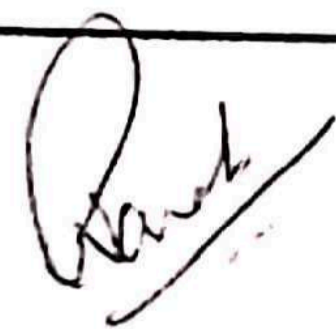
**Name of Compliance Officer (Broking Operations) :** Ms. Mamta Jayaram Shetty  
**Email Address:** complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000  
**Website Address:** www.icicisecurities.com / www.icicidirect.com

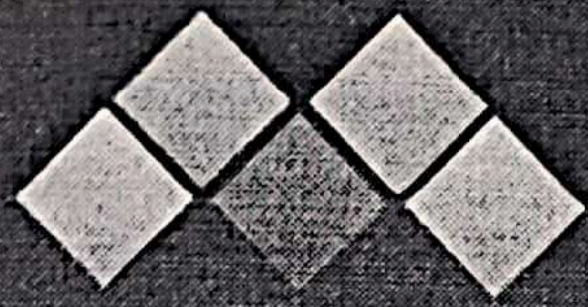




Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Nagesh Joshi	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		





**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 9th Mar, 2022

To,  
Anjankar Aditya Sanjay,  
Pune.

Dear Aditya,

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th March, 2022**.

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

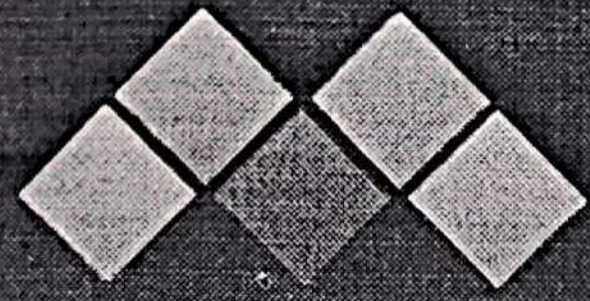
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.

**Insurance**

The company offers, Insurance covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



**MARKETSANDMARKETS**

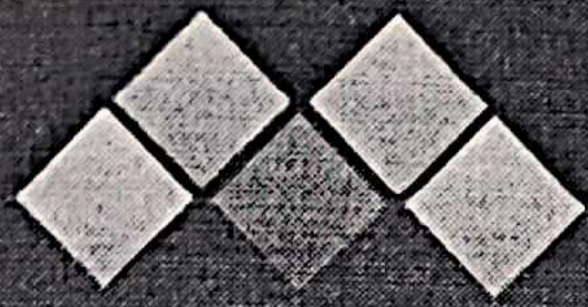
**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Anjankar Aditya Sanjay	
Designation	Content Writer	
Date of Joining	14-Mar-2022	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>



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**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 9th Mar, 2022

To,  
Atram Sanjivani Diwaka,  
Pune.

Dear Sanjivani,

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th March, 2022**.

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

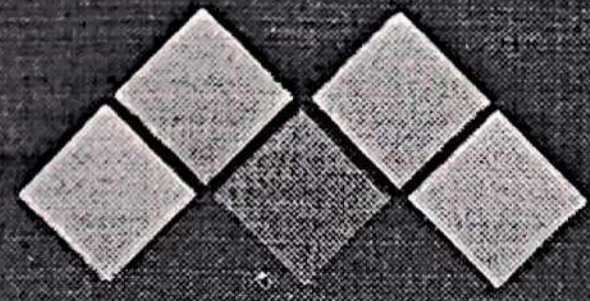
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.

**Insurance**

The company offers, Insurance covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



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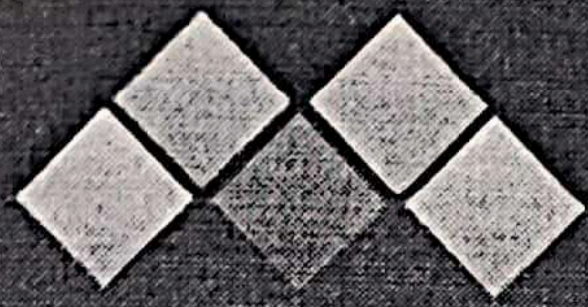
MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Atram Sanjivani Diwakar	
Designation	Content Writer	
Date of Joining	14-Mar-2022	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

**Date: 9th Mar, 2022**

To,  
**Badhe Sai Sandip,  
Pune.**

**Dear Sai**

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th March, 2022**.

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

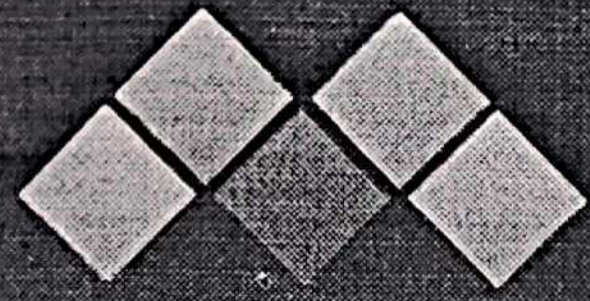
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.

**Insurance**

**The company offers, Insurance** covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



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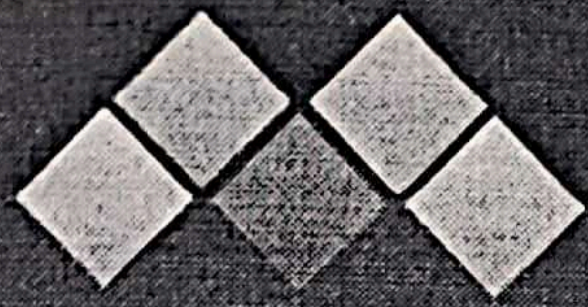
MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Sai Badhe	
Designation	Content Writer	
Date of Joining	14-Mar-2022	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 9th Mar, 2022

To,  
Bagwan Parvez Ilyas,  
Pune.

Dear Parvez,

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th March, 2022**.

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

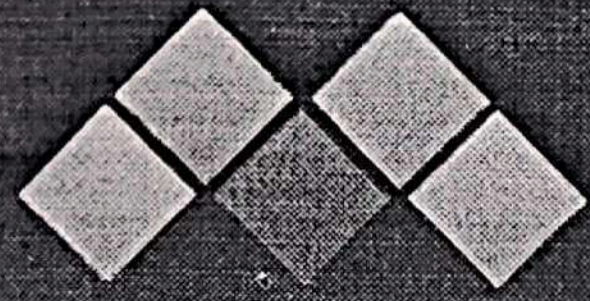
**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.

**Insurance**

The company offers, Insurance covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.





MARKETSANDMARKETS

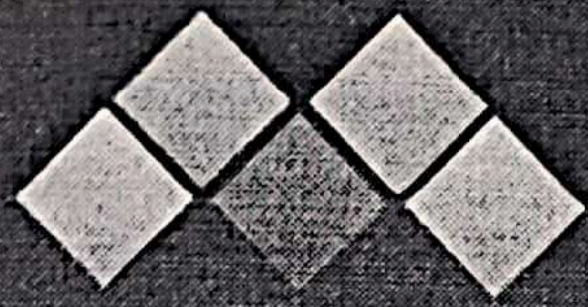
MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Parvez Bagwan	
Designation	Content Writer	
Date of Joining	14-Mar-2022	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

**Date: 9th Mar, 2022**

To,  
**Bambale Aniket Namdev,**  
**Pune.**

**Dear Aniket,**

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th March, 2022.**

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

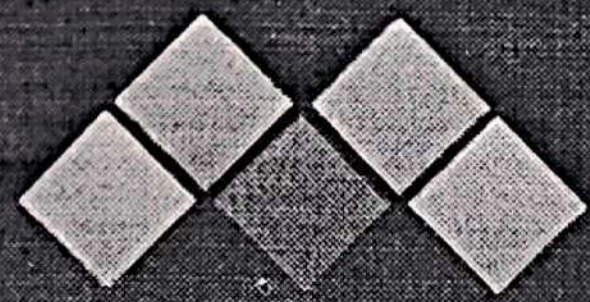
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2.**

**Insurance**

**The company offers, Insurance** covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



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Research Private Limited**

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Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Aniket Bambale	
Designation	Content Writer	
Date of Joining	14-Mar-2022	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>

05-Apr-2022

To,  
Akulwar Kaustubh Subhash

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Kaustubh,

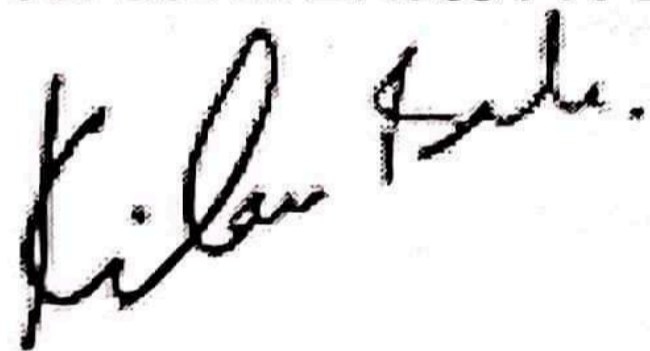
Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Kaustubh, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

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05-Apr-2022

To,  
Chincholkar Sohan Jaikumar

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Sohan,

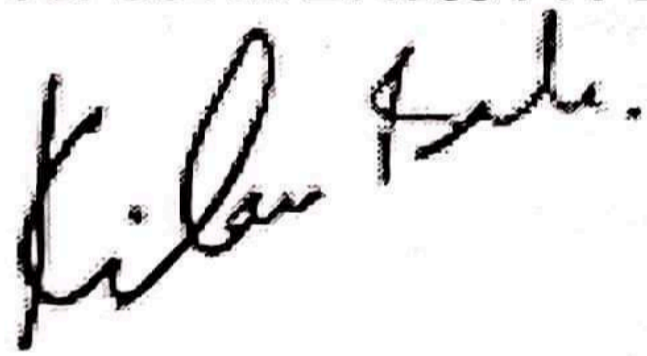
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The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Sohan, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

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Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

05-Apr-2022

To,  
Damkondwar Sandeep Gangadhar

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Sandeep,

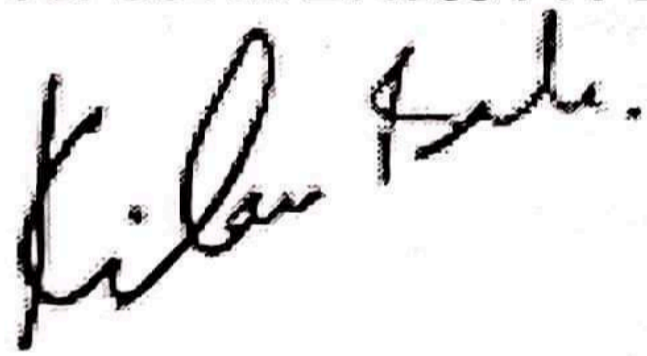
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The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Sandeep, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594



Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

05-Apr-2022

To,  
Deodhar Aniket Mohan

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Aniket,

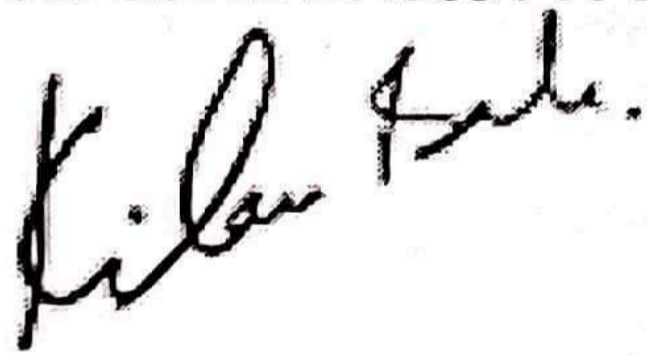
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The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Aniket, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

**SG ANALYTICS PRIVATE LIMITED**

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
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Total CTC	0	<b>370000</b>

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**SG ANALYTICS PRIVATE LIMITED**

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

05-Apr-2022

To,  
Gangurde Pramita Sunil

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Pramita,

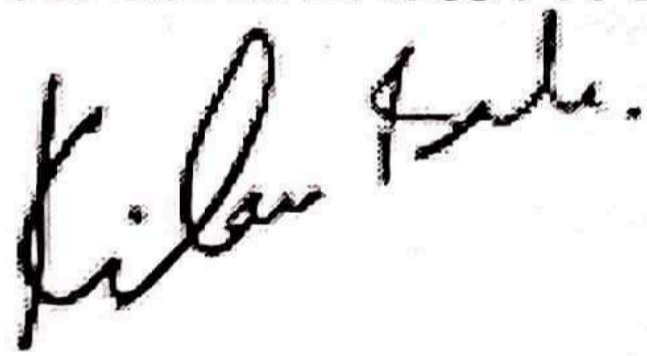
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The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Pramita, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

**SG ANALYTICS PRIVATE LIMITED**

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Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
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Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	<b>370000</b>

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- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Date: **December 10, 2021**

**Letter of Offer**

Dear **Abhishek Abnave**,

Further to your interview dated **December 09, 2021**, we are pleased to offer you the position of **Trainee - Technical Support Executive** with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be **Rs. 20,000/-** (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Technical Support Executive**.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to join duties with effect from **December 20, 2021** for this offer to be valid.

You would be eligible for the appraisal in **April 2023**.

Kindly report at the following address, at 9:15 a.m. on your date of joining –

Cybage software Pvt. Ltd.  
7th Floor, Tower-B, EON Kharadi Infrastructure Pvt. Ltd. SEZ,  
Phase- II, S. No. 72/2/1, Kharadi,  
Pune – 411014, Maharashtra

Cybage may defer and/or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We look forward to your joining Cybage at the earliest and wish you a successful career with us.

Thanking you,

Sincerely,  
For Cybage Software Pvt. Ltd.



Tina Rastogi  
Vice President - Human Capital Management

---

**Cybage Software Pvt. Ltd.**

(An ISO 27001 Company)

Survey No 13A/1+2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

[www.cybage.com](http://www.cybage.com)

**ANNEXURE-1**

**SALARY BREAK-UP**

Name: **Abhishek Abnave**  
 Designation: **Technical Support Executive**  
 Date Of Joining: **December 20, 2021**  
 Department: **Support Services**  
 Primary Skill: **Technical Support**  
 Location: **Pune**

No.	Components of Salary	Amount Rs. (per annum)
<b>A</b>	<b>Monthly Salary components</b>	
i	Basic	162,000
ii	HRA	16,200
iii	Bonus \ Ex-Gratia	86,400
iv	EPF Employer's Contribution	23,400
	<b>ANNUAL GROSS FIXED SALARY</b>	<b>288,000</b>
<b>B</b>	<b>Major benefits</b>	
v	Gratuity	7,792
vi	Insurance-Medicaid	6,600
vii	Insurance-Term Life	1,308
	<b>TOTAL COMPENSATION (A+B)</b>	<b>303,700</b>
<b>C</b>	<b>Variable Pay</b>	<b>28,800</b>
<b>D</b>	<b>COST TO COMPANY (A+B+C)</b>	<b>332,500</b>

*\*Details mentioned in the "Explanation of terms used" section in the next page.*

**Cybage Software Pvt. Ltd.**

(An ISO 27001 Company)

Survey No 13A/1+2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

[www.cybage.com](http://www.cybage.com)



MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

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## Fwd: Offer of Employment \_Fulltime Academic Writer \_ Pune @ Paperpedia

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Abhishek Khadilkar <abhishekkhadilkar94@gmail.com>  
To: nevillewadiambplacements@gmail.com

17 July 2021 at 20:00

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

From: **Abhishek Khadilkar** <abhishekkhadilkar94@gmail.com>  
Date: Sat, Jul 17, 2021, 19:08  
Subject: Re: Offer of Employment \_Fulltime Academic Writer \_ Pune @ Paperpedia  
To: Shradhha Ahir <shradhhappedia@gmail.com>

Hi Shradhha,

First of all I would like to thank you for providing me this wonderful opportunity to join Paperpedia as Academic Writer. I would like to formally accept the terms of employment and conducts of ethics provided. I look forward to join Paperpedia and take this new challenge with your guidance and training. Please accept this as my confirmation of acceptance and once again thank you so much for this amazing opportunity.

Warm Regards,  
Abhishek Khadilkar

On Fri, Jul 16, 2021 at 5:05 PM Shradhha Ahir <shradhhappedia@gmail.com> wrote:

Dear Abhishek,

Regarding your job application and subsequent discussions, we are pleased to offer you the full-time role of Academic Writer at Paperpedia. The role requires you to have strong written skills in English, research skills, domain knowledge, and learning ability to be able to help our clients with their educational needs. We wish you all the best with the role.

The terms of the offer are as follows:

**I. Salary:** You are offered a CTC of INR 6,00,000 lakhs ( including PT, PF & Medical).

Break up of Salary

Earnings	Yearly Amount	Monthly Amount
Basic	360000	30000
HRA	180000	15000
Conveyance	19200	1600
Medical Allowance	15000	1250
Special Allowance	25800	2150
Gross Income	600000	50000



Ref: HR

Dated: 17<sup>th</sup> Dec, 2021

**OFFER LETTER**

To,

**Mr. Aditya Adhav,**

**Paschimrang Soc., Flat no. C-7,  
Phase -1, near Shriram soc., Warje,  
Pune - 411058.**

This has reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of **"Business Analyst"** with effect from **30<sup>th</sup> December 2021**. You will be based at our office in **Pune, India**. Your compensation will be **Rs. 5,50,000/-** (Rupees Five Lakhs Fifty Thousand Only)

Your appointment letter comprising the detailed terms and conditions of your employment and the salary sheet will be given to you once you formally join us on the Date of Joining mentioned above.

We trust that the information and supporting document you have provided to us are true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter. We reserve our right to review and revoke this offer of employment, in the event any discrepancy is found in the future.

We request you to carry and submit the required documents with you on the Date of Joining as per the attached Joining Documents Checklist.

For a convenient joining process, the required joining documents should be uploaded and submitted as per the guidelines within 2 days of Offer Acceptance.

All the matters related to your appointment and compensation are strictly confidential and shall be treated as such at all times.

If you agree to all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning the duplicate copy of this letter duly signed by you. If you have received the offer letter through email, please send your acceptance through a reply mail within one day from the date of receipt of the e-mail. If you fail to accept the offer from **Vyom Labs Pvt Ltd.** within 1 day, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Additionally, if you fail to report for onboarding formalities on the Date of Joining after accepting and signing this offer letter, you shall be liable to pay an amount equivalent to 1 (One) months Gross Salary for the loss that may be suffered by the Company as the Company has incurred cost towards recruitment and had also confirmed the seat for the said position.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

Yours sincerely,  
Human Resource Department

Vyom Labs Private Limited

**I have read and accept the terms and conditions of this offer letter:**

Name : \_\_\_\_\_  
Signature : \_\_\_\_\_  
Date : \_\_\_\_\_

Date: December 09, 2020

## Letter of Offer

Dear Akarsh Salgotra

Further to your interview dated December 09, 2020, we are pleased to offer you the position of **Trainee Executive – Talent Acquisition** with our organization.

On joining the company, you will be on training for a minimum period of 6 months. The monthly stipend during your training period will be Rs. 18,000/- (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Executive – Talent Acquisition**.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to join duties with effect from December 14, 2020 for this offer to be valid.

Kindly report at the following address at 9.15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.  
Cybage Towers, Kalyani Nagar,  
Behind Gold Adlabs,  
Pune, 411014, India

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.

We look forward to your joining at Cybage and wish you a successful career with us.

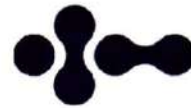
Sincerely,  
For Cybage Software Pvt. Ltd.

Swati Patil  
Group Manager – Talent Acquisition

**CYBAGE SOFTWARE PRIVATE LIMITED**

Survey No. 13A/1+2+3/1, Wadgaon Sheri, Pune – 411014, Maharashtra, India  
+91 20 6604 1700 | info@cybage.com | CIN: U72200MH1996PTC104374

09 December 2020



Dear Amey Savale,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a research project in Investment Research Domain (ESG).

**Designation - Consultant**

**Monthly compensation: INR 28,000 (Annexure)**

**Joining date – 08 March 2021**

**Project end date – 04 June 2021**

- Work hours - 9/10 am to 6/7 pm
- No paid leaves will be available through the length of the project
- SGA reserves the right to extend the project duration subject to business requirement. In such a case, a notice of 2 weeks will be provided. Duration of such extension might not be more than one month
- SGA can terminate the contract with a 30 days notice period
- Project needs flexibility in order to meet business requirements

**Kindly send your acceptance by today end of the day stating that you accept the offer.**

On your first day you need to provide following documents originals as well as a copy of it.

- 1 passport size photographs
- 2 photocopy of Pan card
- 2 photocopy of permanent address proof, valid passport
- 10th and 12th mark sheet and Certificate
- Graduation & Post graduation mark sheet and certificate

Best Regards,  
For **SG ANALYTICS PVT LTD**

**SANDEEP DATTA**  
Head – Human Resources & Administration

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No:U74140PN2007PTC145594

**OFFER LETTER - ACKNOWLEDGEMENT**

I, **Aniruddha Sanjay Nalat**, resident **Kalyani Nagar Annex, Pune-411006** hereby grant my unconditional acceptance to this letter of offer 30<sup>th</sup> March 2021.

**Date of Joining - 1<sup>st</sup> April 2021**

**Offered CTC - INR 3.00 Lakhs per Annum**

**Designation - Payroll Executive**

**Benefits/Perks/Bonus - None**

**Transport Opted - Yes**

**Shift Timings - Daily working time shall be stipulated in line with the needs of the business and requirements of ID Medical but you are mandatorily required to work 9 hours a day from Monday to Sunday, excluding week offs, holidays and permitted leave. However, the shift timings are subject to change as per the business requirements.**

I agree to submit to ID Medical resignation proof from current employer within 5 working days from accepting this offer.

I also understand and agree that I will have to execute an Employment Agreement with ID Medical India LLP, post my acceptance and hereby agree to abide by the terms stated herein and therein.

Further, I also confirm that the information provided by me to ID Medical India LLP about myself is true to the best of my knowledge and I will abide by the policies of ID Medical India LLP, as required from time to time.

Accepted and agreed by:

**Aniruddha Sanjay Nalat**

Date:

Johnson Controls (India) Private Limited  
Registered Office Address: 3rd Floor, B2 Tower,  
Cerebrum IT Park, Kalyani Nagar,  
Pune-411014, Maharashtra, India  
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102  
Website: www.johnsoncontrols.com  
CIN: U33130PN1995PTC188911



Date: 24<sup>th</sup> May 2021

**Apoorva Handoo**  
Shastri Apartments, Camp, Pune

Dear Apoorva,

**OFFER OF EMPLOYMENT**

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Trainee** – at IBC Pune.

You are advised to join us by **10th June 2021**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit.

Also note that the terms and conditions of your appointment is subject to your successful completion of final year post-graduation degree with minimum 60%.

We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,  
For Johnson Controls (India) Private Limited

**Divya Jha**  
Director – Human Resources

For Acceptance: Name and Signature with date



Date: 05<sup>th</sup> October 2021

**Subject: Offer Letter**

Dear **Aromal Haridasan**,

Congratulations! We are pleased to offer you an employment at Inspacco! Your designation would be **Key Accounts Manager-KAM**

Your total annual compensation package (CTC) shall be **3,00,000** Indian Rupees. This includes Fixed Components, Standard Allowances, and other benefits as governed by company policies, subject to government regulation in force from time to time.

First two months post joining date (6<sup>th</sup> Oct 2021 to 5<sup>th</sup> Dec 2021) will be a probation period. Basis the performance, permanent employment will be decided. CTC will be revised after 12 months' basis evaluation of your performance.

A detailed appointment letter, outlining the terms and conditions shall be issued when you join the organization.

Your date of joining with Inspacco will be **06<sup>th</sup> October 2021 at Pune.**

This offer is subject to acceptance from your end and clearances of your previous organization. Please sign and return duplicate copy of this letter in acceptance of the above.

We are sure you are excited to be a part of this growing organization. Together, let us take Inspacco to newer and greater heights!

All the best!

Warm regards,

For Inspacco

Sanket Nerkar

Founder & CEO,

Inspacco

**Acceptance:**

I, **Aromal Haridasan** have read, understood, and accept this offer of employment, as set forth above.

## ANNEXURE

The details of your compensation and benefits are given below. The CTC and its components are subject to review and change, based on prevailing regulatory framework.

	Monthly	Annual
<b>A. Fixed Components</b>		
Basic Salary	6,000.00	72,000.00
HRA	3,000.00	36,000.00
Total Fixed Components	9,000.00	1,08,000.00
<b>B. Std. Allowances</b>		
Special Allowance	9,280.00	1,11,360.00
Fuel Allowance	6,000.00	72,000.00
Employer Contribution to PF	720.00	8,640.00
<b>C. Variable Pay</b>	-	-
<b>Total CTC</b>	<b>25,000.00</b>	<b>3,00,000.00</b>
<b>D. Deductions</b>		
Employer Contribution to PF	720.00	8,640.00
Employee Contribution to PF	720.00	8,640.00
Professional Tax	200.00	2,400.00
<b>Net Pay</b>	<b>23,360.00</b>	<b>2,80,320.00</b>

**Acceptance:**

I, **Aromal Haridasan** have read, understood, and accept this offer of employment, as set forth above.

Signature: \_\_\_\_\_ Date: / /2021

Ref: 817921 /1888395/NTR/Permt

Date: 03-Jul-2021

Ms. Darshana Hitendra Mehta  
C1/14, 15 Bramha Baug Society  
B.T Kawade Road  
Pune ( MAH) - 411036  
Phone No: 8983165736

### Subject - Offer of Appointment

Dear Ms. Darshana Hitendra Mehta,

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 **Business Associate** on U2 band, operating out of our NOIDA office.
  2. Your "Annual Total Cash Compensation" will be **Rs. 414,209 (Indian Rupees Four Lakh Fourteen Thousand Two Hundred Nine only)**. 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 **08-Jul-2021** 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 **Shikha Sharma** at 9:30 AM to complete the joining formalities at **TECH MAHINDRA LTD, PLOT NO. 58 A&B, NSEZ, NOIDA, 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.
- 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 **Vedant Monga** latest by **06-Jul-2021**.







Dear Diksha Rathod,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a research project in Investment Research Domain (ESG).

**Designation - Consultant**

**Monthly compensation: INR 28,000 (Annexure)**

**Joining date – 08 March 2021**

**Project end date – 04 June 2021**

- Work hours - 9/10 am to 6/7 pm
- No paid leaves will be available through the length of the project
- SGA reserves the right to extend the project duration subject to business requirement. In such a case, a notice of 2 weeks will be provided. Duration of such extension might not be more than one month
- SGA can terminate the contract with a 30 days notice period
- Project needs flexibility in order to meet business requirements

**Kindly send your acceptance by today end of the day stating that you accept the offer.**

On your first day you need to provide following documents originals as well as a copy of it.

- 1 passport size photographs
- 2 photocopy of Pan card
- 2 photocopy of permanent address proof, valid passport
- 10th and 12th mark sheet and Certificate
- Graduation & Post graduation mark sheet and certificate

Best Regards,  
For SG ANALYTICS PVT LTD

**SANDEEP DATTA**  
Head – Human Resources & Administration

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Date : April 05, 2021

Ref No.: SBIGIC/HR/OF/21-22/0200

Mr. Ganesh Ramchandra Bhangare  
Neville Wadia Institute of Management Studies and Research  
9975334996

Dear Sir,

Offer Letter:

With reference to your recent interview with us, we are pleased to offer you the position of Relationship Manager - Bancassurance in the grade of Executive in SBI General Insurance Co. Ltd. You will be on probation for a period of six months. Your confirmation in the service of the Company will be subject to you successfully completing your probation.

1. During the period of your probation and upon any subsequent confirmation, your remuneration will be at the fixed rate Rs.300000/- (Rupees Three Lakhs Only) per annum. This will be an all-inclusive on a cost to the company (CTC) for availing your services. The components of this all-in cost to company have been mentioned further in the letter.

2. We will communicate your posting location, date of joining and other details in due course. However, the company reserves the right to utilize your services at any other place within or outside the country and at its sole discretion, reserves the right to extend the joining date in case of an exigency.

3. This is a provisional offer. We will issue a Letter of Appointment subject to completion of following formalities:

i. Actual production of Final Year (MBA) mark-sheet and degree certificate upon your joining the Company or latest by 30th October 2021.

ii. Actual production of original documents and certificates regarding educational qualifications, work experience, remuneration, identity, and references, detailed in application form. Please refer to the annexure for the complete list of testimonials.

4. The Company shall carry out background verification before expiry of the probation period described in the Letter of Appointment and your appointment shall be voidable at the sole discretion of the company in case the outcome of the background verification is not satisfactory to the Company.

**SBI General Insurance Company Limited**

Corporate & Registered Office: 'Natraj', 301, Junction of Western Express Highway & Andheri - Kurla Road, Andheri (E), Mumbai - 400 069 | CIN: U66000MH2009PLC190546 | Tel.: +91 22 42412000 | www.sbigeneral.in  
Logo displayed belongs to State Bank of India and is used by SBI General Insurance Co. Ltd. under license | IRDAI Registration Number 144

**Salary Annexure of Mr. Ganesh Ramchandra Bhangare**

**CTC Structure**

CTC Component	Amt in Rs. (Monthly Gross)	Amt in Rs. (Annual)
Basic	10582	126984
HRA	5291	63492
Statutory Bonus	882	10578
Transport Allowance	1600	19200
Additional Personal Allowance	4337	52041
Employer Provident Fund		21600
Gratuity Provision		6105
<b>Total CTC</b>	<b>22692</b>	<b>300000</b>

(Other benefits table will change as per grade offered)

Other Benefits *	Eligible Cover
<p><b>Mediclaim Insurance Cover:</b></p> <p>i) Hospitalization expense which require 24 hours hospitalization for Self, Spouse, Parents (partial contribution from the employee) &amp; up to 2 dependent children (below 25 years of age) is payable on a family floater basis.</p> <p>ii) Specified Day Care Treatment which does not require 24 hours hospitalization is also payable.</p> <p>iii) Maternity Benefit, new born baby and Pre-existing illnesses covered from the day of joining.</p>	Rs.2.50 lakh/-
<p><b>Group Personal Accident Insurance cover:</b></p> <p>All employees are covered 24 hours, under this policy. The policy covers an employee in the event of bodily injury due to an accident. It also covers temporary or permanent disability caused due to the accident.</p>	Rs.30 lakh/-
<p><b>Group Term Life Insurance cover:</b></p> <p>Group Term Life is payable to the nominee of the deceased employee in case of unfortunate event of natural death.</p>	Rs.20 lakh/-

\* These benefits are available to all the employees of the company as per HR Policy as in force

**SBI General Insurance Company Limited**

Corporate & Registered Office: 'Natraj', 301, Junction of Western Express Highway & Andheri - Kurla Road, Andheri (E), Mumbai - 400 069 | CIN: U66000MH2009PLC190546 | Tel.: +91 22 42412000 | www.sbigeneral.in  
 Logo displayed belongs to State Bank of India and is used by SBI General Insurance Co. Ltd. under license | IRDAI Registration Number 144



Neville Wadia Placement Cell <placements@nevillewadia.com>

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## Fwd: Selection to the post of Business Development Officer with Saraswat Bank

---

Director Neville Wadia Institute, Pune <director@nevillewadia.com>  
To: placements@nevillewadia.com, ravindra.bohra@nevillewadia.com

Sat, Jul 24, 2021 at 10:48 AM

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

From: Harshada Jadhav <harshada.wadia10@gmail.com>  
Date: Fri, Jul 23, 2021, 13:48  
Subject: Fwd: Selection to the post of Business Development Officer with Saraswat Bank  
To: <director@nevillewadia.com>

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

From: Shantadurga Nadkarni <shantadurga.nadkarni@saraswatbank.com>  
Date: Sat, Jul 17, 2021, 6:32 PM  
Subject: Selection to the post of Business Development Officer with Saraswat Bank  
To: harshada.wadia10@gmail.com <harshada.wadia10@gmail.com>

17.07.2021

Dear Sir/ Madam,

We are pleased to inform you that based on your performance in the IBPS examination, followed by the Personal Interviews, the Bank has decided to offer you appointment to the post of Business Development Officer in the cadre of Junior Officer in Grade B (Clerical cadre).

Heartiest Congratulations !!!

The following are some of the terms and conditions:

- a. You will be on probation for a period of six months, during which you will draw Gross Salary of Rs.21,805/- p.m. approx. and on confirmation of your services, you will draw Gross Salary of Rs.23,520/- p.m. approx., thus the total CTC (including yearly benefits) will be Rs.3.60 lac approx.
- b. You will be on extensive training followed by posting at any of our branches in Nasik and will be required to furnish an undertaking to that extent. The Bank reserves the right to change your posting, depending on the vacancies.
- c. You will be required to furnish an undertaking cum security bond whereby failing to serve the Bank for a period of minimum two years, the Bank will have the right to recover an amount of Rs.50,000/- (Fifty Thousand only) from you.

If the above three clauses are acceptable to you, kindly convey your acceptance by return mail by 20.07.2021.

Date: December 12, 2020

## Letter of Offer

Dear Harshal Amale,

Further to your interview dated December 12, 2020, we are pleased to offer you the position of Trainee- Digital Marketer with our organization.

On joining the company, you will be on training for a minimum period of 6 months. The monthly stipend during your training period will be Rs. 18,000/- (including Provident Fund & deductions will be as applicable).

At the end of this training period, your services shall be confirmed, subject to satisfactory performance and completion of Masters' Degree. On confirmation, your designation will be Digital Marketer.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

You are required to join duties with effect from January 04, 2021 at our Pune office for this offer to be valid.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to successfully complete the Master's degree before the date of confirmation.

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.


We look forward to your joining at Cybage and wish you a successful career with us.

Kindly report at the following address, at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.  
Cybage Towers, Kalyani Nagar,  
Behind Gold Adlabs,  
Pune, India

Thanking you,

Sincerely,  
For Cybage Software Pvt. Ltd.

  
Swati Patil  
Group Manager – Talent Acquisition

**CYBAGE SOFTWARE PRIVATE LIMITED**

Survey No. 13A/1+2+3/1, Wadgaon Sheri, Pune – 411014, Maharashtra, India

+91 20 6604 1700 | info@cybage.com | CIN: U72200MH1996PTC104374



Ravindra Bohra &lt;ravindra.bohra@nevillewadia.com&gt;

## Offer Confirmation - Harshali Puri - GCS Associate

Shikha Jha &lt;sjha@interactivebrokers.com&gt;

Mon, Mar 15, 2021 at 6:54 PM

To: harshali puri &lt;harshalipuri580@gmail.com&gt;

Cc: Ravindra Bohra &lt;ravindra.bohra@nevillewadia.com&gt;, Shilpa Harchandani &lt;shilpah@interactivebrokers.com&gt;

Hi Harshali,

Interactive Brokers Software Services India Pvt Ltd is pleased to offer you the role of GCS Associate for a CTC of INR 5,11,654/- .There will also be annual cash bonus and stock bonus component which will be based on performance. There is no minimum or maximum amount for these and hence cannot be included in the CTC. I have attached the breakup of the CTC for your reference (The Food Plus card is equivalent to cash as the card will be recharged every month with INR 4200).

You will also be eligible for an additional bonus of INR 10,000/- as promised.

Please reply to this mail confirming the offer also provide below asked details as soon as possible so that we can prepare the offer letter.

Name	
DOB ( Date of Birth )	
DOJ ( Date of Joining )	
Email ID	
Contact Number	
Total Years of experience	
Current/Previous Organization	
Current/Previous Fixed Total CTC	
Highest Qualification	
Current Address	

Please consider this mail as final confirmation from our end.

Should you need any clarification, please feel free to reach out at the undersigned number.

**Thanks & Regards,**

Applicant ID : HARSHWARDHAN\_3\_44414  
Name : HARSHWARDHAN CHANDRASHEKHAR PANDIT  
Location : HYDERABAD

Date: 22-07-2021

## OFFER LETTER

Dear **HARSHWARDHAN CHANDRASHEKHAR PANDIT**

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Catalog Specialist** on deputation to our client **Amazon Development Centre (India) PVT LTD** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The Net Salary (In Hand) offered to you is **Rs 22992.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **HYDERABAD**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process

This employment offer is subject to:

- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer letter is valid till the date of your joining which should not be later than **15 days** of issuance of this letter; your expected DOJ is **26-07-2021**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
  - Aadhar card for proof of identity, proof date of birth and proof of address.
  - Educational certificates
  - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
  - PAN Card, Bank A/C details with proof
  - Six passport size photographs
  - Experience certificates and relieving letter from your previous employer (if applicable).
  - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

**Adecco India Pvt. Ltd.**



Arun Soman  
Sr. Manager - SSC



Simi Chacko  
Asst. Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Standard Terms of Employment  
I hereby accept the above-mentioned terms and conditions.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_



QUALITY TUTORIALS PVT LTD

**Date: 22-Sep-21**

Name: **Joshua Lobo**  
Email ID: **:joshua.lobo63@gmail.com**  
Mob No: **7276298706**

**Offer Letter**

**Dear Joshua Lobo**

**Congratulations!** Lido Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales** (Currently Work from Home).

Out of the many candidates you are selected to join the LIDO Learning to work at India's Top Live Online Classes Platform. We are excited for you to formally begin working with us.

**Salary:** We confirm offering annual compensation of Rs. **900000** ((Nine Lakh Only)) comprising INR **500000/-** and a variable component of **INR 300000/-** per annum and a retention bonus of **100000/-**.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account by the 1st week of the subsequent month. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

**Timings:** You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday (Sales Shift). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

**Training:** The 21 days of training includes 8 days of dedicated instructional sessions on the product, platform and processes. With Day 9 being an off, the candidate will have Day 10 to Day 21 to meet the certification criteria, this will be their OJT or On the Job Training Period. On successful completion of On Job Training certification you will be assigned a manager and rolled out your final appointment letter.

**Work Location:** Post your OJT certification and final appointment you will continue to work from your remote location until we decide to resume Work from Office as per business requirements. Your base location is **Bengaluru**

**Probation Period:** You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On the Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

By accepting this offer your training will commence from **6-Oct-21..** You will be absorbed with a full time employment contract subject to clearance of all the assessments during the training program successfully, failing which leads to termination of contract at any stage of the training program with no obligation from both the parties.

If you aren't certified during the training period this offer shall stand revoked and the organization is not liable to compensate during this period.





Asian Paints Limited  
Asian Paints House  
6A, Shantinagar,  
Santacruz (East)  
Mumbai 400 055  
T : (022) 62180000  
F : (022) 62181111  
[www.asianpaints.com](http://www.asianpaints.com)

Date: 09<sup>th</sup> July, 2021

Dear Mr. Kaustubh Solanke,

This has reference to the interview held on July 08<sup>th</sup>, 2021. We are pleased to make an offer of appointment to you for the position of SENIOR SALES EXECUTIVE – RETAIL SALES – BATH DIVISION, in our organization

Location: Goa

The compensation offered to you on joining will be as follows: (All figures are in INR)

	Per Month	Per Annum
<b>Monthly Component</b>		
Basic Salary	21000	252000
HRA	10000	120000
Interim Allowance	1000	12000
Education Allowance	200	2400
Conveyance Allowance	17000	204000
Consolidated Allowance	890	10680
Provident Fund (Employer's Contribution)	2520	30240
Gratuity	1010	12121
<b>Annual Component</b>		
LTA		8000
Bonus		35000
<b>Total</b>	<b>53620</b>	<b>686441</b>

The detailed terms and conditions of your employment will be given in the appointment letter which will be handed over to you at the time of joining.

Your confirmation to the services of the Company is subject to medical fitness as certified by the Company's Medical Consultant or any other Doctor nominated by the Company, and background verification check. Your offer is contingent upon you joining the work location - Goa on the below mentioned joining date.

Your expected date of joining is 20<sup>th</sup> July 2021. In case you fail to join us by 20<sup>th</sup> July, 2021, this offer shall be automatically treated as withdrawn.

Thanking you,  
For Asian Paints Ltd.

Reetu Gupta  
Manager – Human Resources



To,  
**Mr. Mohd. Arshad Aatif**

Sub: Offer Letter

Dear Mr. Arshad,

Congratulations on being selected to join the "**InfraBeat Technologies**" family as an "**SAP Ariba Trainee**". A new assignment, office and colleagues, awaits you. We hope you will find joy and challenge in each aspect of work life here.

You will be posted at our office in **Pune**; however, you may be required to work at any other location for specific assignments, depending on exigencies of work.

You shall be governed by the following terms and conditions of service during your employment with ITPL.


1. In case you leave the company, for whatever reason,
  - a. You will not hire directly or indirectly any employee of Infrabeat Technologies Pvt Ltd for a period of twelve months.
  - b. Your date of joining will be **20<sup>th</sup> September 2021**.
  - c. Performance levels should be maintained as discussed during the interview, if the standard is not up to the mark your remuneration will be reviewed with mutual consent.
  - d. You will not work individually directly or indirectly with any company/person associated with Infrabeat Technologies Pvt Ltd while working here.
2. You will at all times protect and safeguard all confidential information and prevent unauthorized use or disclosure of such information.

We take this opportunity to welcome you to Infrabeat Technologies Pvt Ltd and look forward to you being a part of our vision, and together, we hope to build a company that we will all enjoy working for!

Best wishes and Regards,

ITPL  
HR

I accept the offer and shall report to work on Monday 20th, September 2021

Signature: 

Contact No. +91-8007404867

Date: 17th, September 2021



*Essaindia Pvt. Ltd.*

*Learn while you earn!*

<https://www.essaindia.com/>

### **Job Offer Letter**

Dear **Paraj Bajaj**

With reference to your job application and subsequent tests and discussions, we are pleased to offer you the full-time role of **Subject matter expert- Finance**. We wish you all the best with the role.

**The role requires:**

- Ø Strong academic writing skills in English.
- Ø Good Research Skill.
- Ø Ability to write on diverse range of topics.
- Ø Excellent communication and language skills.
- Ø High confidence level.
- Ø Quality checking and training of other writers if necessary.
- Ø Above all, ability to learn fast.

You will be required to work on diverse assignments to help clients with their education needs. Our expectations from you with the role will be explained in detail by 'Directors/ Shareholders/ Team Managers' after you join us. If you have any queries about your role which will help you decide, please feel free to let us know

**NOTE: New employees will be kept under training for one week from the date of their joining the organization. During this training period, the trainee won't be eligible for any payment. If the trainee's work is found to be not up to the expectations of the company, the company has full rights to fire him/her on an immediate basis.**

**I. Salary:** We are happy to offer you a salary of **INR 4.35 LPA** and performance-based increment thereafter. You will be entitled for bonus if you exceed your monthly basic target and if you are able to achieve high score grades for clients.

Dear Pooja ,

We are happy to inform you that you've been hand-picked because of your aptitude, social compassion and your willingness to challenge yourself. These are the values that we cherish here at Merkle-Sokrati and know that you would be an asset to our growing team!

With reference to our recent discussions, through this communication **Merkle Sokrati Technologies Pvt. Ltd., Pune.**

You have been hired as a consultant for the role of **Media - Junior Associate.**

Your appointment is subject to:

1. Joining with Merkle-Sokrati on or before the date mutually agreed between us
2. Accepting of the offer on email
3. Providing appropriate reports from your references & previous employers.

Looking forward to finding out what all is in store for you? Write back to us with your acceptance and we can't wait to E-meet on **Monday, 11<sup>th</sup> October 2021**, bright and shining!

All of us Merkle-Sokratians look forward to having you onboard.

Yours sincerely,  
For Merkle Sokrati Technologies Pvt. Ltd.

*Anika Sanyal*

**Anika Sanyal**  
Executive – Talent Acquisition

**AGREEMENT TERMS AND CONDITIONS****Consultancy Period:**

This arrangement will be effective from **11<sup>th</sup> October 2021** for a period of **6 months**.

**Consultancy Fees:**

- You will be entitled to a consultancy fee of **Rs. 11000** per month for initial 6 months, the payment will be net of TDS as applicable from time to time.
- All direct or indirect tax payable on this fee will be your responsibility and to your account. It will be your responsibility to include this income in your income tax return.
- As per government mandate, an employer should deduct TDS at the rate of 10% when a professional payment is made to the individual, in a fiscal year (higher than Rs.30,000), i.e, **INR 1100** would be the TDS on **INR 11000**.
- In addition, you will also be reimbursed any reasonable out of pocket expenses incurred by you in connection with our assignments for which also you will regularly submit bills for effecting payment.
- All salary payouts are subjected to the company policies, as communicated on time to time basis.

**Duties**

- During working hours, you shall use your best energies and abilities to serve the Company faithfully. You shall comply with the rules, regulations and procedures as notified by the Company in letter and spirit.
- During working hours, you shall entirely devote your time, attention and abilities to the business of the Company.

**Conduct**

- You shall always maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- You shall honour and comply with all rules and Regulations of the Company and statutory requirements, in letter and spirit.

**Leaves**

- You will be eligible for 2 Personal Leaves per month (pro-rated based on Joining date) by the Company apart from the Mandatory National Holidays.
- None of the leave components can be encashed.

**Confidentiality**

- You shall maintain utmost secrecy regarding confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes and finances, dealings with information relating to suppliers, employees, agents, distributors and customers.
- You shall not, during your consultancy agreement and always thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.

3:15 PM

...0.0KB/s \*      23

Hello Poonam,

Subsequent to our meetings, we are pleased to share this "Letter of Intent" to hire you with us. Kindly go through the details and revert.

You are requested to email me a Confirmation for the same.

PFB the **Offer Break up** for your reference :

Employee Name	Poonam Bagate	
Date of Joining	Immediate	
Designation	Research Associate	
Department	Research	
Components	Amount Per Month	Amount Per Annum
<b>Components</b>		
Basic	7858	94290
HRA	3929	47145
Conveyance	1600	19200
Medical	1250	15000
LTA	1500	18000
Special Allowance	8314	99765
<b>Gross Salary</b>	<b>24450</b>	<b>293400</b>
Employee Contribution to Provident Fund	1800	21600
PT	200	2500
<b>Net Pay</b>	<b>22450</b>	<b>269400</b>
Medical Insurance Premium		5000
Employer Contribution to Provident Fund	1800	21600
<b>Fix CTC</b>	<b>26250</b>	<b>320000</b>
<b>Standard Terms and Conditions:</b>		
* Individual compensation structure is subject to change without affecting emoluments adversely.		
* Applicable tax to be borne by the employee.		
* It is expected that individual compensation package should not be shared with other employees		



MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

**Fwd: Offer - Bajaj Finserv - E02 - Assistant Manager - Affordable Housing, Sales - Pune - Wagholi - JR00006982**

Pravin Bharsakle <bharsaklepravin@gmail.com>  
To: MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

22 August 2021 at 12:17

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

From: **Bajaj Housing Finance Ltd** <hcmAdmin@tcsprocesscloud.in>  
Date: Sat, 21 Aug, 2021, 9:20 pm  
Subject: Offer - Bajaj Finserv - E02 - Assistant Manager - Affordable Housing, Sales - Pune - Wagholi - JR00006982  
To: <bharsaklepravin@gmail.com>  
Cc: <ikram.shaikh@bajajfinserv.in>, <vaishnovi.kumbhar@bajajfinserv.in>, <sharda.narwade@bajajfinserv.in>, <rajbir.bhowmick@bajajfinserv.in>, <jennifer.fernandes@bajajfinserv.in>

Dear Pravin Prabhakar Bharsakle,

Greetings from Bajaj Housing Finance Limited.

Subsequent to the various discussions you had with Bajaj Housing Finance Limited representatives, we are pleased to offer you the position of **Assistant Manager - Affordable Housing, Sales** based at our **Pune - Wagholi** office. The Level and Band offered for the position are **L5** and **E02** respectively. CTC details are as mentioned below.

Salary Components	Annual	Monthly
Basic Salary	108,000	9,000
House Rent Allowance (HRA)	54,000	4,500
Special Allowance	85,050	7,088
Statutory Bonus	31,350	2,613
Provident Fund Employer	21,600	1,800
Gross Salary	300,000	25,001
Gratuity	5,195	
Indicative Performance Pay#	75,000	6,250
Total Cost To Company	380,195	

\*the amount is indicative and as per the current performance pay policy may vary depending upon the performance. The management reserves the rights to amend policy at any point of time.

You would be covered under the Group Life Insurance Scheme with a sum insured of **Rs. 2,000,000**. Also, you will be covered under the Group Accident Insurance Scheme with a sum insured of **Rs. 2,500,000**.

You would be entitled for a hospitalization claim of **Rs. 300,000**, premium borne by employer with an option to include spouse and upto two children and parents (with subsidized premium borne by the employee).

Your tentative Date of Joining as per the discussions so far is 02-09-2021.

You are requested to confirm online your acceptance of the above offer within two (2) days of the date of receipt of this email. Click Here to do the same, confirm your date of joining, and submit online up-to-date Personal Resume Form details. This will enable us to roll out a formal offer letter. For any clarifications in this regard, kindly get in touch with the undersigned. If no response is received within 2 days it will be presumed that you are not availing the offer.

Your appointment is subject to the below criterias:

Date: December 12, 2020

**Letter of Offer**

Dear Priyanka Shinde,

Further to your interview dated December 12, 2020, we are pleased to offer you the position of **Trainee- Digital Marketer** with our organization.

On joining the company, you will be on training for a minimum period of 6 months. The monthly stipend during your training period will be Rs. 18,000/- (including Provident Fund & deductions will be as applicable).

At the end of this training period, your services shall be confirmed, subject to satisfactory performance and completion of Masters' Degree. On confirmation, your designation will be **Digital Marketer**.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

You are required to join duties with effect from **January 04, 2021** at our Pune office for this offer to be valid.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to successfully complete the Master's degree before the date of confirmation.

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.

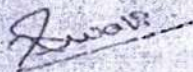
We look forward to your joining at Cybage and wish you a successful career with us.

Kindly report at the following address, at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.  
Cybage Towers, Kalyani Nagar,  
Behind Gold Adlabs,  
Pune, India

Thanking you,

Sincerely,  
For Cybage Software Pvt. Ltd.



Swati Patil  
Group Manager – Talent Acquisition

**CYBAGE SOFTWARE PRIVATE LIMITED**

Survey No. 13A/1+2+3/1, Wadgaon Sheri, Pune – 411014, Maharashtra, India

+91 20 6604 1700 | info@cybage.com | CIN: U72200MH1996PTC104374

www.cybage.com



Date : April 05, 2021  
Ref No.: SBIGIC/HR/OF/21-22/0199

Mr. Rahul Sanjay Bharambe  
Neville Wadia Institute of Management Studies and Research  
9975334996

Dear Sir,

Offer Letter:

With reference to your recent interview with us, we are pleased to offer you the position of **Relationship Manager - Bancassurance in the grade of Executive** in SBI General Insurance Co. Ltd. You will be on probation for a period of six months. Your confirmation in the service of the Company will be subject to you successfully completing your probation.

1. During the period of your probation and upon any subsequent confirmation, your remuneration will be at the fixed rate Rs.300000/- (Rupees Three Lakhs Only) per annum. This will be an all-inclusive on a cost to the company (CTC) for availing your services. The components of this all-in cost to company have been mentioned further in the letter.

2. We will communicate your posting location, date of joining and other details in due course. However, the company reserves the right to utilize your services at any other place within or outside the country and at its sole discretion, reserves the right to extend the joining date in case of an exigency.

3. This is a provisional offer. We will issue a Letter of Appointment subject to completion of following formalities:

i. Actual production of Final Year (MBA) mark-sheet and degree certificate upon your joining the Company or latest by 30th October 2021.

ii. Actual production of original documents and certificates regarding educational qualifications, work experience, remuneration, identity, and references, detailed in application form. Please refer to the annexure for the complete list of testimonials.

4. The Company shall carry out background verification before expiry of the probation period described in the Letter of Appointment and your appointment shall be voidable at the sole discretion of the company in case the outcome of the background verification is not satisfactory to the Company.

**SBI General Insurance Company Limited**

Corporate & Registered Office: 'Natraj', 301, Junction of Western Express Highway & Andheri - Kurla Road, Andheri (E), Mumbai - 400 069 | CIN: U66000MH2009PLC190546 | Tel.: +91 22 42412000 | www.sbigeneral.in  
Logo displayed belongs to State Bank of India and is used by SBI General Insurance Co. Ltd. under license | IRDAI Registration Number 144



Date: 13<sup>th</sup> February 2021

Name of Candidate: **Mr. Ravindra Sujikar**

Subject: Offer Letter

Dear **Mr. Ravindra Sujikar**,

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

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

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

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

Your proposed date of Joining is **18<sup>th</sup> February 2021**.

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

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

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

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

**Authorized Signatory**

I accept the above offer of employment

Signature:

Name of candidate: **Mr. Ravindra Sujikar**

DHS-LLP-Mumbai  
Mumbai - IThink  
Lodha Amara IThink Tower  
Near Air Force Station, Sandoz Baug,  
400607  
Tel: 022- 68015000  
Fax: 02268015001  
[www.deloitte.com](http://www.deloitte.com)

June 16, 2021

Ms Revati Uday Mali  
B6 Govinda Apts  
Nashik  
Maharashtra, India - 422013

Contact No.: 9422283914

Dear Revati Mali,

Congratulations and welcome to the family of Deloitte India.

You have made a favourable impression on us during the interview process! Further to this and based on the credentials you have presented, we are pleased to offer you employment as Executive in the TAX function of DHS-LLP-Mumbai (Organisation) based in Mumbai - IThink .

This letter (Offer Letter) provides you with details of your remuneration and the terms and conditions of your employment.

There are two schedules attached to and forming part of this Offer Letter:

- Schedule 1 – which sets out your remuneration and related particulars; and
- Schedule 2 – which sets out the terms and conditions of your employment with the Organisation.

Please bring along with you the original documents specified per list attached, to enable our talent team representative to complete the joining formalities.

Please sign a copy of this Offer Letter in acceptance and return it to us no later than 3 working days from the date of this Offer Letter. You will appreciate if we do not receive your acceptance within this period, our offer will stand withdrawn.

Once again, everyone you have interviewed with, joins me in extending to you congratulations and warm regards.



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20219107540/Hyderabad**  
**Date: 11/02/2022**

Ms. Rutuja Shankarrao Tikale  
Deshmukh Wadi ,Wani Dist.Yavatmal,  
Deshmukh Wadi Wani,  
Yavatmal-445304,  
Maharashtra.  
Tel# -

Dear Rutuja Shankarrao Tikale,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade Y.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/DT20219107540

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Confidential



MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

---

## CAMPUS RECRUITMENT - Cease Fire

18 June 2021 at 12:53

Deepti <deepti@ceasefire.in>

To: MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

Cc: Ravindra Bohra <ravindra.bohra@nevillewadia.com>

Hi

Pls find below the names of selected students-

Sagar Pramod Nikam
-----------------------

Shraddha Ambadas Jadar
---------------------------

[Quoted text hidden]



Date: 13<sup>th</sup> February 2021

Name of Candidate: **Mr. Saurabh Bhalerao**

Subject: Offer Letter

Dear **Mr. Saurabh Bhalerao**,

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

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

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

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

Your proposed date of Joining is **01<sup>st</sup> March 2021.**

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

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

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

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

**Authorized Signatory**

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Saurabh Bhalerao**

29 January, 2021

Dear Shivani Bhavle,

**SUB: Offer Letter**

Congratulations! With reference to your interview, we are pleased to offer you the position as **Service Delivery Partner** at our **Pune** office. Breakup of your compensation package is provided herewith. Your gross emoluments will be **Rs. 3,50,000** per annum (CTC).

Details with regards to your date of joining will be communicated to you. You are expected to join on **8th February 2021** without any delay unless otherwise agreed to in writing or else the offer will be null and void. You will be drawing a stipend of **10,000 per month** as a retainer, until the submission of your course completion certificate or marksheets to us. You will be issued a detailed appointment letter on your joining us.

**ANNEXURE: COMPENSATION STRUCTURE**

	Per Month	Per Annum
<b>General components</b>		
Basic	Rs. 10208	Rs. 122500
House Rent Allowance	Rs. 5104	Rs. 61250
Special Allowance	Rs. 11146	Rs. 133758
<b>Total Gross Salary</b>	<b>Rs. 26458</b>	<b>Rs. 317508</b>
<b>Employer Contribution</b>		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 491	Rs. 5892
<b>Total Employer Contribution</b>	<b>Rs. 2291</b>	<b>Rs. 27492</b>
<b>Annuals</b>		
Insurance Premium		Rs. 5000
<b>Annual Cost to Company (CTC)</b>		<b>Rs. 350000</b>
<b>Total CTC</b>		<b>Rs. 350000</b>
<b>Employee Deductions</b>		
Provident Fund	Rs. 1800	Rs. 21600
<b>Total Net Salary **</b>		<b>Rs. 24659</b>
<b>Coverage</b>		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000

\*Gratuity is payable to employee on completion of 5 years service as per Payment of Gratuity Act, 1972

\*\*Paid annually by July every year

\*\*\*Excludes statutory taxes; includes standard deductions applicable; includes food coupons where applicable

Dear Shonit Ingale,

June 04, 2021

**SUB. : Offer Letter**

Congratulations! With reference to your interview, we are pleased to offer you the position as Service Delivery Partner at our Pune office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on June 07, 2021 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

	Per Month	Per Annum
<b>General components</b>		
Basic	Rs. 10208	Rs. 122500
House Rent Allowance	Rs. 5104	Rs. 61250
Special Allowance	Rs. 11146	Rs. 133758
<b>Total Gross Salary</b>	<b>Rs. 26458</b>	<b>Rs. 317508</b>
<b>Employer Contribution</b>		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 491	Rs. 5892
<b>Total Employer Contribution</b>	<b>Rs. 2291</b>	<b>Rs. 27492</b>
<b>Annuals</b>		
Insurance Premium		Rs. 5000
<b>Annual Cost to Company (CTC)</b>		<b>Rs. 350000</b>
<b>Total CTC</b>		<b>Rs. 350000</b>
<b>Employee Deductions</b>		
Provident Fund	Rs. 1800	Rs. 21600
<b>Total Net Salary **</b>		<b>Rs. 24659</b>
<b>Coverage</b>		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000



**OFFER LETTER**

Date: 6-Oct-2021

**From:**

Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

**HR Ref. :**

**To:**

Mr. Shonit Raju Ingale

Dear Mr. Shonit Raju Ingale,

Congratulations!! Subsequent to the selection process, we are delighted to offer you a position in Trinamix Systems Private Limited (Referred further as "Trinamix" or "the company" in this letter) as per the details mentioned below:

1. Designation: Trainee Associate Business Analyst
2. Grade: A0
3. Gross Salary per annum: Rs. 5.8 Lakhs
4. Date of Joining: 8-Nov-2021
5. Reporting Location:  
Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA
6. Base Work Location:  
Trinamix Systems Private Limited  
Pentagon-3, 402, 4<sup>th</sup> Floor  
Magarpatta City, Hadapsar  
Pune 411 028, INDIA

The Terms and Conditions of our Offer are mentioned further.

Johnson Controls (India) Private Limited  
Registered Office Address: 3rd Floor, B2 Tower,  
Cerebrum IT Park, Kalyani Nagar,  
Pune-411014, Maharashtra, India  
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102  
Website: www.johnsoncontrols.com  
CIN: U33130PN1995PTC188911



Date: 24<sup>th</sup> May 2021

**Shruti Kothadiya**

F Residences, near Bramha Sun City rd, digambar Nagar, New Kalyani Nagar, Wadgaon sheri-411014

Dear Shruti,

**OFFER OF EMPLOYMENT**

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Trainee** – at IBC Pune.

You are advised to join us by **10th June 2021**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit.

Also note that the terms and conditions of your appointment is subject to your successful completion of final year post-graduation degree with minimum 60%.

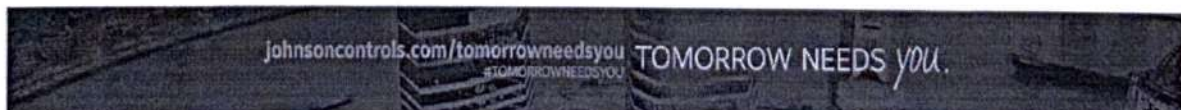
We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,  
For Johnson Controls (India) Private Limited

Divya Jha  
Director – Human Resources

For Acceptance: Name and Signature with date



Traya Software Pvt Ltd

<https://www.trayasoft.com>



Date: March 22, 2021

**Sub: Trainee Appointment Letter**

Dear Shubham Bherane,

Further to your application for Employment with our Company and the subsequent selection process, we are pleased to offer you place in our Company as an "Intern", for six months starting from Monday 05<sup>th</sup> April, 2021 to Friday 03<sup>rd</sup> September, 2021 on the terms and conditions as specified set out below in this Letter and on a monthly stipend of INR 8,000/- payable at the end of every month.

you will be appointed on permanent role with us on a salary of 3,60,000LPA after completing your internship successfully with us for the period mentioned above. Your permanent appointment letter will be issued only after successful completion of "internship" period with us.

1. During this internship, you would be working on Various Products.
2. There would be an evaluation at the end of this training period and you will be expected to make a presentation to the management.
3. This letter is issued on the understanding that all the information given by you in the application during the interview or data provided prior to and/or at the time of interview is true.
4. **No Lien on Employment:** This internship shall not confer any right or entitlement for claiming absorption against any regular vacancies. However, upon successful completion of your internship, the Company may offer you regular employment or employment on ad hoc basis. Such subsequent offer will be communicated to you in writing by the Company.
5. You will not discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the business of the Company or its client/customers or to the method, assets, and set-up used by them or relating to the prices paid by or charged from the vendors of the Company or client/customer. You will not copy, inform, email, electronic transfer, or carry physically any files, codes, storage media, office assets, projects, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence, written or unwritten information and any other belongings of the Company outside the office in any format or circumstances at any time unless informed by the Company and that all such intellectual properties belong to the Company. In case of divulgence by you of any of the information of the Company, you will be terminated without notice and compensation. You will be liable to legal action.
6. You may resign from this internship with the Company before completion of your tenure by giving 15 days' notice. Notwithstanding the above, the Company may terminate your internship immediately without notice or payment in the event if:

Traya Confidential  
Ref: TRAYA/2021-22/CTC025

March 22, 2021

Dear Shubham Bherane,

Your Annual Compensation for permanent employment with us for 2021-22 is INR 3,60,000/- The details of your compensation and related benefits are as listed below.

Look forward to your commitment and a fulfilling career with Traya in years to come.

### CTC Details

Category	Annual Amount
Basic Salary	1,08,000.00
Conveyance Allowance	9,600.00
House Rent Allowance	43,200.00
Variable Allowance	36,000.00
Leave Travel Allowance	9,720.00
Bonus	7,200.00
Special Allowance	1,46,280.00
<b>CTC</b>	<b>3,60,000.00</b>

Authorized Signatory



Traya Software Pvt Ltd

# INDRAYANI STEEL

GAT NO. 798,  
KUDALWADI  
,CHIKHALI,  
DINE

Phone: 020-27490935/27491956  
Fax: 020-27490934  
E-mail: indrayanisteel@yahoo.com

01/09/2021

SHUBHAM OSWAL

B-32, KALPANA HSG SOCIETY,

YERAWADA PUNE-411006

SUBJECT: LETTER OF APPOINTMENT

DEAR SHUBHAM,

WE ARE PLEASED TO OFFER YOU EMPLOYMENT IN OUR COMPANY IN THE CAPACITY OF MARKETING MANAGER AFTER YOU SUCCESSFULLY COMPLETED YOUR INTERNSHIP IN OUR SISTER CONCERN PRAKASH TRADERS. YOUR PROBATION PERIOD OF 3 MONTHS SHALL START FROM 01/09/2021 WHICH MAY BE REDUCED OR FURTHER EXTENDED AT THE SOLE DIRECTION OF THE ORGANISATION.

PLEASE SIGN ON THE DUPLICATE COPY OF THIS LETTER AS AN EVIDENCE OF YOUR ACCEPTANCE. WE ARE PLEASED THAT YOU WILL BE WORKING WITH OUR OFFICE AND LOOK FORWARD TO YOUR SUCCESS.

FOR INDRAYANI STEEL



ALWAYS YOU FIRST

## LETTER OF APPOINTMENT

28-Mar-21

**Sneha Dilip Gotefode**

Bhandara

snehagotefode09@gmail.com

Company ID: 162546

Dear Sneha,

With reference to our discussion and agreement, we are pleased to extend this letter of appointment ("Appointment Letter") to you as "Senior Officer" within *Retail Banking - Retail Liabilities* at IDFC FIRST Bank Limited (the "Bank"). You are expected to join on or before 19/Apr/2021 ("Date of Joining"). Your Total Fixed Pay ("TFP") will be INR. 3,00,000/- (Rs. Three Lakh only) per annum. The position is currently based at Pune-Pimple Saudagar Branch

This appointment is subject to you being medically fit to perform your role effectively. It is also subject to verification, as per the norms of the Bank, of information and particulars submitted (electronically or signed) by you, including but not limited to Authorization / Undertaking / Declaration Form. Kindly confirm your acceptance to this Appointment Letter by uploading a signed and scanned copy of the letter on the authorized joining portal within 5 working days of receipt of this Appointment Letter, post which the Appointment Letter stands revoked, as per the discretion of the Bank, and all the terms and conditions hereunder shall be null and void, and neither party shall have any obligation in relation thereto. Your acceptance to this Appointment Letter shall also mean the acceptance to the terms and conditions mentioned herein

You are requested to complete the joining formalities, on the authorized online portal of the Bank and submit the documents as required by the Bank.

Your Compensation Details and general terms and conditions for appointment are as per the enclosed Annexure/s

Further, your appointment is subject to your abiding to, in Appointment Letter and spirit,

- Code of Conduct
- Code of Conduct for Prohibition of Insider Trading for the Bank

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

This Appointment Letter shall be effective from your actual date of joining with the Bank. You are required to submit a signed copy of this Appointment Letter on/before the actual date of joining, failing which the appointment stands withdrawn without any further communication.

Congratulations on your appointment and we wish you a successful career with IDFC FIRST Bank Limited.

Thank You,

For IDFC FIRST Bank Limited

DS IDFC FIRST BANK 1

*Digitally Signed by*

**Deepika Mahajan**

Head Talent Acquisition & Employer Branding

June 04, 2021

Dear Snehal Molkey,

**SUB. : Offer Letter**

Congratulations! With reference to your interview, we are pleased to offer you the position as Service Delivery Partner at our Pune office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on June 07, 2021 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

	Per Month	Per Annum
<b>General components</b>		
Basic	Rs. 10208	Rs. 122500
House Rent Allowance	Rs. 5104	Rs. 61250
Special Allowance	Rs. 11146	Rs. 133758
<b>Total Gross Salary</b>	<b>Rs. 26458</b>	<b>Rs. 317508</b>
<b>Employer Contribution</b>		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 491	Rs. 5892
<b>Total Employer Contribution</b>	<b>Rs. 2291</b>	<b>Rs. 27492</b>
<b>Annuals</b>		
Insurance Premium		Rs. 5000
<b>Annual Cost to Company (CTC)</b>		<b>Rs. 350000</b>
<b>Total CTC</b>		<b>Rs. 350000</b>
<b>Employee Deductions</b>		
Provident Fund	Rs. 1800	Rs. 21600
<b>Total Net Salary **</b>		<b>Rs. 24659</b>
<b>Coverage</b>		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000



# RUCHI SOYA INDUSTRIES LIMITED

CIN : L15140MH1986PLC038536

Corporate Office :  
601, Part B-2, 6th Floor,  
Metro Tower, Vijay Nagar,  
A.B. Road, Indore - 452 010 (M.P.) India  
Tel.: +91-731-4767009/109  
E-mail : corporate@ruchisoya.com

RSIL/CHR/2021/OL/1064

Date: 07<sup>th</sup> January 2022

To,  
Mr. Suyash Sudhir Sawant,  
Pathardi Road, Indira Nagar,  
Nashik, Maharashtra - 422009

Subject: Offer Letter

Dear Mr. Sawant,

It is with great pleasure that we offer you the opportunity to join **Ruchi Soya Industries Limited** (hereinafter referred to as "Company" or "RSIL") as **Assistant – Sales (Biscuits Division)** in job band **L1-B**. Your base location will be **Pune**.

This offer is valid for your joining on or before **24<sup>th</sup> January 2022**.

Your emolument details are provided in the attached Annexure A.

For the onboarding process, please submit a copy of the following documents at the time of joining:

1. Passport size photograph – 2
2. Documents supporting Work experience, Educational qualifications and Age proof
3. Latest Form 16
4. Resignation letter from previous organization
5. Relieving letter from previous organization
6. Cancelled cheque (for transfer of salary)
7. Updated Resume
8. Pan Card
9. Aadhar Card

A detailed letter of appointment will be issued to you after your joining. Your appointment in RSIL is subject to your medical fitness (attested by a doctor) and satisfactory outcome of your reference checking.

We welcome you in our Company and look forward to a long and fruitful association.  
Kindly sign the copy of the offer letter as a token of acceptance of the terms and conditions.

Thanking you,  
Yours faithfully,  
For RUCHI SOYA INDUSTRIES LTD.

DEEPAK GUPTA  
PS MANAGER - HR

ACCEPTED BY

SUYASH SUDHIR SAWANT



Date: 13<sup>th</sup> February 2021

Name of Candidate: **Mr. Swapnil Patil**

Subject: Offer Letter

Dear **Mr. Swapnil Patil**,

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

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

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

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

Your proposed date of Joining is **18<sup>th</sup> February 2021**.

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

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

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

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

**Authorized Signatory**

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Swapnil Patil**

**PRIVATE & CONFIDENTIAL**

6 August, 2021

Ms. Swati Bhivaji Kamble  
Bandhuprem Society, Sector No. 7  
Plot no 728/19, Charkop, Kandivali west  
Mumbai Suburban 400067

Dear Swati,

We are pleased to offer you employment as a member of the staff of Credit Suisse Services (India) Private Limited (The "Company") on the terms and conditions set out below.

In the course of your employment with the Company, you will be required to perform services for the Company and, subject to applicable laws and regulations, other entities comprising the Credit Suisse Group. In this contract of employment, "Credit Suisse Group" and "CS" mean Credit Suisse Group AG and / or its affiliates.

Your employment with the Company will be subject to a probationary period of three months. If at any time during the probationary period your performance is not deemed satisfactory, the Company may terminate your employment, as set out in "Termination" section below.

**Location:**

Your principal place of work will be in the Company's offices in Pune. Although you may be required to travel outside of Pune from time to time to carry out your duties, you must not work on a regular basis from any other location outside of Pune without the written approval of the Company.

**Position:**

Exempt Non Officer, Group Operations

**Commencement Date:**

Your employment will commence on a date following the satisfactory completion of the background and other checks referred to herein which is to be agreed between you and the Company (the "Commencement Date") and in any event no later than 06 September, 2021. Your Commencement Date is also subject to the grant and issue of a valid employment visa, where applicable.



MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>

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## Campus Recruitment / Neville Wadia - Vyomlabs

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23 July 2021 at 14:45

ketaki.narkar@vyomlabs.com <ketaki.narkar@vyomlabs.com>  
To: MBA Placements Neville Wadia <nevillewadiambplacements@gmail.com>  
Cc: Ravindra Bohra <ravindra.bohra@nevillewadia.com>, drdadas.10@gmail.com, Sagar Malkar <sagar@vyomlabs.com>

Hi Team,

Please note that Aditya and Aakriti are selected for Intern BA position with us. Below are the details.

● DOJ: 27<sup>th</sup> July 21

Mode of the work : WFH

Designation: Intern BA

Stipend: 15 K per month

Duration- 3-6 Months

Post Internship package : 3-5 LPA Based on candidate performance.

Thanks.

Warm Regards,  
Ketaki Lodh Narkar, Sr Executive - TA  
☎ : +91-9607849738

[Quoted text hidden]

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28-10-2021  
Yuga Saoji  
Mumbai, Maharashtra, India

Ref: \_Candidate\_2760

Dear Yuga,

Sub: Letter of Appointment

We are pleased to offer you the role of 'Management Trainee ' at UGRO Capital Limited ("Company") on the terms and conditions set out in this letter.

The following 2 Annexures form part of this letter:

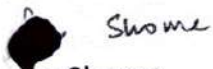
Annexure I: Particulars of your Remuneration at the start of your employment; and  
Annexure II: The terms and conditions of your employment with the Company (T&C).

Please go through these and return a copy of this letter duly signed by you (together with the T&C) as a token of your acceptance, within 2 days of issuance of this letter.

We welcome you to UGRO Capital Ltd. family and wish you a long and fulfilling career.

Yours faithfully,

For **UGRO CAPITAL LIMITED**

  
Na Shome

Chief People Officer

By signing below, I acknowledge and confirm that: a) I have received this letter along with its annexure; b) I have read the T&C fully, which I accept and agree to be bound by

Signature: \_\_\_\_\_ Yuga Saoji

Date: \_\_\_\_\_

**UGRO CAPITAL LIMITED**

**Registered Office Address:** Equinox Business Park, Tower 3, 4th Floor, LBS Road, Kurla (West), Mumbai - 400070  
**CIN:** L67120MH1993PLC070739

Date: April 13, 2021

To

**Pimple Mayuri**

Pune

Sub: Offer Letter

Dear **Mayuri**,

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2021 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

**ICICI Securities Limited**  
**Registered Office (Institutional):**  
ICICI Centre, H. T. Parekh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

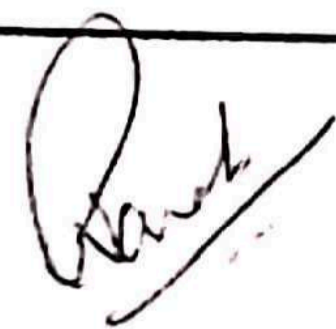
**Corporate Office (Retail):**  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Pimple Mayuri	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: April 13, 2021

To

**Potkule Sachin**

Pune

Sub: Offer Letter

Dear **Sachin**,

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2021 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

**ICICI Securities Limited**  
**Registered Office (Institutional):**  
ICICI Centre, H. T. Parekh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

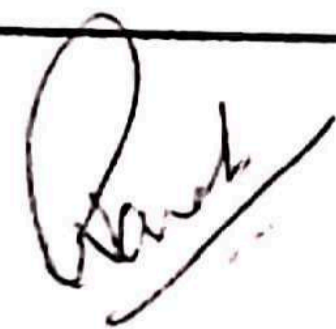
**Corporate Office (Retail):**  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Potkule Sachin	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		





Date: April 13, 2021

To

**Punmiya Rahul**

Pune

Sub: Offer Letter

Dear **Rahul**,

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2021 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
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Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

**ICICI Securities Limited**  
**Registered Office (Institutional):**  
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Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
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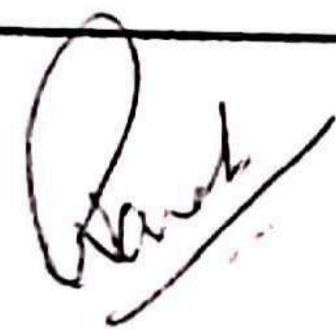
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T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
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Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Punmiya Rahul	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: April 13, 2021

To

**Zaware Akshay**

Pune

Sub: Offer Letter

Dear **Akshay**,

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2021 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

**ICICI Securities Limited**  
**Registered Office (Institutional):**  
ICICI Centre, H. T. Parekh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

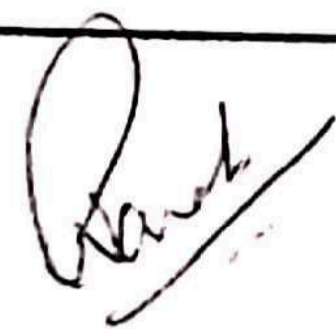
**Corporate Office (Retail):**  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Zaware Akshay	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: April 13, 2021

To

**Roya Mohammadi**

Pune

Sub: Offer Letter

Dear **Roya**,

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May to October 2021 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286854  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INE 230773037  
CIN No.: U67120MH1995PLC086241

**ICICI Securities Limited**  
**Registered Office (Institutional):**  
ICICI Centre, H. T. Parekh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

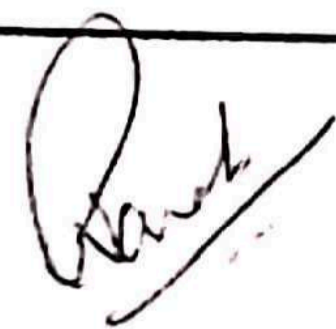
**Corporate Office (Retail):**  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C, Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

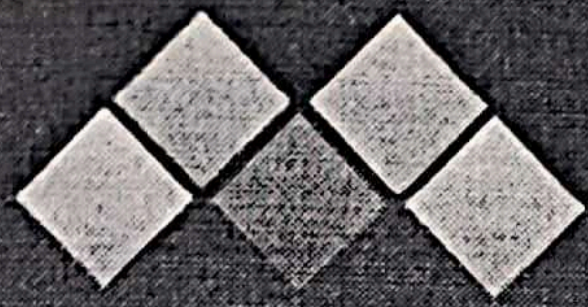
Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

<b>REMUNERATION DETAILS</b>		
NAME	Roya Mohammadi	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		





**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

**Date: 9th Mar, 2021**

To,  
**Adhav Aditya Sanjay,**  
Pune.

**Dear Aditya,**

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **15th March, 2021**

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

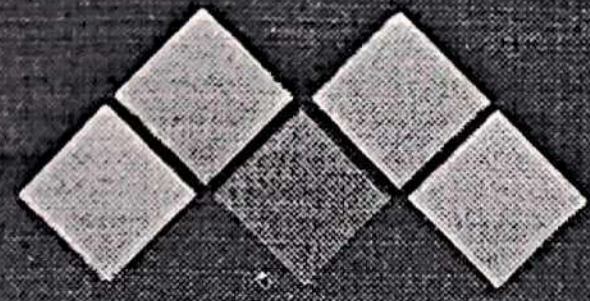
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.

**Insurance**

**The company offers, Insurance** covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

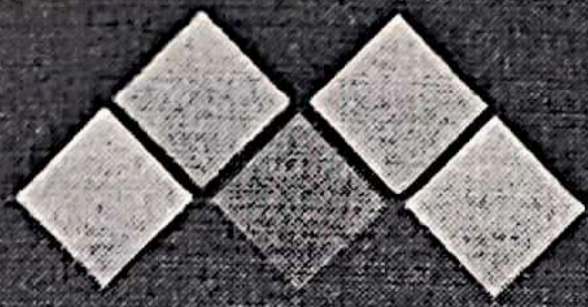
Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Adhav Aditya Sanjay	
Designation	Content Writer	
Date of Joining	15-Mar-2021	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>





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Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

**Date: 9th Mar, 2021**

To,  
**Deshmukh Sagar,  
Pune.**

**Dear Sagar,**

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **15th March, 2021**

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

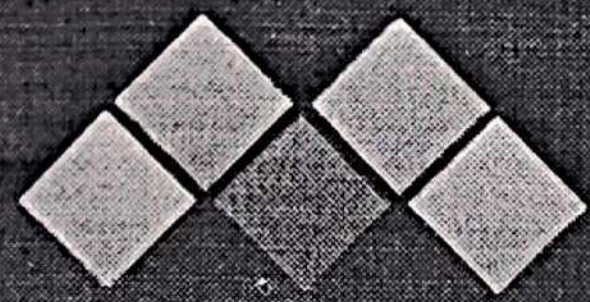
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.

**Insurance**

**The company offers, Insurance** covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



MARKETSANDMARKETS

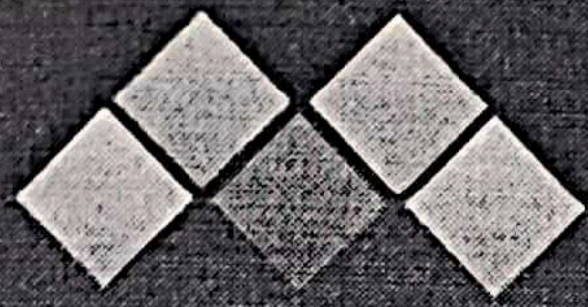
MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Deshmukh Sagar	
Designation	Content Writer	
Date of Joining	15-Mar-2021	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

**Date: 9th Mar, 2021**

To,  
**Deshmukh Shubham,**  
**Pune.**

**Dear Shubham,**

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **15th March, 2021**

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

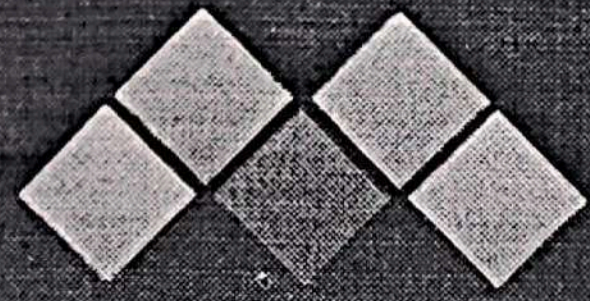
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.

**Insurance**

**The company offers, Insurance** covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



MARKETSANDMARKETS

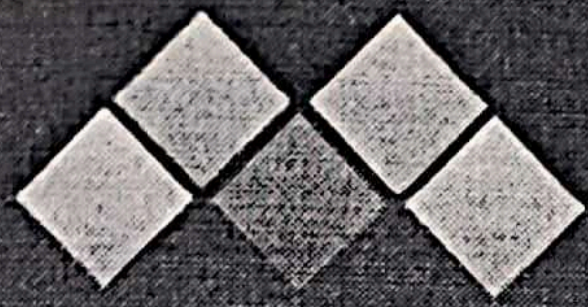
MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Deshmukh Shubham	
Designation	Content Writer	
Date of Joining	15-Mar-2021	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

**Date: 9th Mar, 2021**

To,  
**Doshi Bhavin Dinesh,**  
**Pune.**

**Dear Bhavi,**

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **15th March, 2021.**

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

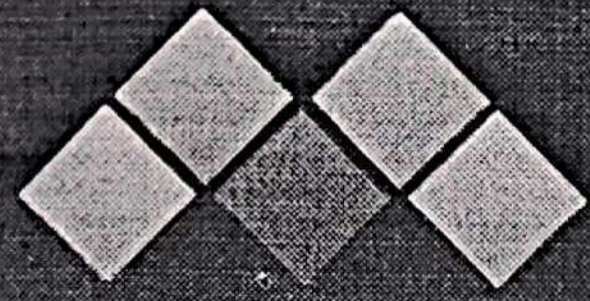
You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2.**

**Insurance**

**The company offers, Insurance** covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Doshi Bhavin Dinesh	
Designation	Content Writer	
Date of Joining	15-Mar-2021	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>

09-Feb-2021

To,  
Gabhane Pranav

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Pranav,

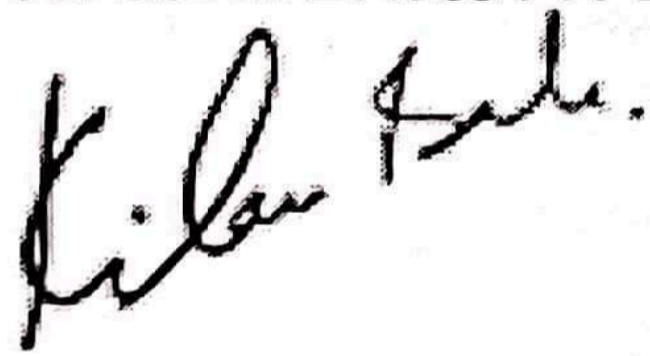
Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Pranav, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India

Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594



09-Feb-2021

To,  
Gandhi Shraddha

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Shraddha,

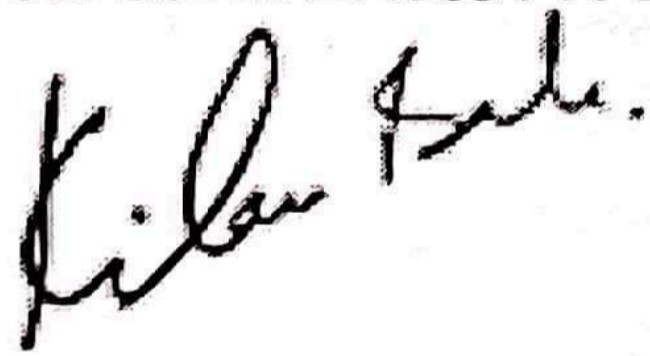
Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Shraddha, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

**SG ANALYTICS PRIVATE LIMITED**

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

09-Feb-2021

To,  
Gangade Niketan

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Niketan,

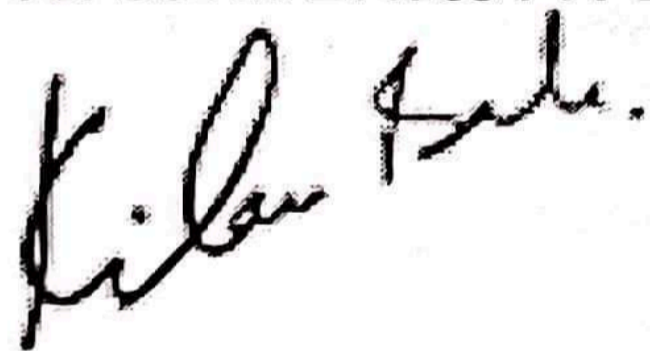
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The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Niketan, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

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Component	Monthly	Yearly
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\*Company holds the discretion to amend or withdraw above benefit provided.

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

09-Feb-2021

To,  
Gawande Pratik

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Pratik,

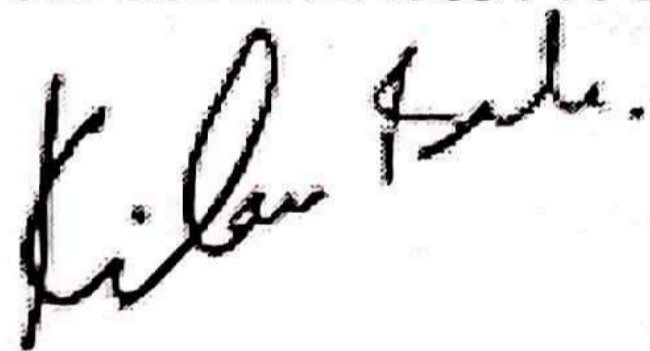
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The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Pratik, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

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09-Feb-2021

To,  
Pawar Amruta

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Amruta,

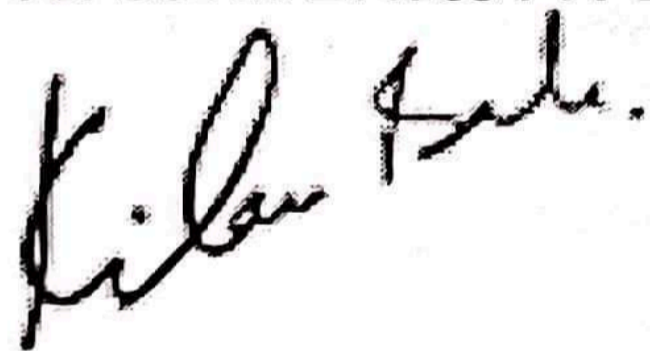
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The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Amruta, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

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29 January, 2021

Dear Bhilware Esha,

**SUB: Offer Letter**

Congratulations! With reference to your interview, we are pleased to offer you the position as **Service Delivery Partner** at our **Pune** office. Breakup of your compensation package is provided herewith. Your gross emoluments will be **Rs. 3,50,000** per annum (CTC).

Details with regards to your date of joining will be communicated to you. You are expected to join on **8th February 2021** without any delay unless otherwise agreed to in writing or else the offer will be null and void. You will be drawing a stipend of **10,000** per month as a retainer, until the submission of your course completion certificate or marksheets to us. You will be issued a detailed appointment letter on your joining us.

**ANNEXURE: COMPENSATION STRUCTURE**

	Per Month	Per Annum
<b>General components</b>		
Basic	Rs. 10208	Rs. 122500
House Rent Allowance	Rs. 5104	Rs. 61250
Special Allowance	Rs. 11146	Rs. 133758
<b>Total Gross Salary</b>	<b>Rs. 26458</b>	<b>Rs. 317508</b>
<b>Employer Contribution</b>		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 491	Rs. 5892
<b>Total Employer Contribution</b>	<b>Rs. 2291</b>	<b>Rs. 27492</b>
<b>Annuals</b>		
Insurance Premium		Rs. 5000
<b>Annual Cost to Company (CTC)</b>		<b>Rs. 350000</b>
<b>Total CTC</b>		<b>Rs. 350000</b>
<b>Employee Deductions</b>		
Provident Fund	Rs. 1800	Rs. 21600
<b>Total Net Salary **</b>		<b>Rs. 24659</b>
<b>Coverage</b>		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000

<sup>1</sup>Gratuity is payable to employee on completion of 5 years service as per Payment of Gratuity Act, 1972

<sup>2</sup>Paid annually by July every year

<sup>3</sup>Excludes statutory taxes; Includes standard deductions applicable; Includes food coupons where applicable

29 January, 2021

Dear Taywade Snehal,

**SUB: Offer Letter**

Congratulations! With reference to your interview, we are pleased to offer you the position as **Service Delivery Partner** at our **Pune** office. Breakup of your compensation package is provided herewith. Your gross emoluments will be **Rs. 3,50,000** per annum (CTC).

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Ref: 817921/18883966/NTR/Permt

Date: 03-Jul-2021

Mr. Riteshkumar Ravi  
Pune.

## Subject - Offer of Appointment

Dear Mr. Riteshkumar Ravi,

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 **Business Associate on U2 band**, operating out of our **NOIDA** office.
  2. Your "Annual Total Cash Compensation" will be **Rs. 414,209 (Indian Rupees Four Lakh Fourteen Thousand Two Hundred Nine only)**. 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 **08-Jul-2021** 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 **Shikha Sharma** at 9:30 AM to complete the joining formalities at **TECH MAHINDRA LTD, PLOT NO. 58 A&B, NSEZ, NOIDA, 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.
- 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 Vedant Monga latest by **06-Jul-2021**.



Ref: 817921/18883967/NTR/Permt

Date: 03-Jul-2021

Mr. Vivek Kumar  
Pune.

## Subject - Offer of Appointment

Dear Mr. Vivek Kumar,

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 **Business Associate on U2 band**, operating out of our **NOIDA** office.
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8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Vedant Monga** latest by **06-Jul-2021**.



Ref: 817921/18883968/NTR/Permt

Date: 03-Jul-2021

Mr. Aade Atul Hiranman  
Pune.

## Subject - Offer of Appointment

Dear Mr. Aade Atul Hiranman,

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 **Business Associate on U2 band**, operating out of our **NOIDA** office.
  2. Your "Annual Total Cash Compensation" will be **Rs. 414,209 (Indian Rupees Four Lakh Fourteen Thousand Two Hundred Nine only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
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8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Vedant Monga latest by **06-Jul-2021**.



Ref: 817921/18883969/NTR/Permt

Date: 03-Jul-2021

Mr. Abnave Abhishek Balasaheb  
Pune.

## Subject - Offer of Appointment

Dear Mr. Abnave Abhishek Balasaheb,

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 **Business Associate on U2 band**, operating out of our **NOIDA** office.
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Date: 24<sup>th</sup> February 2020

Name of Candidate: Mr. Ajit Waghmode

Subject: Offer Letter

Dear Mr. Ajit Waghmode,

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

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure. Over and above this you will be entitled to performance based incentives upon achievements of Targets.

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

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

Your proposed date of Joining is 02<sup>nd</sup> March 2020.

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

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

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

For, PropertyPistol Realty Pvt. Ltd.

  
Authorized Signatory



Accept the above offer of employment

Signature:

Name of candidate: Mr. Ajit Waghmode

**Annexure I**

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
<b>Gross Salary</b>	25000	300000
Indicative Incentive *	40,000	4,80,000
<b>Total CTC (Including Incentive)</b>	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada.  
Pune - 411 006. Maharashtra  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



01/07/2020

**Akshay Rathod**  
**Pune**

**Dear Akshay,**

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

**Salary**

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

**Probation**

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

**Benefits**

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

**Retirals**

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

**Working Hours & Leave**

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

**Conditional Offer**

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential

22<sup>nd</sup> OCT 2019

Sub: Offer of employment by Pin Click

Dear Anwaar Mazhar Logde

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " **Property Advisor**", with effect from **16<sup>th</sup> of Dec 2019**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as Annexure A.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

	<b>Name</b>	<b>Anwaar Mazhar Logde</b>	
	<b>Designation</b>	<b>Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>16<sup>th</sup> of Dec 2019</b>	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	<b>Sub-Total I / Gross Pay</b>	<b>23,265</b>	<b>2,79,180</b>
	<b>Benefits</b>		
<b>B</b>	*PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	<b>Sub Total II</b>	<b>1,735</b>	<b>20,820</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>
<b>C</b>	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<b>Note:</b> * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20195914758/Pune**  
**Date: 12/12/2019**

Mr. Chaitanya Vijay Shirbhate  
D 801, Polite Panorama, Gaikwad Nager, Alandi Road, Dighi,,  
Near Water Tank,  
Pune-411015,  
Maharashtra.  
Tel# 91-9822726897

Dear Chaitanya Vijay Shirbhate,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade Y.

Your gross salary including all benefits will be **₹5,79,426/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20195914758**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India  
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Chaitanya Vijay Shirbhate
Designation	Management Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	12,000	1,44,000
Bouquet Of Benefits #	31,110	3,73,320
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,900	22,800
Quarterly Variable Allowance*	400	4,800
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,440	17,280
Gratuity	577	6,926
Total of Annual Components & Retirals	2,017	32,106
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>47,627</b>	<b>5,79,426</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,800	57,600
Leave Travel Assistance	1,000	12,000
Food Card	500	6,000
Personal Allowance	24,810	2,97,720
<b>GROSS BOUQUET OF BENEFITS</b>	<b>31,110</b>	<b>3,73,320</b>

TCS Confidential  
TCSL/DT20195914758

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/139, CTS 1995, Nagar Road, Yerwada, Pune-411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 10th Jan, 2020

To,  
Dhiraj Sanjiv Nikam,  
Pune.

Dear Dhiraj,

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th January, 2020**.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50,000 for Medical as per defined as per Company medical insurance scheme.

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Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Dhiraj Sanjiv Nikam	
Designation	Content Writer	
Date of Joining	14-Jan-20	
CTC	4,00,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
Sub Total ( A)	30,811	3,69,736
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement ( B)	0	0
Total Gross Salary(C=A+B)	30,811	3,69,736
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
Total Deferred Benefits(D)	2,522	30,264
CTC(E=C+D)	33,300	4,00,000
TOTAL ANNUAL CTC		4,00,000

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Corporate office: Level 1, Tower B-5  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 5 September, 2019

To,  
Harshal Atul Gadgil.  
Near Durga Mata Mandir  
Plot No-45 Suyog Nagar Ring Road,  
Vivekanand Nagar,  
Maharashtra - 411015

Dear Harshal,

We are pleased to offer you the role of **Research Associate** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **9<sup>th</sup> September, 2019**.

The key terms and conditions of employment are as set out in this letter:

**Location of work**

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

**Full time employment**

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

**Compensation**

You will draw Total cost to company of **INR 4,00,000 Per Annum** break of which is attached. Out of which your Variable component will be **INR 50,000 Per Annum** and your **Annual Fixed compensation will be INR 3,50,000 Per Annum**. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as **Annexure 2**.



**Annexure 2**

<b>Name</b>	<b>Harshal Atul Gadgil</b>	
<b>Designation</b>	<b>Research Associate</b>	
<b>Date of Joining</b>	<b>9-September-2019</b>	
<b>CTC</b>	<b>400,000</b>	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	180,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	5,645	67,736
<b>Sub Total ( A)</b>	<b>26,645</b>	<b>319,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>26,645</b>	<b>319,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>29,200</b>	<b>350,000</b>
Variable- Performance Bonus		50,000
<b>TOTAL ANNUAL CTC</b>		<b>400,000</b>

30-Mar-2020

To,  
Leander Rodrigues

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Leander,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Leander, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic		
HRA <sub>2</sub>	15000	180000
Employer PF	7500	90000
Gratuity	1800	21600
Grade Allowance.	720	8640
	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	370000

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
 Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 10th Jan, 2020

To,  
Nikita Deore,  
Pune.

Dear Nikita,

We are pleased to offer you the role of Content Writer with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of 14th January, 2020.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.

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SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Nikita Deore	
Designation	Content Writer	
Date of Joining	14-Jan-20	
CTC	4,00,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
Sub Total ( A)	30,811	3,69,736
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement ( B)	0	0
Total Gross Salary(C=A+B)	30,811	3,69,736
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
Total Deferred Benefits(D)	2,522	30,264
CTC(E=C+D)	33,300	4,00,000
TOTAL ANNUAL CTC		4,00,000

MarketsandMarkets Confidential

Date: February 06, 2020

**Letter of Offer**

Dear Niyanta Kachhela,

Further to your interview dated **February 04, 2020**, we are pleased to offer you the position of **Trainee Executive – Business Development** with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be **Rs. 18,000/-** (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Executive- Business Development**.

You are required to successfully complete your Master's Degree, failing which will lead to termination of employment.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to join duties with effect from **February 10, 2020** for this offer to be valid.

You would be eligible for the appraisal in **April 2021**.

Kindly report at the following address at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.  
Cybage Towers, Kalyani Nagar,  
Behind Gold Adlabs,  
Pune: 411014, India.

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.

We look forward to your joining at Cybage and wish you a successful career with us.

Sincerely,  
For Cybage Software Pvt. Ltd.



Swati Patil  
Group Manager – Talent Acquisition

30-Mar-2020

To,  
Sachin Parihar

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Sachin,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Sachin, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
<b>Total Fixed CTC</b>	<b>30000</b>	<b>360000</b>
Performance Bonus	0	10000
<b>Total CTC</b>	<b>0</b>	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
 Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594



22<sup>nd</sup> OCT 2019

Sub: Offer of employment by Pin Click

Dear Sahil Vijay Darne

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **16<sup>th</sup> of Dec 2019**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as Annexure A.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

		Sahil Vijay Darne	
	<b>Name</b>		
	<b>Designation</b>	Property Advisor	
	<b>Department</b>	Sales	
	<b>Date of Joining</b>	16 <sup>th</sup> of Dec 2019	
	<b>C &amp; B CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	<b>Sub-Total I / Gross Pay</b>	<b>23,265</b>	<b>2,79,180</b>
<b>Benefits</b>			
<b>B</b>	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	<b>Sub Total II</b>	<b>1,735</b>	<b>20,820</b>
<b>Total A + B</b>	<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>
<b>C</b>	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement            * The Offer/ Salary Is Subjective to Completion of Training            *Two-wheeler is mandatory with valid driving license.</p>			
<ul style="list-style-type: none"> <li>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.</li> </ul>			

30-Mar-2020

To,  
Sahil Jain

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Sahil,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Sahil, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India

Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
<b>Total Fixed CTC</b>	<b>30000</b>	<b>360000</b>
Performance Bonus	0	10000
<b>Total CTC</b>	<b>0</b>	<b>370000</b>

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
 Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada,  
Pune - 411 006. Maharashtra  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



01/07/2020

**Sameer Gaikwad**  
**Pune**

**Dear Sameer,**

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

#### **Salary**

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

#### **Probation**

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

#### **Benefits**

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

#### **Retirals**

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

#### **Working Hours & Leave**

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

#### **Conditional Offer**

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential

30-Mar-2020

To,  
Sameer Mane

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Sameer,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Sameer, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	370000

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

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 Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

30-Mar-2020

To,  
Shahbeham Behdin

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Shahbeham,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Shahbeham, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

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Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
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\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

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\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

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Radha Louis &lt;radha.louis@nevillewadia.com&gt;

## Fwd: SG Analytics - Offer

Radha Dogra <dograradha8@gmail.com>  
To: Radha Louis <radha.louis@nevillewadia.com>

Fri, Aug 2, 2024 at 12:38 PM

**Dr. Radha Louis**  
Assistant Professor  
Neville Wadia Institute of Management Studies & Research  
Pune - 01  
020-26163275 / 9923100738

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

From: **Shubham Athalye** <shubham77athalye@gmail.com>  
Date: Fri, Aug 2, 2024 at 12:01 AM  
Subject: Fwd: SG Analytics - Offer  
To: Radha Dogra <dograradha8@gmail.com>

Hi ma'am please find below letter for me

Regards,  
Shubham

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

From: **Shubham Athalye** <shubham77athalye@gmail.com>  
Date: Tue, Dec 29, 2020, 21:06  
Subject: Fwd: SG Analytics - Offer  
To: Radha Dogra <dograradha8@gmail.com>

Hi Radha Ma'am,

Please find my offer letter for your reference.

Thanks and regards,  
Shubham

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

From: **Harshita Gupta** <harshita.gupta@sganalytics.com>  
Date: Thu, Jan 9, 2020, 13:43  
Subject: SG Analytics - Offer  
To: shubham77athalye@gmail.com <shubham77athalye@gmail.com>  
Cc: hrgroup <hrgroup@sganalytics.com>

Dear Shubham,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a research project in Investment Research Domain (ESG).



Neville Wadia Placement Cell &lt;placements@nevillewadia.com&gt;

**Fwd: SG Analytics - Offer**

Radha Dogra &lt;dograradha8@gmail.com&gt;

Tue, Jan 5, 2021 at 4:13 PM

To: Neville Wadia - Placements &lt;placements@nevillewadia.com&gt;

FYI

Dr. Radha Dogra  
Faculty & Placements Head  
NWIMSR, Pune  
020-26163275/9923100738

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

From: <bhatsmriti@gmail.com>  
Date: Tue, Jan 5, 2021 at 3:58 PM  
Subject: Fwd: SG Analytics - Offer  
To: <dograradha8@gmail.com>

Sent from my iPhone

Begin forwarded message:

**From:** Smriti Bhat <bhatsmriti@gmail.com>  
**Date:** 22 February 2020 at 1:34:45 PM IST  
**To:** Aishwary Galole <aishwary.galole@gmail.com>  
**Subject:** Fwd: SG Analytics - Offer

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

**From:** Harshita Gupta <harshita.gupta@sganalytics.com>  
**Date:** Thu, 9 Jan, 2020, 13:48  
**Subject:** SG Analytics - Offer  
**To:** bhatsmriti@gmail.com <bhatsmriti@gmail.com>  
**Cc:** hrgroup <hrgroup@sganalytics.com>

Dear Smriti,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a research project in Investment Research Domain (ESG).

**Designation - Consultant****Monthly compensation: 30,000 per month \***

30-Mar-2020

To,  
Sohail Maheboob Shaikh

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Sohail,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst".

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Sohail, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS749BH | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
HRA	7500	90000
Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
Total CTC	0	370000

\*Grade Allowance includes other optional flexi benefit plans as per the company's policies. The Company, at its discretion, reserves the right to amend or discontinue any of its flexi benefit plans.

\*\*Performance bonus will be payable with the appraisal payout every year subject to you being on the rolls of the company and not serving the notice period. For the first year if you have not completed one year with SGA then the payout would be done on a prorated basis.

Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medidclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

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Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

**Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013**

**CIN - U74999PN2017PTC168728**

Date: 10th Jan, 2020

To,  
Sudeep Jaiswal,  
Pune.

Dear Sudeep,

We are pleased to offer you the role of Content Writer with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th January, 2020**.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.

MarketsandMarkets Confidential

Annexure 2

Name	Sudeep Jaiswal	
Designation	Content Writer	
Date of Joining	14-Jan-20	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

**Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013**

**CIN - U74999PN2017PTC168728**

Date: 10th Jan, 2020

To,  
Suraj H. Chakurkar,  
Pune.

Dear Suraj,

We are pleased to offer you the role of **Content Writer** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th January, 2020**.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50, 000 for Medical as per defined as per Company medical insurance scheme.

MarketsandMarkets Confidential





MARKETSANDMARKETS

MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Suraj H. Chakurkar	
Designation	Content Writer	
Date of Joining	14-Jan-20	
CTC	4,00,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
Sub Total ( A)	30,811	3,69,736
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement ( B)	0	0
Total Gross Salary(C=A+B)	30,811	3,69,736
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
Total Deferred Benefits(D)	2,522	30,264
CTC(E=C+D)	33,300	4,00,000
TOTAL ANNUAL CTC		4,00,000

MarketsandMarkets Confidential

30-Mar-2020

To,  
Twinkle Tiwari

Pune, Pune

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear Twinkle,

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Associate Analyst"

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable, and rewarding career choice. SG Analytics is a Global Insights and Analytics company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

Twinkle, we sincerely welcome you and look forward to working with you.

Best Regards,  
For SG ANALYTICS PVT LTD



Dr. KIRAN BALA  
Chief People Officer

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6<sup>th</sup> Floor, wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India  
Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Annexure

CTC Breakup:

Component	Monthly	Yearly
Basic	15000	180000
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Employer PF	1800	21600
Gratuity	720	8640
Grade Allowance.	4980	59760
Total Fixed CTC	30000	360000
Performance Bonus	0	10000
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Additional Company Provided Benefits:

- **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial\* (\*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to 3 times employee's prevailing CTC.
- **Group Medical Insurance:** You and your immediate family members (Spouse and Children maximum up to 2) will get covered under Companies Group Medidclaim Insurance Program for Sum Insured of Rs.7 Lacs

\*Company holds the discretion to amend or withdraw above benefit provided.

**SG ANALYTICS PRIVATE LIMITED**

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 Tel: +91 20 6730 7200 | Pan No: AAKCS7498H | CIN No: U74140PN2007PTC145594

December 22, 2020

Vaishnavi Suneel Sahu  
Near Ruby Hall Clinic  
Wadia Hostel  
Ness Wadia College  
Pune-411001

Dear Vaishnavi,

**Offer of employment by BNY Mellon International Operations (India) Private Limited ("the Company")**

**1. Commencement Date**

Your employment will commence on **January 11, 2021** ("Commencement Date").

These terms and conditions of employment create contractual obligations between you and the Company.

**2. Job Title**

You will be employed by the Company as **Distribution Support Analyst I**, or in such other position as the Company may determine and notify to you from time to time. Your job level will be **E**. In this role you will report to **Manager**. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

In addition to your assigned global functional job title, your India business card title is "**Process Associate**". The India business card title can be used on your signatures and business cards.

**3. Place of Work**

Your place of work will be at Company's premises at **Tower VI, Magarpatta City, Hadapsar, Pune - 411013**. The Company may, at its sole discretion, second, depute, assign and/or transfer your service to any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing or established subsequently. "Affiliate" means any entity directly or indirectly controlled by, controlling or under common control with the Company and includes all companies and entities with the BNY Mellon group. In such case, you shall be bound by the policy, service conditions of such other office or Affiliate.

You may also be required to travel to other parts of the country and travel overseas, as may be necessary or required for the proper discharge of your duties.

1



Date: December 11, 2019

**Letter of Offer**

Dear Vinita Yemmi,

Further to your interview dated **November 28, 2019**, we are pleased to offer you the position of **Trainee Executive-Training** with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be **Rs. 18,000/-** (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Executive- Training**.

You are required to successfully complete your Master's Degree, failing which will lead to termination of employment.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to join duties with effect from **December 23, 2019** for this offer to be valid.

You would be eligible for the appraisal in **April 2021**.

Kindly report at the following address at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.  
Cybage Towers, Kalyani Nagar,  
Behind Gold Adlabs,  
Pune: 411014, India.

Cybage reserves the right to defer or cancel this offer at any time before or after your join in case any information furnished by you is found incorrect or misleading.

We look forward to your joining at Cybage and wish you a successful career with us.

Sincerely,  
For Cybage Software Pvt. Ltd.

Swati Patil  
Group Manager – Talent Acquisition

---

**Cybage Software Pvt. Ltd.**

(An ISO 27001 Company)

Survey No 13A/1+2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

[www.cybage.com](http://www.cybage.com)

Page 1

**ANNEXURE-1**

**Salary Details**

**Name:** Vinita Yemmi  
**Designation:** Executive – Training  
**Department:** HR  
**Primary Skill:** Training  
**Location:** Pune

No.	Components of Salary	Amount Rs. (per annum)
<b>A</b>	<b>Monthly Salary components</b>	
i	Basic	180,000
ii	HRA	18,000
iv	Bonus \ Ex-Gratia*	42,600
vi	EPF Employer's Contribution	23,400
	<b>ANNUAL GROSS FIXED SALARY</b>	<b>264,000</b>
<b>B</b>	<b>Major benefits</b>	
viii	Gratuity	8,658
ix	Insurance-Medicaid	6,600
x	Insurance-Term Life	1,199
	<b>TOTAL COMPENSATION (A+B)</b>	<b>280,457</b>
<b>C</b>	<b>Variable Pay</b>	<b>26,400</b>
<b>D</b>	<b>COST TO COMPANY (A+B+C)</b>	<b>306,857</b>

\*Details mentioned in the "Explanation of terms used" section in the next page.

**Cybage Software Pvt. Ltd.**

(An ISO 27001 Company)

Survey No 13A/1+2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

[www.cybage.com](http://www.cybage.com)

Page 2

Date: May 4, 2018

To

Anagha Wakankar  
Pune

Sub: Offer Letter

Dear Anagha Wakankar

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly, -

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn No INF 230773037, NSE Regn No IND 011266854  
Futures & Options : NSE Regn No INF 230773037, BSE Regn No INF 010773035  
Currency Derivatives : NSE Regn No INF 230771037  
CIN No.: U6/120MH1995/PLCOR6/A1

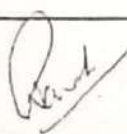
**ICICI Securities Limited**  
Registered Office (Institutional):  
ICICI Centre, H. T. Parakh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

Corporate Office (Retail):  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C. Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Manita Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)

## Annexure 1

REMUNERATION DETAILS		
NAME	Angha Wakankar	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		





08-Mar-19

Mr. Aniket Dharamtok  
Pune

Dear Aniket,

Thank you for your keen interest in Polaris Consulting & Services Limited. Subsequent to our discussions with you, we are delighted to extend you an offer to join Polaris. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Polaris family.

At the time of joining, the following will be applicable

1. Designation : Senior Consultant
2. Tier : Tier 2
3. Track : Business Consulting

Your date of joining would be on 12-Mar-19

You will be based at Polaris's Pune office. You will be on probation from your date of joining for a period of six months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, on the occasion of resignation from the services

Your total remuneration will be Rs.1,200,000/- (Rupees Twelve Lakh Only) per annum as per Annexure-I.

A summary explanation of the list of benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

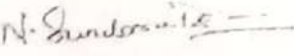
The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along your confirmation of the offer letter. Upon joining you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer and return it to the undersigned on or before 11-Mar-19.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely  
for Polaris Consulting & Services Limited

I hereby accept employment on the terms set forth in  
this letter as of \_\_\_\_\_ day of \_\_\_\_\_

  
Sundararajan Narayanan  
Chief People Officer & Global Head of Human  
Resource

Aniket Dharamtok  
(Signature)

**Polaris Consulting & Services Limited**

Registered Office: 14, IT Highway, Navalur, Chennai - 603 130, Tamil Nadu, India | T: +91 44 3987 3000 | F: +91 44 2743 5128  
www.polarisft.com | CIN: L65993TN1993PLC024142

Mr. Ashutosh Lakshmidhand Kharole

Modern Education Society Boys  
Hostel Wadia Collage Campus  
Pune, 440001

## Offer Letter

Dear Ashutosh,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **OASYS Program** under **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Analyst** and your initial place of posting will be **Pune**.
2. You will be required to work for five days a week and have two days of leave at any time during the week – your manager will inform you about the same.
3. Your initial shift timing will be **7:30 pm to 4:30 am which is subject to change basis the roster for the Program / Process you are assigned to** – your manager will inform you about the same.
4. Your date of commencement of employment will be on or before **April 09, 2019**.
5. Your Cost to the Company will be **INR 417,480** (As per the enclosed Annexure).
6. Deductions applicable: Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **30 days'** notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.

Registered Office:  
eClerx Services Ltd.,  
[CIN: L72200MH2000PLC125319]  
Sonawala Building, 1<sup>st</sup> Floor, 29 Bank Street, Fort,  
Mumbai – 400 023, Maharashtra, India  
Ph: +91 22 6614 8301 | Fax: +91 22 6614 9655  
E-mail ID: [contact@eclerx.com](mailto:contact@eclerx.com) | [www.eclerx.com](http://www.eclerx.com)

Office Address:  
eClerx Services Ltd.,  
Block No 1, 5<sup>th</sup> Floor, Quadra Business Park Limited,  
Rajiv Gandhi Infotech Park, Plot No: 25, Hinjewadi Phase II,  
Pune – 411 017, Maharashtra, India  
Ph: +91 20 3327 7590  
[www.eclerx.com](http://www.eclerx.com)

## Annexure I

Name: Ashutosh Lakshnichand Kharole  
 Designation: Analyst  
 Program : OASYS  
 Date of Joining: April 09, 2019

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	24,250
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,052
<b>Monthly Fixed Compensation</b>	<b>30,152</b>
Retiral Fund	1,618
<b>Monthly Total Compensation</b>	<b>31,770</b>
<b>Annual Total Compensation</b>	<b>381,240</b>
Performance Bonus (Upto)	36,240
<b>Cost To Company</b>	<b>417,480</b>
Gratuity	4,358
<b>Total Cost To Company</b>	<b>421,838</b>

Since you have opted not to participate in the Employee's Provident Fund Scheme, the Retiral Fund amount mentioned in your salary will be paid as part of Monthly Fixed Compensation

## Other Benefits:

1. You will be entitled to earned leaves equivalent to 24 working days per year. At the end of the financial year, 50% of your leave entitlement will be carry forwarded to the next financial year while encashing the rest subject to a maximum limit of 12 leaves.
2. All increments and bonus payouts will be prorated basis the date of joining or standard salary changes as per company policy which are contingent on your performance and subject to you being on active payroll of the company, on the date of actual payout. Any Employee serving notice period will not be eligible to receive the increments & bonus pay-outs..
3. From the annual bonus, a fixed bi-monthly bonus of 2% would be paid to you every two months, post confirmation of your services with the Company. The balance 8% of your annual bonus would be paid basis your performance as evaluated at the end of the financial year. Non-payment of the bi-monthly bonus, if any, may be on account of performance gap, disciplinary action, or client escalation.
4. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter.
5. A comprehensive Hospitalization Benefit will be available for you, including pre-existing disease cover. The limit of coverage is Rs. 100,000.
6. If you are required to work in the night shift, you will also be entitled to receive a night shift allowance calculated basis the number of nights worked during the month, subject to the terms and conditions laid out in the Company's

Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada,  
Pune - 411 006. Maharashtra  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



**NORTHERN  
TRUST**

12/16/2018

**Badri Rajendra Magar**  
**Pune**

Dear Badri,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below:

**Salary**

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

**Probation**

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

**Benefits**

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

**Retirals**

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

**Working Hours & Leave**

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

**Conditional Offer**

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential

Regd. Off  
Northern Operating Services Pvt. Ltd.  
2<sup>nd</sup> Floor, RMZ Ecospace, Campus 1C,  
Sarjapur Outer Ring Road  
Bangalore - 560 103,  
Karnataka, India.  
Main - +91 (80) 40178500, Fax - +91 (80) 40178510  
CIN - U72300KA2005PTC048089.

SEZ Unit  
Northern Operating Services Pvt. Ltd.  
Tower A, 13<sup>th</sup> to 16<sup>th</sup> Floor,  
EON Free Zone-II,  
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,  
Survey No. 72/2/1, Kharadi, Pune - 411 014,  
Maharashtra, India.  
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



1/3/2019

Divya Vijay Pillay  
Neeta Garden  
behind Sawant Petrol Pump Vishrantwadi  
Pune

Dear Divya,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Alternative Investments Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non-Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

#### Salary

Your Annual Fixed Pay will be **INR** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

#### Probation

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

#### Benefits

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

#### Retirals

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

#### Working Hours & Leave

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

#### Conditional Offer

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential  
NTAC:1HS-16

Page: 1 of 16

20<sup>th</sup> September 2018

Harshada Yemtekar

RE: Letter of Intent

Dear Harshada,

On behalf of Multifit, SB Road (Strength and Conditioning Pvt.Ltd), Pune we are pleased to appoint you as a HR & Admin Executive from 1<sup>st</sup> October 2018. We would offer you a salary of 25,000/- (Twenty-five thousand only).

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than 24<sup>th</sup> September 2018. A copy of this letter is enclosed for your records. Job description, KRA and Procedures and Policies will be communicated with you in person.

Welcome to Multifit!

Sincerely Yours,



Director,  
Strength and Conditioning Pvt.Ltd



**VINKO AUTO INDUSTRIES LTD.**  
(GOVT. RECOGNISED EXPORT HOUSE)

H.O.: A-69, 1st Floor, FIEE Complex, Okhla Industrial Area, Phase-II  
Near C-Lal Chowk, New Delhi-110020, Tel.: +91-11-40752700 (32 Lines)  
E-Mail: alaska@alaskavinko.com, Website: www.alaskavinko.com

Ref. No. : VAIL/HO/PERSONNEL/2018-19

21<sup>st</sup> January, 2019

To,  
**Mr. Harshal V. Amrutkar**  
**Pune.**  
(M): 8149440075  
E-mail: [harshal24778@gmail.com](mailto:harshal24778@gmail.com)

Sub.: Offer Letter as "Sr. Sales Engineer"

Dear Mr. Harshal,

This has reference to the interview held at Pune with our AGM-Marketing Mr. Vijay G. Chauhan for the aforementioned position in our organization.

In this connection, we are pleased to offer you the above mentioned position in our V-Belt Division and you will be based at Pune. Your date of joining should be on or before 1<sup>st</sup> day of February, 2019 and formal appointment letter will be issued later on along with your salary break-up.

Wishing you all the best and welcome you in the "ALASKA" Group and looking forward for long association with you.

Kindly accept our offer by signing the duplicate copy of this letter.

Thanking you,

Yours faithfully,  
for **VINKO AUTO INDUSTRIES LIMITED**

  
**ANAY GUPTA**  
EXECUTIVE DIRECTOR

AN ISO/TS 16949 : 2009 CERTIFIED CO.  
CIN NO. U34300PB1977PTC003731

**Regd. Office & Works:**  
Village Raowali, Dhogri Road, P.O. Nurpur,  
Jalandhar - 144 008 (Pb.) INDIA  
Tel.: +91-181-2610496, 2610497, 2610498 Fax: +91-181-2610495  
Email: [vinko@jla.vsnl.net](mailto:vinko@jla.vsnl.net) • [mktg@alaskavinko.com](mailto:mktg@alaskavinko.com)

Date: May 4, 2018

To

Karishma Baat  
Pune

Sub: Offer Letter

Dear Karishma Baat

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSI Regn. No. INF 230773037, BSE Regn. No. INF 011286051  
Futures & Options : NSI Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSI Regn. No. INF 230773037  
DN No.: U67120M9119951C385241

**ICICI Securities Limited**  
Registered Office (Institutional):  
ICICI Centre, H. T. Parekh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

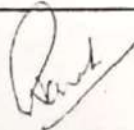
**Corporate Office (Retail):**  
Sitree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C. Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Manita Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)



Annexure 1

REMUNERATION DETAILS		
NAME	Kashmira Baat	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
Components	Monthly	Annually
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
Retiral Benefits		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Date: December 12th, 2018

Name: Krunali Shet

Wadia College,

Pune.

Subject: Employment Offer

Dear Ms. Krunali,

We are delighted to make you an offer with our organization for the position of Associate.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing
- As discussed and agreed with you, your annual cost-to-company (CTC) would Rs. One Lakh Eighty Three Thousand Seven Hundred and Eighty Five Only. The break-up of your compensation is provided in *Annexure 2*. You will be eligible to participate in the Company's variable pay programme subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay programme will be available on the intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining
- As discussed with you, your date of joining will be *17th December 2018*. This offer of employment will lapse in case you are unable to join on the above mentioned date

## Annexure 2

### Compensation Structure

Components	Annual
Basic	78,000
HRA	18,000
Medical	15,000
Statutory Bonus	21,732
Conveyance	9,600
Special Allowance	192
<b>Total Fixed Compensation</b>	<b>142,524</b>
Variable Compensation / Incentive (average performance)	21,379
Employer's contribution to PF	9,360
Gratuity Provision	3,752
Contribution to ESIC	6,770
<b>Total Cost to Company (CTC)</b>	<b>183,785</b>

Note: - \* You will be eligible for additional Rs.24000 P.A over and above CTC in case employee is not availing company transport.

Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada,  
Pune - 411 006, Maharashtra  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



12/16/2018

**Kshitij Kishor Bhad**  
Pune

Dear Kshitij,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

#### Salary

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

#### Probation

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

#### Benefits

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

#### Retirals

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

#### Working Hours & Leave

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

#### Conditional Offer

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential



gautam singh &lt;gautamsingh1177@gmail.com&gt;

## Fwd: Letter Of Employment- Kumar Gautam

1 message

Kumar Gautam <kumar77gautam@gmail.com>  
To: gautam singh <gautamsingh1177@gmail.com>

Sat, Mar 30, 2019 at 3:38 PM

Dear Gautam,

Congratulations!  
Welcome to Infocom Network Limited.

We are pleased to offer you the position of **Assistant Manager - Business Development**  
Your date of joining should be on **02nd April'19**

**Designation: Assistant Manager- Business Development**  
**Joining Date: 02nd April'19**  
**Reporting Manager: Mr Sandeep Chandankhede**  
**Branch: Mumbai - N (Vashi)**

The salary details are as follows:

	Monthly	Yearly
Basic	9900	118800
HRA	5500	66000
CCA	6600	79200
<b>Total Earning</b>	<b>22000</b>	<b>264000</b>
PF Employee	1800	21600
<b>Total Employee Contribution</b>	<b>1800</b>	<b>21600</b>
<b>In Hand Salary</b>	<b>20200</b>	<b>242400</b>
PF Employer	1800	21600
<b>Total Employer Contributon</b>	<b>1800</b>	<b>21600</b>
<b>Total CTC</b>	<b>23800</b>	<b>285600</b>

You are placed on probation period for 6 months. After successful completion of the probationary period, you will receive a confirmation letter from the HR Dept.

You are entitle to receive the benefits (Monitory/Non Monitory) by the organization once you complete 15 days of Training period from the date of joining.

are required to ensure the complete submission of the documents given below, on or before  
the date of joining.

1. Copy of all educational qualification certificates ( 10th , 12th & Graduation)
2. Copy of driving license ,Pan card & Adhar Card (Mandatory).
3. Copy of relieving letter/ previous appointment letter/ payslips.
4. Two passport size photographs.

In case you are not able to submit any of these documents mentioned above at the time of joining  
or within 48 hours, your employment will be null and void.

We would look forward to meet you on **02nd April'19 @ 9:30 am for the Induction and  
Training.**

Mumbai- Andheri  
Infocom Network Limited  
Office No. 402-A, 4th Floor,  
58 West S.V. Road,  
Opp. Andheri Station Subway, Andheri (West)  
Mumbai, (Maharashtra) - 400058.

--  
Thanks & Regards  
Deepak Kumar | Human Resources  
Infocom Network Limited (Tradeindia.com)  
E-mail: kumardeepak@tradeindia.com  
Board Line No.: 91-11-46710500. Ext- 231  
Contact:- 9582796988

# NITTA CORPORATION INDIA PVT. LTD.

Reg. Office Address: Gat No.191,192,and 193, Plot no B, Village - Vadhu khurd, Taluka - Haveli,  
Dist - Pune - 412 216, Maharashtra, India, CIN - U29100PN2012FTC141880  
Tel:- +91-20-67313400 Email-info@nitta.co.in

22-Dec-2018

**Mr. Mayur<sup>4</sup>Jadhav,**  
E502, Vishwajeet Residency,  
Lane No.6, Tulaja Bhawani Nagar,  
Kharadi, Pune – 411 014.

Dear Mayur,

With reference to the interviews you had with us early this week, we are pleased to offer you the position of **Management Trainee**, located at Pune on the terms and conditions mutually discussed and agreed by us. The formal appointment letter and the employment agreement will be issued to you on the day you join our organization.

You will report to the National Sales Manager directly. As a Management Trainee, you will be given training in various functions within our organization with more emphasis on developing new businesses. You will be given comprehensive product and application training by us. During this training period of one year, you will be required to visit potential customers located at various cities in Maharashtra and neighbouring states.

As discussed, we expect you to join us on or by 02<sup>nd</sup> January, 2019. After successful completion of your training, you will be given an independent responsibility within the Sales & Marketing Department.

This offer letter becomes null and void if you choose not to join us on the agreed date as referred above.

Kindly return the duplicate copy of this letter and the CTC sheet duly signed by you, as your acceptance. If we do not hear from you before 4:00pm on Monday, 24<sup>th</sup> December, this offer becomes null and void.

Yours sincerely,

For Nitta Corporation India Pvt Ltd.,



**Ravi Swaminathan**  
Managing Director

Accepted:



Mayur Jadhav

Date: 24/12/2018

Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada,  
Pune - 411 006, Maharashtra,  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



12/16/2018

**Nanda Dubey**  
Pune

Dear Nanda,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

#### Salary

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

#### Probation

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

#### Benefits

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

#### Retirals

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

#### Working Hours & Leave

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

#### Conditional Offer

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential





**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 8th Jan, 2019

To,  
Onkar Malbari,  
Pune.

Dear Onkar,

We are pleased to offer you the role of Content Writer with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th January, 2019**.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50,000 for Medical as per defined as per Company medical insurance scheme.

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Annexure 2

Name	Onkar Malbari	
Designation	Content Writer	
Date of Joining	14-Jan-19	
CTC	4,00,000	
<b>COMPONENTS</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>

Date: May 4, 2018

To

Paritosh Kumar

Pune

Sub: Offer Letter

Dear Paritosh Kumar

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd & Bombay Stock Exchange Ltd  
Capital Market : NSI Regn. No. RB 230773037, BSE Regn. No. INF 011206051  
Futures & Options : NSI Regn. No. RB 230773017, BSE Regn. No. INF 010773037  
Currency Derivatives : NSI Regn. No. RB 230773037  
CIN No.: UC7120MH1995PLC086241

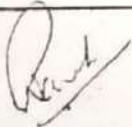
**ICICI Securities Limited**  
**Registered Office (Institutional):**  
ICICI Centre, H. T. Parakh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel: (91 22) 2288 2460/70  
Fax: (91 22) 2288 2446

**Corporate Office (Retail):**  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705  
Tel: (91 22) 4070 1000  
Fax: (91 22) 4070 1022

**Name of Compliance Officer (Broking Operations) :** Ms. Mamta Jayaram Shetty  
**Email Address:** [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel: (91 22) 4070 1000  
**Website Address:** [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)

## Annexure 1

REMUNERATION DETAILS		
NAME	Paritosh Kumar	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		





UPS Logistics Private Limited  
Level 1, Tower-7, Wing A & B,  
Magarpatta City SEZ, Hadapsar, Pune 411 013, India  
CIN : U74999PN2000PTC155732  
(91-20) 6727 5627 Tel  
(91-20) 6727 5777 Fax  
www.ups.com

8<sup>th</sup> April, 2019

PRASADSING M SALUNKE

Pune

Dear Prasadsing,

**LETTER OF APPOINTMENT: ADMINISTRATIVE ASSISTANT**

We are pleased to offer you employment in UPS Logistics Pvt. Ltd. as **ADMINISTRATIVE ASSISTANT** at Pune with effect from \_\_\_\_\_.

Your salary structure is as per the annexure enclosed.

We enclose herewith the terms and conditions governing your employment in our organization and would request you to sign the duplicate copy of this letter and the Preamble in the Employee Handbook in acceptance of the same.

It should be noted, that your responsibilities may require working irregular hours, weekends and/or public holidays if you are on shift duties. The Company reserves the right to change the working hours as and when business requirements change.

As stated herein above, the nature of business the Company carries out requires that every employee herein is required to work in night shifts of such manner and for such duration as may be constituted by the company, having regard to the nature of work and the applicable statutory provisions. You will therefore be required to work in such shifts upon your turn thereof. It is therefore expressly made clear that your applicable timings of work would be as decided and notified to you by the company, and by accepting this appointment letter you would be deemed to have given your consent to work in shifts.

You will be on probation for a period of 6 months, and during this period of probation, this employment can be terminated on either side by giving two-week' notice in writing, or salary-in-lieu. After confirmation, this employment can be terminated on either side by giving two months notice in writing, save and except that the company has the option of paying one month's salary in-lieu of notice.

You will be required to produce all certificates and testimonials regarding your birth, educational qualifications and experience enumerated by you in your application. You must also produce a clear relieving order from your existing employer before joining duty in our company.




**ESTIMATED ANNUAL TOTAL REMUNERATION COMPARISON SUMMARY**

*Strictly Private & Confidential*

Name : PRASADSING M SALUNKE  
 Position : ADMINISTRATIVE ASSISTANT  
 Category : Non-Management  
 Department :  
 Location : Pune  
 Currency : INR

Description	Remarks	New	
		Monthly	Annual
<b>Cash Payments</b>			
Basic Salary	-	14,000	168,000
House Rent Allowance	25% of Basic Salary	3,500	42,000
Conveyance Allowance	Fixed	1,600	19,200
Medical Reimbursement	Fixed	1,250	15,000
Leave Travel Allowance	One month Basic Salary per annum	1,167	14,000
<b>Sub - Total A</b>		<b>21,517</b>	<b>258,200</b>
<b>Variable Payments</b>			
Variable Bonus ( Target)	One month Basic Salary per annum		14,000
<b>Sub - Total B</b>			<b>14,000</b>
<b>Annual Payments</b>			
Bonus (Fixed/ Statutory)	One month Basic Salary per annum		14,000
<b>Sub - Total C</b>			<b>14,000</b>
<b>Annual Guaranteed Cash (AGC)</b>			<b>272,200</b>
<b>Annual Variable Cash (AVC)</b>			<b>14,000</b>
<b>Annual Target Total Cash (ATTC)</b>			<b>286,200</b>
<b>Benefits</b>			
Provident Fund	Employer's Contribution - 12% of Basic Salary	1,680	20,160
Gratuity Benefit	As per the payment of Gratuity Act	873	8,076
Group Hospitalization Insurance	Premium paid for self, spouse & children ( Average premium as per the current Group Hospitalisation Policy)		
Group Personal Accident Insurance	Premium paid for self only (Average premium as per the current Group Personal Accident Policy)		
<b>Sub - Total D</b>		<b>2,353</b>	<b>28,236</b>
<b>Total Cost to Company</b>		<b>23,870</b>	<b>314,436</b>

**Remarks**

- Night Shift Allowance to be paid @ INR 250 per night on actual number of days worked.
  - Fixed Bonus is as per policy in force . Payout in October payroll and should be an active employee on the payout date
  - Variable bonus is target and subject to company and individual performance; and as per policy in force . Payout in April and August and should be an active employee on payout date
  - For Group Hospitalization benefit, any change in family status should be communicated in writing to HR with proof of document for addition
  - PF and Gratuity as per the applicable laws.
  - All Payouts are subject to Income tax laws as applicable and in force
- This summary is strictly for comparison only. Effective date for all items are subject to the Company's cut-off date and as per policy in force. The Company reserves the right to review, revise and/or remove the above compensation and/or benefits as and when it deems necessary. Please contact your immediate Supervisor/Manager or the HR Manager for any further clarifications**



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 8th Jan, 2019

To,  
Rahul Aurade,  
Pune.

Dear Rahul,

We are pleased to offer you the role of Content Writer with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of **14th January, 2019**.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50,000 for Medical as per defined as per Company medical insurance scheme.

-MarketsandMarkets Confidential-



MARKETSANDMARKETS

MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Rahul Aurade	
Designation	Content Writer	
Date of Joining	14-Jan-19	
CTC	4,00,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>

MarketsandMarkets Confidential





**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 8th Jan, 2019

To,  
Rahul Gunjal,  
Pune.

Dear Rahul,

We are pleased to offer you the role of Content Writer with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of 14th January, 2019.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50,000 for Medical as per defined as per Company medical insurance scheme.

MarketsandMarkets Confidential



MARKETSANDMARKETS

MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Rahul Gunjal	
Designation	Content Writer	
Date of Joining	14-Jan-19	
CTC	4,00,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
<b>Sub Total ( A)</b>	<b>30,811</b>	<b>3,69,736</b>
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
<b>Total Reimbursement ( B)</b>	<b>0</b>	<b>0</b>
<b>Total Gross Salary(C=A+B)</b>	<b>30,811</b>	<b>3,69,736</b>
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
<b>Total Deferred Benefits(D)</b>	<b>2,522</b>	<b>30,264</b>
<b>CTC(E=C+D)</b>	<b>33,300</b>	<b>4,00,000</b>
<b>TOTAL ANNUAL CTC</b>		<b>4,00,000</b>

MarketsandMarkets Confidential

Date: May 4, 2018

To

Rohit Wadhvani

Pune

Sub: Offer Letter

Dear Rohit Wadhvani

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd & Bombay Stock Exchange Ltd  
Capital Market : NSI Regn No INF 23072037, BSE Regn No INF 011286851  
Futures & Options : NSI Regn No INF 23072037, BSE Regn No INF 01072035  
Currency Derivatives : NSI Regn No, INF 23072037  
CIN No.: U67120MH1995PLC086241


**ICICI Securities Limited**  
Registered Office (Institutional):  
ICICI Centre, H. T. Parakh Marg,  
Churchgate, Mumbai 400 020, India  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

**Corporate Office (Retail):**  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C. Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Manita Jayaram Shetty  
Email Address: [complianceofficer@icicisecurities.com](mailto:complianceofficer@icicisecurities.com) / Tel (91 22) 4070 1000  
Website Address: [www.icicisecurities.com](http://www.icicisecurities.com) / [www.icicidirect.com](http://www.icicidirect.com)

## Annexure 1

REMUNERATION DETAILS		
NAME	Rohit Wadhvani	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Northern Operating Services Pvt. Ltd  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada,  
Pune - 411 006, Maharashtra  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



**NORTHERN  
TRUST**

12/16/2018

**Sameer Sanjay Mane**  
**Pune**

Dear Sameer,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

**Salary**

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

**Probation**

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

**Benefits**

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

**Retirals**

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

**Working Hours & Leave**

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

**Conditional Offer**

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential

Date: May 4, 2018

To

Sayali Sahare

Pune

Sub: Offer Letter

Dear Sayali Sahare

Further to the discussion we had, we are pleased to offer you an employment as "Associate Wealth Manager" at a Fixed Pay of Rs 4,00,000 per annum in our Retail Department and at Mumbai.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your management course and acquiring knowledge /certification as required by relevant authorities from time to time. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

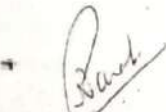
Your Fixed Pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager Neha Parab at 9619181949.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd



Neha Parab

Regional Manager- Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.  
Capital Market : NSE Regn. No. INF 230773037, BSE Regn. No. INF 011200054  
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035  
Currency Derivatives : NSE Regn. No. INF 230773037  
CIN No.: U67120MH1995PLC006241

**ICICI Securities Limited**  
Registered Office (Institutional):  
ICICI Centre, H. T. Parakh Marg,  
Churchgate, Mumbai 400 020, India.  
Tel (91 22) 2288 2460/70  
Fax (91 22) 2288 2445

Corporate Office (Retail):  
Shree Sawan Knowledge Park, Plot No. D-507,  
T.T.C. Ind. Area, M.I.D.C. Turbhe, Navi Mumbai - 400 705  
Tel (91 22) 4070 1000  
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty  
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000  
Website Address: www.icicisecurities.com / www.icicidirect.com

Annexure 1

REMUNERATION DETAILS		
NAME-	Sayali Sahare	
JOB TITLE	ASSOCIATE WEALTH MANAGER - SELECT	
GRADE	E	
<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
Basic	11,666	140,000
HRA	5,833	70,000
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,430	29,167
Personal Pay	9,152	109,833
<b>Retiral Benefits</b>		
Employer's Contribution to PF	1,400	16,800
<b>Total Fixed Pay</b>	<b>33,333</b>	<b>400,000</b>
** Gratuity is payable after completion of 5 years of continuous service.		



Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
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Pune - 411 006. Maharashtra  
India  
+91 (20) 6728 8200  
CIN - U72300KA2005PTC048089



**NORTHERN  
TRUST**

12/16/2018

**Shilpa Sharma**  
Pune

Dear Shilpa,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS)** Business Unit. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

**Salary**

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

**Probation**

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

**Benefits**

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

**Retirals**

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

**Working Hours & Leave**

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

**Conditional Offer**

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential





Salahkaar  
CONSULTANTS

HR Consulting | Recruitment | Training | Testing | Education

*We are your partner  
to excellence in corporate governance*

Date: 7<sup>th</sup> Feb. 2018

To,  
**Ms. Shraddha Gaikwad,**  
Ganesh Nagar,  
Yerwada,  
Pune - 06.

Dear **Ms. Shraddha Gaikwad,**

This has reference to your application & the subsequent interview you had with us. We are glad to know you and your skills.

**Considering all above, we are pleased to offer you the position of "Trainee Executive - Human Resource" at Salahkaar Consultants to handle HR, USA and India recruitment, training, psychometric / personality test and related activities at our office.**

**We congratulate you for your selection!**

Your joining date will be 11<sup>th</sup> Feb. 2019. You may please join us before but not later than the mentioned date. Your monthly CTC (cost to company which is all inclusive salary) before tax and statutory deductions (if any) will be **Rs. 14,000**.

In addition to the above, monthly performance bonus will be payable at the end of each month and year provided you reach the given goals set by the organization. Rates and working for this bonus will be informed to you based on the jobs. Moreover, you will be paid Rs. 11,000 as retention bonus which is also payable provided you complete 11 months with us. By any reason if you do not complete 11 months with our organization then the annual performance cum retention will not be payable.

After completing the probationary period of four months, you will be confirmed as a permanent employee and your designation will change as **Executive - Human Resource**. Your job descriptions and key result areas of your job will be given to you soon after joining. We expect your excellent performance on those parameters so that you and the associated companies grow well. Your performance on the job description and key result areas and other similar performance tools will be the basis for deciding on annual increment salary increase for the next year.

You are requested to send following mentioned documents as scanned copy soon and latest within four days from receiving this email. Additionally, original copies of the same

Northern Operating Services Pvt. Ltd.  
Floor 1, Tech Park One, Tower 'D'  
Next to Don Bosco School,  
Off. Airport Road, Yerwada,  
Pune - 411 006, Maharashtra  
India  
+91 (20) 6728 8200  
CIN U72300KA2005PTC048089



**NORTHERN  
TRUST**

12/16/2018

**Sneha Khandelwal**  
Pune

Dear Sneha,

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as **Analyst** in our **Hedge Fund Services Department** within the **Corporate and Institutional Services (C&IS) Business Unit**. Your official title at Northern will be **Non Officer**. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

**Salary**

Your Annual Fixed Pay will be **INR 255,070** payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in **Annexure 1**

**Probation**

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

**Benefits**

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

**Retirals**

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

**Working Hours & Leave**

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

**Conditional Offer**

Your appointment as **Analyst** with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

Confidential



**MARKETSANDMARKETS**

**MarketsandMarkets  
Research Private Limited**

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 8th Jan, 2019

To,  
Snehal Laghane,  
Pune.

Dear Snehal,

We are pleased to offer you the role of Content Writer with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of 14th January, 2019.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be Pune, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw Total cost to company of INR 4,00,000 Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time. A detailed break up of your compensation is attached as Annexure 2.

Insurance

The company offers, Insurance covering hospitalization expenses of upto 1,50,000 for Medical as per defined as per Company medical insurance scheme.

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MARKETSANDMARKETS

MarketsandMarkets  
Research Private Limited

Corporate office: Level 1, Tower B-5,  
SEZ, Magarpatta City,  
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Snehal Laghane	
Designation	Content Writer	
Date of Joining	14-Jan-19	
CTC	4,00,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,811	1,17,736
Sub Total ( A)	30,811	3,69,736
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement ( B)	0	0
Total Gross Salary(C=A+B)	30,811	3,69,736
P.F.( Employer contribution)	1,800	21,600
E.S.I. ( Employer contribution)	0	0
Gratuity	722	8,664
Total Deferred Benefits(D)	2,522	30,264
CTC(E=C+D)	33,300	4,00,000
TOTAL ANNUAL CTC		4,00,000

MarketsandMarkets Confidential



**Modern Education Society's**  
**Neville Wadia Institute of Management Studies & Research, Pune**  
(Permanently affiliated to Savitribai Phule Pune University, Accredited by NAAC  
Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act)  
Email: [director@nevillewadia.com](mailto:director@nevillewadia.com), Website: [nwimsr.mespune.org](http://nwimsr.mespune.org)  
**Dr. A. B. Dadas, Director**

## **CRITERIA V: STUDENT SUPPORT AND PROGRESSION**

### **Key Indicator: 5.2**

### **STUDENT PROGRESSION**

**Metric No. 5.2.1(QnM): 5.2.1.1: Number of outgoing students placed and/or progressed to higher education year wise during the last five years**

<b>2022-23</b>	<b>2021-22</b>	<b>2020-21</b>	<b>2019-20</b>	<b>2018-19</b>
<b>00</b>	<b>01</b>	<b>01</b>	<b>06</b>	<b>01</b>



  
**Director**  
**Neville Wadia Institute of**  
**Management Studies & Research**  
**Pune-411 001.**

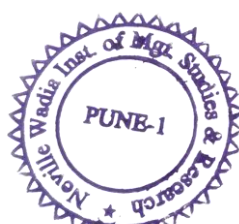
19, Late Prin. V. K. Joag Path, Pune – 411001 Maharashtra, (India) Tel: 020-26163275, 26160788,  
020-26169949 (Director)




**Modern Education Society's**  
**Neville Wadia Institute of Management Studies & Research, Pune**  
(Permanently affiliated to Savitribai Phule Pune University, Accredited by NAAC  
Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act)  
Email: director@nevillewadia.com, Website: nwimsr.mespune.org  
**Dr. A. B. Dadas, Director**

**Metric No.5.2.1 (QnM): 5.2.1.1: Number of outgoing students placed and/or progressed to higher education year wise during the last five years**

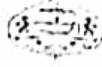
Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2021-2022	Pritam Jagtap	MPM	2012	Neville Wadia Institute of Management Studies & Research	PhD
2020-2021	Ashwin Megha	MBA	1997	Neville Wadia Institute of Management Studies & Research	PhD
2019-2020	Ruchika Sirohi	MCM	2003	Neville Wadia Institute of Management Studies & Research	PhD
2019-2020	Kausthuh Bhalerao	MBA	2018	Neville Wadia Institute of Management Studies & Research	PhD
2019-2020	Priyanka Jambhulkar	MBA	2015	Neville Wadia Institute of Management Studies & Research	PhD
2019-2020	Vivek Mundkar	MBA	1998	Neville Wadia Institute of Management Studies & Research	PhD
2019-2020	Sandhya Shelar	MPM	2007	Neville Wadia Institute of Management Studies & Research	PhD
2019-2020	Parija Bhise	MPM	2015	Neville Wadia Institute of Management Studies & Research	PhD
2018-2019	Shilpa Phaltankar	MPM	2009	Neville Wadia Institute of Management Studies & Research	PhD



  
**Director**  
Neville Wadia Institute of  
Management Studies & Research  
Pune-411 001.

19, Late Prin. V. K. Joag Path, Pune – 411001 Maharashtra, (India) Tel: 020-26163275, 26160788,  
020-26169949 (Director)

Savitribai Phule Pune University  
(Formerly University of Pune)



Telephone Nos. : 25696061, 25690062  
Fax : 020 - 25699232

Ganeshkhind, Pune - 411 007.  
E-mail : pgadmis@pun.unipune.ac.in

Ref. No. : PGS/ 1448

Date: 9 MAY 2019

To,

The Director  
Neville Wadia Institute of  
Management Studies & Research,  
19, Late Prin. V.K. Joag Path,  
Pune - 411 001

Sir/ Madam,

The Ph.D. cases forwarded by your Institute/center were placed before the Research & Recognition Committee in Marketing Management (Commerce & Management) held on 23/02/2019. The decisions of the Research & Recognition Committee are as follows:

Sr. No.	Name of the candidate & Name of the Guide	Remarks
1.	Phalatankar Shilpa Dilip  Guide : Dr. Dhananjay Awasarikar	Admitted w.e.f. 18/08/2018 and Suggested Topic is as follows:  "A Study of Marketing Strategies for Flowers Adopted by Cultivators"

Please comply with the directions of the Research & Recognition Committee and communicate to this office at the earliest.

Thanking you,

Yours faithfully,



  
Deputy Registrar  
(PG Admissions)

**Savitribai Phule Pune University**  
(formerly University of Pune)

Telephone Nos. : 25601260, 25601261  
Fax : 020 - 25699232



Ganeshkhind, Pune - 411 007.  
E-mail : pgadmis@pun.unipune.ac.in

Ref. No. : PGS/ 485

Date : 25 JAN 2017

To,

The Director  
Modern Education Society's  
Neville Wadia Institute of Management Studies & Research  
19, Late Prin. V. K. Joag Path  
Pune - 411 001

Sir/ Madam,

The Ph.D. cases forwarded by your Institute/center were placed before the Research & Recognition Committee in **Organisation Management** (subject) held on 27/08/2016. The decisions of the Research & Recognition Committee are as follows:

Sr. No.	Name of the candidate & Name of the Guide	Remarks
1.	Megha Ashwin Kanu  Guide: Dr. Sonawane M. B.	Admitted w.e.f 15/04/2016 and Topic Approved as follows: Subject to Change of Guide  " Information communication technology (ICT) and its impact on organizational performance in select IT industries "

Our office letter No. PGS/3600 dt. 14/09/2016 be treated as cancelled.

Please comply with the directions of the Research & Recognition Committee and communicate to this office at the earliest.

Thanking you,

Yours faithfully



*[Signature]*  
Deputy Registrar  
(PG Admissions)

*No. 1  
Indomal's  
ph. do as per note  
3-2-17*



Savitribai Phule Pune University  
(Formerly University of Pune)



Telephone Nos. : 25621205/10/11

Ganeshkhind, Pune – 411 007.  
E-mail : pgadmis@unipune.ac.in

Ref. No. : PGS/ 202

Date: 15 JAN 2021

To,

The Director,  
MES's Neville Wadia Institute of  
Management Studies & Research, 19,  
Late Prin. V. K. Joag Path, Pune-411 001.

Sir/ Madam,

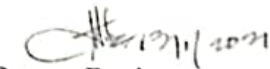
The Ph.D. cases forwarded by your Institute/center were placed before the Research & Recognition Committee in **Organizational Management** (Commerce & Management) held on 06/11/2020. The decisions of the Research & Recognition Committee are as follows:


Sr. No.	Name of the candidate & Name of the Guide	Remarks
1.	Sirohi Ruchika Manoj  Guide: Dr. Hude Jitendra	Topic Approved and Admitted w.e.f 28/02/2020 as follows:  "A Study of IT Service Management Implementation with Reference to Business Value Realization for Retail Industry."

Please comply with the directions of the Research & Recognition Committee and communicate to this office at the earliest.

Thanking you,

Yours faithfully,

  
Deputy Registrar  
(PG Admissions)

N.W.I. S.R., Pune-1.  
Inward No. : 155  
Date: 19.1.21 Sign: J.S.  
To: Mrs. Indumata  
Director Sign: 



Savitribai Phule Pune University  
(Formerly University of Pune)



Telephone Nos. : 25621205/10/11

Ganeshkhind, Pune – 411 007.  
E-mail : pgadmis@pun.unipune.ac.in

Ref. No. : PGS/ 487

Date: 25 JAN 2021

To,

The Director,  
Neville Wadia Institute of Management  
Studies & Research,  
19, Late Prin. V.K. Joag Path,  
Pune - 411 001.

Sir/ Madam,

The Ph.D. cases forwarded by your Institute/center were placed before the Research & Recognition Committee in **Financial Management (Commerce & Management)** held on 06/11/2020. The decisions of the Research & Recognition Committee are as follows:

Sr. No.	Name of the candidate & Name of the Guide	Remarks
1.	Bhalerao Kaustubh Abhaykumar  Guide: Dr. Gupta Madhulika	Topic Approved & Admitted w.e.f 26/02/2020 as follows:  "An Analytical Study of Pre and Post Impact of GST on Selected Manufacturing & Service Industry in Maharashtra with Special Reference to Cost, Revenue & Profit."

Please comply with the directions of the Research & Recognition Committee and communicate to this office at the earliest.

Thanking you,

Yours faithfully,

  
Deputy Registrar  
(PG Admissions)



M:\Office\_work\_2017-20\Registration letters nly & letters 2017\_Edu letters nandh\Financial\_regs\_letters\_2020.docx

Scanned with CamScanner

Savitribai Phule Pune University  
(Formerly University of Pune)



Telephone Nos. : 25621205/10/11

Ganeshkhind , Pune – 411 007.  
E-mail : pgadmis@unipune.ac.in

Ref. No. : PGS/

675

Date: - 2 FEB 2021

To,

The Director,  
Neville Wadia Institute of Management  
Studies & Research,  
19, Late Prin. V.K. Joag Path,  
Pune - 411 001.

Sir/ Madam,

The Ph.D. cases forwarded by your Institute/center were placed before the Research & Recognition Committee in **Human Resource Management** (Commerce & Management) held on 06/11/2020. The decisions of the Research & Recognition Committee are as follows:

Sr. No.	Name of the candidate & Name of the Guide	Remarks
1.	Jambhulkar Priyanka Jeetendra  Guide: Dr. Patil Rasika	Topic Approved & Admitted w.e.f. 27/02/2020 as follows:  "A Study on Impact of HR Practices in Startups with Respect to Pune Region."

Please comply with the directions of the Research & Recognition Committee and communicate to this office at the earliest.

Thanking you,



Yours faithfully,

PG Admissions, Pune-1.  
Inward No. 169  
Date: 3.2.21 Sign: *[Signature]*  
To: *Mrs. Indumati*  
Director S. & R.

*[Signature]*  
Deputy Registrar  
(PG Admissions)

Savitribai Phule Pune University  
(Formerly University of Pune)



Telephone Nos. : 020-25621217

Ganeshkhind , Pune – 411 007.

E-mail : pgadmis@pun.unipune.ac.in

Ref. No. : PGS/ 1155

Date: 25 FEB 2021

To,

The Director,  
Neville Wadia Institute of Management  
Studies & Research,  
19, Late Prin. V.K. Joag Path,  
Pune - 411 001.

Sir/ Madam,

The Ph.D. cases forwarded by your Institute/center were placed before the Research & Recognition Committee in **Financial Management** (Commerce & Management) held on 06/11/2020. The decisions of the Research & Recognition Committee are as follows:

Sr. No.	Name of the candidate & Name of the Guide	Remarks
1.	Mundkur Vivek Jaiker  Guide: Dr. Bhardwaj Puja	Topic Approved & Admitted w.e.f 26/02/2020 as follows:  "A Study on Impact of Mergers & Acquisitions on Financial and Non-Financial Performance of IT Companies."

Please comply with the directions of the Research & Recognition Committee and communicate to this office at the earliest.

Thanking you,



Yours faithfully,

Deputy Registrar  
(PG Admissions)

Savitribai Phule Pune University  
(Formerly University of Pune)



Telephone Nos. : 25621205/10/11

Ganeshkhind , Pune – 411 007.  
E-mail : pgadmis@unipune.ac.in

Ref. No. : PGS/ 1155

Date: 25 FEB 2021

To,

The Director,  
Neville Wadia Institute of Management  
Studies & Research,  
19, Late Prin. V.K. Joag Path,  
Pune - 411 001.

Sir/ Madam,

The Ph.D. cases forwarded by your Institute/center were placed before the Research & Recognition Committee in **Human Resource Management** (Commerce & Management) held on 06/11/2020. The decisions of the Research & Recognition Committee are as follows:

Sr. No.	Name of the candidate & Name of the Guide	Remarks
I.	Shelar Sandhya Sunil  Guide: Dr. Khatke Anita	Topic Approved & Admitted w.e.f. 27/02/2020 as follows:  "A Comparative Study on Work Life Balance of Nurses Working in Government and Private Hospitals."

Please comply with the directions of the Research & Recognition Committee and communicate to this office at the earliest.

Thanking you,

Yours faithfully,



Deputy Registrar  
(PG Admissions)



Modern Education Society's  
**Neville Wadia Institute of Management Studies & Research**

Permanently affiliated to Savitribai Phule Pune University, Accredited by NAAC  
Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act.  
Email id : [director@nevillewadia.com](mailto:director@nevillewadia.com) Website : [www.nevillewadia.com](http://www.nevillewadia.com)

**Dr. A. B. Dadas, Director**

NWIMSR/630  
Date: 29-06-2021

To,  
Ms. Bhise Parija Sanjeev,  
E-803 Irene Towers-I,  
Aloma County Aundh,  
Pune: 411007.

Subject: Confirmation of admission to the Ph.D. Programme in Management.

Reference: Savitribai Phule Pune University Letter No. PGS / 89 dated 07-01-2020

Dear Ms. Bhise Parija Sanjeev

We are happy to inform you that the Research and Recognition Committee in **Human Resource Management** in (Faculty of Commerce and Management) has approved your Research topic as follows:

"Impact of Employee Engagement Practices on Work-Life Balance in IT Companies."

Your admission is now confirmed as per Ph.D Rule 7 (ix). The details of your admission are:

- |                           |                             |
|---------------------------|-----------------------------|
| 1. Faculty                | : Commerce & Management     |
| 2. Subject                | : Human Resource Management |
| 3. Guide                  | : <b>Dr. Jadhav Sonali</b>  |
| 4. Date of Registration   | : 27-02-2020                |
| 5. Period of Registration | : 27-02-2020 to 26-02-2025  |


Please note that your admission will be as per the U.G.C. and Savitribai Phule Pune University rules for the Degree of Doctor of Philosophy (Ph.D.) Ref:No. PGS/710 dated 03-02-2021.

Please also note that you will have to pay the fees prescribed by Ph.D. Research Centre.

Thanking You,



Yours Faithfully,

  
**Dr. A. B. Dadas**  
Director & Head ( P.G.R.C.)

1. The Registrar, Savitribai Phule Pune University, Pune -07.
2. The Guide: Dr. Jadhav Sonali

19, Late Prin. V. K. Joag Path, Pune – 411001 Maharashtra, (India)  
Tel : 020-26163275, 26160788, 020-26169949 (Director)

Savitribai Phule Pune University  
(Formerly University of Pune)



Tel. Nos: (020) 2562 1227/1212/1205  
Fax no. : 020 25699232

Ganeshkhind, Pune - 07  
Email : pgadmis@pun.unipune.ac.in


Ref. No.: PGS/PGS/1041

Date :29/05/2022

To,  
The Principal / Director  
Modern Education Society Neville Wadia  
Institute of Management Studies & Research  
Addr: 19 Prin V K Joag path Wadia college  
campus Pune-I Ta: Pune (corporation Area)  
Dist: Pune [IMMP010800]

Sir/Madam

The Ph.D. cases forwarded by your Institute/Centre were placed before the Research & Recognition Committee in Human Resource Management (Commerce and Management) held on 21/04/2022. The decision/s of Research & Recognition Committee are as follows :

Sr.No.	Name of the candidate & Name of the Guide	Remarks
1.	Pritam Vilas Jagtap Guide : Dr. Vyavhare Sachin Chandrakant 	Topic Approved and Admitted w.e.f. 06/04/2022as follows :- "A Study of Employee - Employer Relationship and its Impact on Employee Performance Management of Private Steel Industries in Pune Region"

Please comply with the directions of Reasearch & Recognition Committee and University Communicate to this office at the earliest.

Thanking You.

Yours faithfully,



Assistant Registrar  
(P.G.Admissions)

Copy to :

1. Mr./Ms. Pritam Vilas Jagtap  
Modern Education Society Neville Wadia Institute of Management Studies & Research Addr: 19 Prin V K Joag  
path Wadia college campus Pune-I Ta: Pune (corporation Area) Dist: Pune
2. Dr.Vyavhare Sachin Chandrakant  
Modern Education Society Neville Wadia Institute of Management Studies & Research Addr: 19 Prin V K Joag  
path Wadia college campus Pune-I Ta: Pune (corporation Area) Dist: Pune