

**JBM GROUP****Corporate Office :**

Plot No. 9, Institutional Area,  
Sector 44, Gurgaon-122003 (Hr.)  
T : +91-124-4674500, 4674550  
F : +91-124-4674599  
W : www.jbmgroup.com

**31<sup>st</sup> May, 2023**

**Mr. Akash Prakash Manjare**  
**At. Mos, Post-Khadvali,**  
**Tal.-Kalyan,**  
**Dist, Thane**

Dear Akash Prakash Manjare,

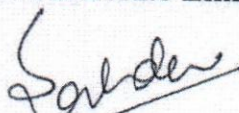
1. With reference to your application and subsequent interview you had with us, we are pleased to offer you a position as **GET** in our organization on the terms & conditions mutually discussed and agreed to.
2. Please note that the regular letter of appointment stipulating detailed terms and conditions of your appointment will be issued to you after your joining duties with us.
3. By accepting this letter you accept, to serve the company for One year which includes training period and that you will sign a bond to that effect at the time of joining thereof.
4. However, in the meantime, you are required to undergo and clear a medical check-up at a medical Centre approved by the Company.
5. Also, please arrange to submit the following documents to the personnel department of the Company before joining duties:
  - Passport size photograph - 5 Nos.
  - Proof of Date of Birth.
  - Attested copies of Educational Certificates.
  - Pan Card
  - Aadhar Card
  - Cancelled Cheque
6. This LOI is valid subject to submission of passing mark sheet/Provisional Certificate
7. This offer is valid till **17.07.2023** Therefore, you are required to join your duties on this date at the address mentioned below:

**JBM Auto Limited**  
C-1/2, MIDC, Chakan Telegaon Road,  
Chakan, Pune-410501


On arrival, please contact Mr. Sandip Ekhande (9881477633)

Thanking you,

For JBM Auto Limited

  
**RAJIV SAHDEV**  
**GROUP CHRO**



 Note: This LOI is valid subject to clearance of Medical

**JBM GROUP****Corporate Office :**

Plot No. 9, Institutional Area,

Sector 44, Gurgaon-122003 (Hr.)

T : +91-124-4674500, 4674550

F : +91-124-4674599

W : www.jbmgroup.com

**28<sup>th</sup> March 2023**

**Mr. Nikhil Ghodvinde**  
**Musarne (Ghodvinde-Pada),**  
**Post-Met, Bhiwandi Wada Road, Tal-Wada**  
**District Palghar, 421312**

Dear Mr. Nikhil,

This is with reference to our interview with us, you are required to undergo and clear a medical check-up at a medical center approved by the Company. We hereby advise to get the following tests carried out at a medical center / hospital of repute. Please go empty stomach for these tests.

1. Physical Examination – Height, Weight, Blood Pressure, Chest, Ear, Nose, Throat etc.
2. Blood Sugar Random
3. Blood Group
4. Hb
5. Tlc
6. Dlc
7. ESR
8. Urine Examination (routine and microscopic)
9. X-Ray Chest
10. ECG
11. Eye Check-up

Please note that the above tests along with doctor's consultation and physical examination should not exceed a sum of Rs.750/-, which will be reimbursed to you by the Company.

Thanking you,

Yours faithfully,

For **JBM Auto Ltd****Group Corporate HR**

**JBM GROUP****Corporate Office :**

Plot No. 9, Institutional Area,  
Sector 44, Gurgaon-122003 (Hr.)  
T : +91-124-4674500, 4674550  
F : +91-124-4674599  
W : www.jbmgroup.com

**JBM Group**  
Our milestones are touchstones

**28<sup>th</sup> March 2023**

**Mr. Dhananjay Patil**  
**A3-/604 6th Floor,**  
**Mohan Paradise, 2 Wayle Nagar,**  
**Opp-Neelkanth Park, Kalyan (w), Thane,**  
**Maharashtra, 421301**

Dear Dhananjay,

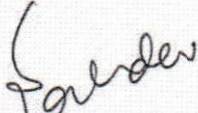
1. With reference to your application and subsequent interview you had with us, we are pleased to offer you a position as **DET** in our organization on the terms & conditions mutually discussed and agreed to.
2. Please note that the regular letter of appointment stipulating detailed terms and conditions of your appointment will be issued to you after your joining duties with us.
3. By accepting this letter you accept, to serve the company for One year which includes training period and that you will sign a bond to that effect at the time of joining thereof.
4. However, in the meantime, you are required to undergo and clear a medical check-up at a medical Centre approved by the Company.
5. Also, please arrange to submit the following documents to the personnel department of the Company before joining duties:
  - Passport size photograph - 5 Nos.
  - Proof of Date of Birth.
  - Attested copies of Educational Certificates.
  - Pan Card
  - Aadhar Card
  - Cancelled Cheque
6. This offer is valid till **03.04.2023** Therefore, you are required to join your duties on this date at the address mentioned below:

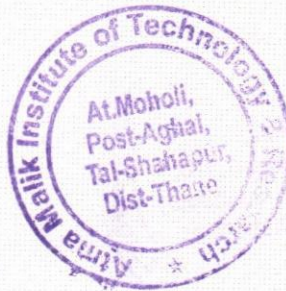
**JBM Auto Ltd.,**  
**C-1/2, MIDC Chakan,**  
**Chakan Talegaon Road,**  
**Pune-410501**


On arrival, please contact Mr. Narendra Singh (9981141558)

Thanking you,

For JBM Auto Ltd

  
**RAJIV SAHDEV**  
**GROUP CHRO**



 Note: This LOI is valid subject to clearance of Medical

**JBM GROUP****Corporate Office :**

Plot No. 9, Institutional Area,  
Sector 44, Gurgaon-122003 (Hr.)  
T : +91-124-4674500, 4674550  
F : +91-124-4674599  
W : www.jbmgroup.com

**JBM Group**  
Our milestones are touchstones

28<sup>th</sup> March 2023

**Mr. Dhananjay Patil**  
**A3-/604 6th Floor,**  
**Mohan Paradise, 2 Wayle Nagar,**  
**Opp-Neelkanth Park, Kalyan (w), Thane,**  
**Maharashtra, 421301**

Dear Mr. Dhananjay,

This is with reference to our interview with us, you are required to undergo and clear a medical check-up at a medical center approved by the Company. We hereby advise to get the following tests carried out at a medical center / hospital of repute. Please go empty stomach for these tests.

1. Physical Examination – Height, Weight, Blood Pressure, Chest, Ear, Nose, Throat etc.
2. Blood Sugar Random
3. Blood Group
4. Hb
5. Tlc
6. Dlc
7. ESR
8. Urine Examination (routine and microscopic)
9. X-Ray Chest
10. ECG
11. Eye Check-up

Please note that the above tests along with doctor's consultation and physical examination should not exceed a sum of Rs.750/-, which will be reimbursed to you by the Company.

Thanking you,

Yours faithfully,

For **JBM Auto Ltd**

**Group Corporate HR**



## List of Shortlisted Candidates - Campus Drive at AMRIT



**From** Rajeev Sharma <rajeev.sharma@jbmgroupp.com>  
**To** tpo@vishwatmakengg.in <tpo@vishwatmakengg.in>, deepak.bvskr@gmail.com <deepak.bvskr@gmail.com>  
**Cc** principalvogce@gmail.com <principalvogce@gmail.com>, Sandeep Kumar Singh 2 <sandeep.singh2@jbmgroupp.com>, Kamaljit Kaur <kamaljit.kaur@jbmgroupp.com>, Rajiv Sahdev <rajiv.sahdev@jbmgroupp.com>  
**Date** 2023-03-09 23:06

Dear All,

We are pleased to confirm selection of following candidates from Atma Malik Institute of Research & Technology, Shahpur(Thane) . LOIs will be issued shortly.

Sr. No.	Name	Qualification	Academic Year	Shortlisted
1	Dhananjay Patil	Diploma	2022 Batch	Yes
2	Milind B Farade	B.Tech	2023 Batch	Yes
3	Akash Prakash Manjare	B.Tech	2023 Batch	Yes
4	Nikhil P Ghodvinde	B.Tech	2022 Batch	Yes

Regards,

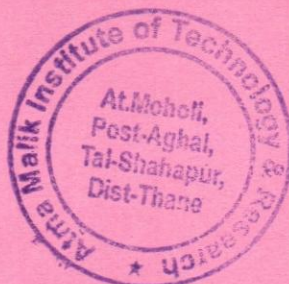
**Rajeev Sharma,AVP-Head Skill Development  
Group Corporate HR**



Our milestones are touchstones

Plot No. 16, Sector- 20 B,  
Institutional Area, Faridabad – 121007 (HR)  
Ph: 0129 – 2221437, Mobile: + 91 8860281177  
Email : rajeev.sharma@jbmgroupp.com

Disclaimer: This electronic transmission contains information from JBM Group which is confidential and proprietary, and is intended for use only by the person named herein. In case, you are not the intended recipient, please. do not use this information and kindly return it to Sender. Please note that all views or opinions presented in this email are solely those of the sender and not necessarily of JBM Group. All mails from JBM Group are scanned for virus before dispatching it. Still the recipient should scan the mail / attachments before using them. JBM group will not be responsible for any virus thereafter.





**JBM GROUP****Corporate Office :**

Plot No. 9, Institutional Area,  
Sector 44, Gurgaon-122003 (Hr.)  
T : +91-124-4674500, 4674550  
F : +91-124-4674599  
W : www.jbmgroup.com

**JBM Group**  
Our milestones are touchstones

**28<sup>th</sup> March 2023**

**Mr. Nikhil Ghodvinde**  
**Musarne (Ghodvinde-Pada),**  
**Post-Met, Bhiwandi Wada Road, Tal-Wada**  
**District Palghar, 421312**

Dear Nikhil,

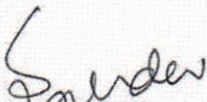
1. With reference to your application and subsequent interview you had with us, we are pleased to offer you a position as **GET** in our organization on the terms & conditions mutually discussed and agreed to.
2. Please note that the regular letter of appointment stipulating detailed terms and conditions of your appointment will be issued to you after your joining duties with us.
3. By accepting this letter you accept, to serve the company for One year which includes training period and that you will sign a bond to that effect at the time of joining thereof.
4. However, in the meantime, you are required to undergo and clear a medical check-up at a medical Centre approved by the Company.
5. Also, please arrange to submit the following documents to the personnel department of the Company before joining duties:
  - Passport size photograph - 5 Nos.
  - Proof of Date of Birth.
  - Attested copies of Educational Certificates.
  - Pan Card
  - Aadhar Card
  - Cancelled Cheque
6. This offer is valid till **03.04.2023** Therefore, you are required to join your duties on this date at the address mentioned below:

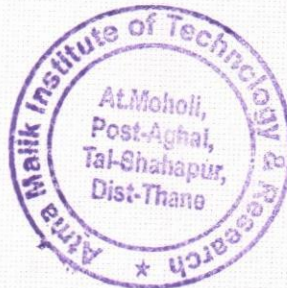
**JBM Auto Ltd.,**  
C-1/2, MIDC Chakan,  
Chakan Talegaon Road,  
Pune-410501


On arrival, please contact Mr. Narendra Singh (9981141558)

Thanking you,

For **JBM Auto Ltd**

  
**RAJIV SAHDEV**  
**GROUP CHRO**



 Note: This LOI is valid subject to clearance of Medical

**JBM GROUP****Corporate Office :**

Plot No. 9, Institutional Area,

Sector 44, Gurgaon-122003 (Hr.)

T : +91-124-4674500, 4674550

F : +91-124-4674599

W : www.jbmgroup.com

**28<sup>th</sup> March 2023**

**Mr. Nikhil Ghodvinde**  
**Musarne (Ghodvinde-Pada),**  
**Post-Met, Bhiwandi Wada Road, Tal-Wada**  
**District Palghar, 421312**

Dear Mr. Nikhil,

This is with reference to our interview with us, you are required to undergo and clear a medical check-up at a medical center approved by the Company. We hereby advise to get the following tests carried out at a medical center / hospital of repute. Please go empty stomach for these tests.

1. Physical Examination – Height, Weight, Blood Pressure, Chest, Ear, Nose, Throat etc.
2. Blood Sugar Random
3. Blood Group
4. Hb
5. Tlc
6. Dlc
7. ESR
8. Urine Examination (routine and microscopic)
9. X-Ray Chest
10. ECG
11. Eye Check-up

Please note that the above tests along with doctor's consultation and physical examination should not exceed a sum of Rs.750/-, which will be reimbursed to you by the Company.

Thanking you,

Yours faithfully,

For JBM Auto Ltd

**Group Corporate HR**



## Offer Letter

Roshan Vishnu Randhe  
randheroshan4511@gmail.com  
9022711584

Dear Roshan,

With reference to your application and subsequent interview you had with us, we are pleased to extend this offer of employment for the position of Mechanical Engineer at Masters India Private Limited on 12 June, 2023.

**Cash Compensation.** The Company will pay you a starting salary at the rate of INR 2,05,464 Lakhs per year, in accordance with the Company's standard payroll schedule. The salary figure is inclusive of basic salary, monthly allowances, and social security remuneration. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time.

**Employment Relationship.** Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Both the employee and employer are normally entitled to a minimum 30-day period of notice on termination of employment. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

**Leaves.** You will be entitled for leave benefits as per Company's Leave Policy.

**Probation Period.** You will be on probation for 3 months from the date of your appointment. The management at its discretion may extend your probation period. Until you are issued a confirmation letter in writing, you will continue to be on probation. In case of termination the services during the probation period, the Management reserve the right to terminate the services without any notice for any reason deem fit by the Management.

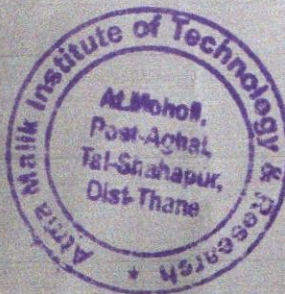
**Proprietary Information and Inventions Agreement.** Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

**Privacy.** You are required to observe and uphold all the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

**Masters India Private Limited**

Plot no: 63/1,2,3 Palki,  
Wada Manor Road,  
Village / Post: Varale, Tal: Wada, Dist.: Palghar, Maharashtra-  
421303

[www.mastersindia.net](http://www.mastersindia.net)





**Withholding.** All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

**Tax Advice.** You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

**Interpretation, Amendment and Enforcement.** This letter agreement supersedes and replaces any prior agreements, representations, or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 6 June, 2023.

Sincerely,

Company Director Himank Goyal

Date 03-06-2023

Applicant (Sign)

*R. Randhe*

Applicant [Name]

Roshan Vishnu Randhe

Date 06/06/2023



**Masters India Private Limited**

Plot no: 63/1,2,3 Palki,

Wada Manor Road,

Village / Post: Varale, Tal: Wada, Dist.: Palghar, Maharashtra-

421303

[www.mastersindia.net](http://www.mastersindia.net)



## Offer Letter

Vivek Pandurang Bhoir  
[vivek301299@gmail.com](mailto:vivek301299@gmail.com)  
7448262751

Dear Vivek,

With reference to your application and subsequent interview you had with us, we are pleased to extend this offer of employment for the position of Civil Engineer at Masters India Private Limited on 24 July, 2023.

**Cash Compensation.** The Company will pay you a starting salary at the rate of INR 2,67,216 Lakhs per year, in accordance with the Company's standard payroll schedule. The salary figure is inclusive of basic salary, monthly allowances, and social security remuneration. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time.

**Employment Relationship.** Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Both the employee and employer are normally entitled to a minimum 30-day period of notice on termination of employment. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

**Leaves.** You will be entitled for leave benefits as per Company's Leave Policy.

**Probation Period.** You will be on probation for 3 months from the date of your appointment. The management at its discretion may extend your probation period. Until you are issued a confirmation letter in writing, you will continue to be on probation. In case of termination the services during the probation period, the Management reserve the right to terminate the services without any notice for any reason deem fit by the Management.

**Proprietary Information and Inventions Agreement.** Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

**Privacy.** You are required to observe and uphold all the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Masters India Private Limited

Plot no: 63/1,2,3 Paiki,  
Wada Manor Road,

Village / Post: Varale, Tal: Wada, Dist.: Palghar, Maharashtra-  
421303

[www.mastersindia.net](http://www.mastersindia.net)





## Offer Letter

Akanksha Gurunath Thakare  
8975506991  
akankshathakare2907@gmail.com

Dear Akansha,

With reference to your application and subsequent interview you had with us, we are pleased to extend this offer of employment for the position of PPC Engineer at Masters India Private Limited on 12 June, 2023.

**Cash Compensation.** The Company will pay you a starting salary at the rate of INR 2,05,464 Lakhs per year, in accordance with the Company's standard payroll schedule. The salary figure is inclusive of basic salary, monthly allowances, and social security remuneration. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time.

**Employment Relationship.** Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Both the employee and employer are normally entitled to a minimum 30-day period of notice on termination of employment. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

**Leaves.** You will be entitled for leave benefits as per Company's Leave Policy.

**Probation Period.** You will be on probation for 3 months from the date of your appointment. The management at its discretion may extend your probation period. Until you are issued a confirmation letter in writing, you will continue to be on probation. In case of termination the services during the probation period, the Management reserve the right to terminate the services without any notice for any reason deem fit by the Management.

**Proprietary Information and Inventions Agreement.** Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

**Privacy.** You are required to observe and uphold all the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Masters India Private Limited

Plot no: 63/1,2,3 Paiki,

Wada Manor Road,

Village / Post Varale, Tal: Wada, Dist: Palghar, Maharashtra-  
421303

[www.mastersindia.net](http://www.mastersindia.net)





**Withholding.** All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

**Tax Advice.** You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

**Interpretation, Amendment and Enforcement.** This letter agreement supersedes and replaces any prior agreements, representations, or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 6 June, 2023.

Sincerely,

\_\_\_\_\_  
Company Director Himank Goyal

\_\_\_\_\_  
Date 03-06-2023

\_\_\_\_\_  
Applicant (Sign)

\_\_\_\_\_  
Applicant [Name]

\_\_\_\_\_  
Date



www.mastersindia.net

Masters India Private Limited

Plot no: 63/1, 2, 3 Paik,

Wada Manor Road,

Village / Post Varale, Tal: Wada, Dist: Palghar, Maharashtra-

421303

- Employment terms and conditions, please get in touch with **Bhaswati Dutta (E-Mail: BD00514253@TechMahindra.com)**

Tech Mahindra Limited  
A-5, Sector-64, Noida,  
UP-201 301  
Tel: +91 12 0400 5000  
+91 12 0400 5001  
Fax: +91 12 0423 1926  
techmahindra.com  
Registered Office:  
Gateway Building, Apollo Bunder  
Mumbai 400 001, India  
CIN L64200MH1986PLC041370

For Tech Mahindra Limited



Mukul Sah

Group Function Head (Support) – Human Resource

Encl: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H -(Code of Conduct and Ethics).

Accepted

Date:



Signature of Candidate:

**Appointment Letter**

Ref. No.: VCS/HR/2022/34799

Date: 24-Jan-2022

Dear Santosh Bhimashankar Sutar,

Welcome to Vedang Cellular Services Pvt. Ltd.....

We are pleased to appoint you in the position of **ENGINEER - TSG** in our Organization.

It's our pleasure to have you with us on such an important assignment. We see your skills as a value addition to our company and our clients. You are appointed as **ENGINEER - TSG** and your date of appointment is **24-Jan-2022**.

**Place of Work**

Your location will be at **MUM**. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will also be governed by the terms and conditions of the service applicable at the new placement location.

**Remuneration**

Your salary will be reviewed every year during new financial year or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to & on the basis of effective performance. Compensation will be governed by the rules of the Company on subject, as applicable and/or amended hereafter.

**Employment Term**

You will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. In case, probation period are completed and if not receive confirmation letter, so it will be auto considered as a permanent employee.

Your employment with the company is full time. You shall devote yourself exclusively to the business & interests of the company. During the continuance of your work with the company, you will not be entitled to engage yourself anywhere else for any other employment, either honorary or otherwise unless you have obtained written permission from the company.



**VEDANG Cellular Services Private Limited (A Guess Company)** Office No.-3B, B Wing, 3rd Floor, Times Square, Andheri Kuria Road, Marol Naka, Nr. Marol Naka Metro Station, Andheri East, Mumbai - 400059, Maharashtra Tel. + 91 - 22 - 4002 2930 1 CIN No. U32309MH2010PTC201638  
www.vedangcellular.com

## Discontinuation of Employment

During probation period, notice period will be of 30 working days to either side. If the employee failed to serve the notice period during probation, the company will not pay the current month's salary, also the experience / relieving letter or salary slips will not be generated. Vedang as

company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies.

In case you decide to leave the services of the company after confirmation, you will be required to give 30(Thirty) days of notice. If the employee is failed to serve the notice period, company has the right deduct the employee's 30(Thirty) day's salary, also the experience / relieving letter or salary slips will not be generated.

Vedang Cellular Services Pvt. Ltd. in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies.

Any OHS violation observed during your employment, disciplinary action shall be taken and repeated severe offenders shall be terminated. It is obligatory for an employer to ensure the provision on systems of work that are safe and without health risks.

## Jurisdiction

This appointment is subject to Mumbai Jurisdiction.

## Compensation & Benefits

Name	Santosh	Designation	ENGINEER - TSG
D.O.J	24-Jan-2022	Department	NPO
Location	MUM	Reporting Head	UsmaniAbdul Kadir

## a) Leave

You will be entitled to privileges and sick/casual leaves as per Leave Policy of the company.

## b) Accidental/Medical Policy

You will be entitled for Accidental/Medical and Health Insurance applicable as per the Company Policy.

Your signing this appointment letter (all pages) confirms your acceptance of the terms and conditions and that you would be joining our company on the given date.

We are looking forward to working with you.



VEDANG Cellular Services Private Limited (A  
Guess Company) Office No.-3B, B Wing, 3rd Floor,  
Times Square, Andheri Kurla Road, Marol Naka, Nr.  
Marol Naka Metro Station, Andheri East, Mumbai -  
400059, Maharashtra Tel. + 91 - 22 - 4002 2930 I CIN  
No. U32309MH2010PTC201638  
www.vedangcellular.com

Best Regards,  
For Vedang Cellular Services Pvt. Ltd.

*[Handwritten Signature]*

Sachin Ingole  
(Sr. HR Manager)

### Acceptance of Appointment

I confirm the **Acceptance of Appointment** on Terms & Conditions mentioned above and have joined Vedang Cellular Services Pvt. Ltd. On **24-Jan-2022**

(Signature)

Name:

Location:

### Non-Disclosure Agreement

The protection of confidential business information and trade secrets is vital to the interests and success of Vedang Cellular Services Pvt Ltd. For effective employment with Vedang, you must agree and acknowledges that:

1) You must keep all information, documents, data, and any other information which comes to your attention during the course of contract with the company in confidential manner.

**Confidential Information includes, but not limited to:**

- ✓ Technical information, product specification;
- ✓ Company's client list, contacts with clients and term of date with clients;
- ✓ Financial records, reports, accounts and proposal;
- ✓ Business plans and forecasts;
- ✓ Quotations and tenders submitted or prepared for submission to clients and potential clients;
- ✓ Information on client's supplier or client's other client;
- ✓ Company or company's client's intellectual property;



VEDANG Cellular Services Private Limited (A  
Guess Company) Office No.-3B, B Wing, 3rd Floor,  
Times Square, Andheri Kurla Road, Marol Naka, Nr.  
Marol Naka Metro Station, Andheri East, Mumbai -  
400059, Maharashtra Tel. + 91 - 22 - 4002 2930 I CIN  
No. U32309MH2010PTC201638  
www.vedangcellular.com

- ✓ Telephone lists, policy documents, training documents, quality documents and any other internally used information regarding the operations of the company and company's client;
- ✓ Salary and salary details. You must not remove information or copies of information from the company's record or client's premises except where the job requires it and where you have got the consent. The obligation of confidentiality exists during the employment and after the employment ceases. Any breach of confidentiality without any notice or payment in lieu of notice or on the termination of the agreement all papers, records and documents in your possession shall be returned to the company and company's client if applicable.
- ✓ Any other information, documentation, record, photographs, designs, process, systems, maps and installations which are deemed confidential by virtue of operations, exclusive usage by company and leakage of the same to any unauthorized person, company, firm, organization etc. is detrimental to the interest of company or company's client.
- ✓ You shall be duty bound to return all the assets, property, data, information, record, of the company/client while leaving services and on non-submission/non-returning of the same, will amount of breach of confidentiality and render you liable for legal actions.
- ✓ Employee Record

- 2) You shall not solicit/seek/explore employment with the company's client and/or with any of the competitor and if found doing so the same would constitute conflict of interest and render you liable for legal action including recovery of adequate damages.
- In case you are found indulging in any conduct, behavior and activity either in group or isolation, which is deemed to be against the interest of company/company's client and render you liable for legal action including termination of services without notice, recovery of adequate damages.
- 3) Your permanent employment and its continuance are subject to your medical, physical and mental fitness.
- 4) Notwithstanding the foregoing, if any time in the opinion of the company, which will be final in this matter, you are found guilty of dishonesty, disorderly behavior, indiscipline, absence from the assigned place or violation of another instruction, term and condition or committing any other misconduct or willful neglect or dereliction of work assigned to you or moral turpitude, your contract shall be liable for termination.
- 5) You shall keep us informed in writing of any change of your residential address and failing to do so, all communication intended to be served on you would be sent on your last given address and this shall be deemed to be sufficient service on you.



VEDANG Cellular Services Private Limited (A  
Guess Company) Office No.-3B, B Wing, 3rd Floor,  
Times Square, Andheri Kuria Road, Marol Naka, Nr.  
Marol Naka Metro Station, Andheri East, Mumbai -  
400059, Maharashtra Tel. + 91 - 22 - 4002 2930 I CIN  
No. U32309MH2010PTC201638  
www.vedangcellular.com

If you agree the above NDA, then please append your signatures on the copy of this letter in token of your acceptance to all the terms and conditions mentioned herein.

Yours truly,

For Vedang Cellular Services Pvt. Ltd.

*[Signature]*

Sachin Ingole  
(Sr. HR Manager)

I hereby certify that I have read the non-disclosure agreement described above and I agree to the policies governing the disclosure of confidential information. I will fully and completely observe this directive and will not disclose such information to any unauthorized person, or use any information obtained for private use or gain at any time.

(Signature)

Date:

Note:

- It is expected that individual compensation package would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
- Applicable tax would be borne by the employee.



VEDANG Cellular Services Private Limited (A  
Guess Company) Office No.-3B, B Wing, 3rd Floor,  
Times Square, Andheri Kurla Road, Marol Naka, Nr.  
Marol Naka Metro Station, Andheri East, Mumbai -  
400059, Maharashtra Tel. + 91 - 22 - 4002 2930 I CIN  
No. U32309MH2010PTC201638  
www.vedangcellular.com



Date: May 25, 2021

Place: Chembur, Mumbai

Dear Ravi,

Welcome to Akash Tech Services. With reference to your application and the subsequent interviews you had with us, we are pleased to offer you a position of "Technical Support Representative" in Client Support Department.

As a **Technical Support Representative**, you will be responsible for maintaining a positive business relationship between our company and our potential customers. Also, you'll be in charge of selling our products and performing cost-benefit analysis.

As discussed during the interview, the starting salary will be 20,000 per month and payments made on a weekly basis through bank checks.

Also, Akash Tech Services will offer a comprehensive benefits program, which will include medical insurance, overtime payments.

It's important to note that our engagement with you will be on an at-will basis. This means that we will terminate our engagement under specific conditions or reasons. Kindly confirm your acceptance to this offer by signature before the May 26th, 2021.

This offer is based on the representations made or facts disclosed during the interviews. In case any facts or representation are found to be incorrect or considered to be concealed, the offer will be invalidated and automatically cancelled.

We hope that you will enjoy working here and add value to yourself and contribute to the growth and prosperity of the company. We trust that your association with us will be a happy and mutually rewarding one. This is an offer letter and not an appointment letter. A formal appointment letter will be given to you on the day you join the company. Any/all of the terms and conditions of service may be modified or changed at the company's discretion.

An employee may resign from the services of the company only after having served the notice period of three months.

**Akash Tech Services.**  
**Prashant Koli**



**Candidate**  
**Ravi Surwade**



**Confirmation Mail : Pratik Pawade (Programming Department)**

1 message

escaHR <escahr@escanav.com>

To: pratikpawade8667@gmail.com

Cc: raja@escanav.com, ankitm@escanav.com

Hello Mr. Pratik Pawade,

**Congratulations!!!**

You have been selected at "MicroWorld Software Services Pvt Ltd" in the "Programming Department" at "Mumbai" location and

You will be joining us from **Wednesday, 16<sup>th</sup> February 2022.**

Attaching herewith, the list of documents required to be submitted at the time of joining.

Please reply to this mail as a token of your acceptance with your date of joining.

Description: eScan-Signature-Amrutha Gopi



Tue, 15 Feb 2022 at 10:44

January 14, 2022

To,  
Mr. Ashwin Bhaskar Shelavale,  
R00549

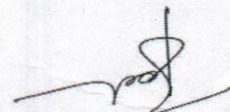
Dear Mr. Ashwin Bhaskar Shelavale,

On successful completion of your probation period, we are pleased to confirm you in the services of the Company with effect from 02 December, 2021 on the terms and conditions outlined below:

#### Employment terms and conditions

The terms and conditions of employment are as mentioned below:

1. Leave: You are entitled to a total of 16 days of paid annual leave and 8 days of Casual leave in a year.
2. Resignation: In case of resignation, a period of One (30 days) months' notice or by payment of One (30 days) month's salary in lieu of such notice would be required to be given from your end.
3. Termination: The Company, will be entitled to terminate your services by giving you One (30 days) months' notice, or by payment of One (30 days) month's salary in lieu of such notice. Upon leaving the employment of the Company, you will not take with you any reports or data, tables, calculations, letters or other documents or any other writing or copy of writing of any nature whatsoever pertaining to the business of the Company or any of its affiliates or subsidiaries. Prior to your last working day, you will be required to handover all Company Property (including documents, data, keys, stationery, laptops, etc.) in your possession to your immediate supervisor and obtain necessary clearances. On production of such clearance alone will your dues, if any, be settled by the Company.
4. Transferability: Your services are transferable within Group Companies at any time during the tenure of your appointment with the Company. Any adhoc arrangements made within Group Companies is treated as part of your service with the Company.
5. Rules: You will be governed by rules and regulations of the company as in force and as amended from time to time.
6. Confidentiality: All matters pertaining to the Company and its business shall be kept confidential by you and nothing shall be divulged by you to any person without proper prior authorization of the same.



Yours Sincerely,  
Rochem Services Pvt. Ltd

Prerak Goel  
Director

#### ACCEPTANCE

I have read, understood and accept the above-mentioned terms and conditions of service as outlined in this contract.

Name:

Signature

Date:



101, HDIL Towers, Anant Kanekar Marg, Bandra East, Mumbai - 400051  
T: +91 22 6704 9000 / 01 | F: +91 22 67049010 / 77  
rochem@rochemindia.com | www.rochemindia.com

(Formerly known as Concord Blue Technology Private Limited)

CIN: U40200MH2009PTC190132

ROCHEM SERVICES PVT. LTD.

Date: Oct 13, 2020

Offer No : QS2032231

AKASH DEEPNARAYAN KUMBHAR  
ROOM NO 7, KURLA, MAHARASHTRA, INDIA  
400070

**FIXED TERM EMPLOYMENT CONTRACT**

Dear AKASH DEEPNARAYAN KUMBHAR

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

**DEPUTATION:**

You are deputed to our client under this Contract which will be intimated to you before your deployment. The terms of employment is exclusively with QUEST, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from OCT 14, 2020 be deputed by QUEST, to work at client's office / premises at any of their locations.

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

**TENURE:**

The term of your Contract shall be valid from OCT 14, 2020 to APR 14, 2021.

**COTERMINOUS:**

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

**LOCATION:**

You are required to work at client's location at MUMBAI.

**POSITION:**

You are appointed as JIO GIGAFIBER ENGINEER.

Offer No : QS2032231

It's Confidential  
Page 1

This is a system generated letter

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



TO CHECK IF YOUR OFFER LETTER IS GENUINE,  
Open the camera on your smart phone and scan.



Employee Signature

## REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

## EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid APR 14, 2021 from the date of you joining QUEST. This contract may be considered for an extension depending on the client and QUEST's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUEST through a separate mutually executed contract of employment. QUEST shall inform you in writing of the extension requirements.

## WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUEST within the cut-off date as mutually agreed for pay-roll processing.

## TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUEST or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUEST reserves all such right to withheld full or a portion of your salary during such suspension period.

## NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 15 day's notice in writing. The Contract can be terminated at the discretion of QUEST subject to 15 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases,

*Ilya Confidential*

Page 2

This is a system generated letter

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



TO CHECK IF YOUR OFFER LETTER IS GENUINE.  
Open the camera on your smart phone and scan.



Employee Signature

*[Handwritten Signature]*

QUEST will have / reserve rights to terminate immediately without giving notice period.

#### **INDEMNITY:**

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

#### **CODE OF CONDUCT:**

You shall not engage in any act subversive of discipline in the course of your duties for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

#### **HOLIDAYS:**

You will be entitled to paid holidays in a year as notified by the company from time to time.

#### **ADDRESS FOR COMMUNICATION:**

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

#### **BACKGROUND VERIFICATION:**

The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

#### **ABSENTEEISM:**

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandoned your employment with the company and your services are liable to be terminated accordingly.

*Ikyu Confidential*  
Page 3

This is a system generated letter

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



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**  
Open the camera on your smart phone and scan.



Employee Signature

*[Handwritten Signature]*

## RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

## OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUEST (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

## JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

## DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Oct 14 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. VAN Card
9. Aadhaar Card

*Kya Confidential*

Page 4

This is a system generated letter

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



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**

Open the camera on your smart phone and scan.



Employee Signature

*[Handwritten Signature]*

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For QUEST Corp Limited.

*[Signature]*

**Tej Hans Raj Singh**  
COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.  
All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....  
Signature:.....

Place:.....  
Date:.....

*Ikya Confidential*  
Page 5  
This is a system generated letter

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



TO CHECK IF YOUR OFFER LETTER IS GENUINE.  
Open the camera on your smart phone and scan.

*[Signature]*  
Employee Signature



Compensation Sheet

Offer No: QS2032231 Associate Name: AKASH DEEPNARAYAN KUMBHAR Designation: Jio GigaFiber Engineer Location: MUMBAI

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12568	150816
House Rent Allowance	3447	41364
Statutory Bonus	1047	12564
Gross Salary	17062	204744

Employer's Contribution	Employer's Esi	Employer Provident Fund	Insurance	Total Contribution	Cost to Company : (CTC)
	555	1509	150	2214	19276
	6660	18108	1800	26568	231312

Deduction: (Subjected to change)	Employee Esi	Provident Fund	
	128	1509	200
	1536	18108	2400

Offer No : QS2032231

Mya Confidential

Page 6

This is a system generated letter

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



TO CHECK IF YOUR OFFER LETTER IS GENUINE.  
Open the camera on your smart phone and scan.



Employee Signature

Professional Tax		
Total Deduction	1837	22044
Net Take Home	15225	182700

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCgD> or Apple iStore <https://goo.gl/3JY6yn>.

**UserId** - **QS2032231**

**Login** **Password** - password

**Transaction** password - password

Ikya Confidential

Page 7

This is a system generated letter

Offer No : QS2032231

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



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**  
Open the camera on your smart phone and scan.



  
Employee Signature

# DISCLAIMER

To whomsoever it may Concern

I,AKASH DEEPNARAYAN KUMBHAR , Offer ID QS2032231, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

Associate Name:

Associate Signature:

Ikyu Confidential

Page 8

This is a system generated letter


Offer No : QS2032231

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



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**  
Open the camera on your smart phone and scan.



  
Employee Signature

# BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 07/04/2022

Namrata Rajesh Jaiswal

Happy Home Society ,Room No 22 ,Plot No A/37 ,Sector-7 ,Khanda Colony ,New Panvel West ,Raigad ,Maharashtra 410206

Dear Namrata Rajesh Jaiswal,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group - Software Eng**

Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



Candidate's Signature \_\_\_\_\_

**Apr 11, 2022**

**MSys / Offer Letter/ HR**

**Ms. Namrata Jaiswal  
Happy Home Society,  
A/37, Khanda Colony  
Raigad - 410206**

**OFFER OF EMPLOYMENT**

**Dear Namrata Jaiswal,**

We are pleased to appoint you as "Software Engineer Trainee" at MSys Tech India Pvt. Ltd., :

Please note the employment terms contained in the letter are subject to company policy.

**1) APPOINTMENT**

- a) Your date of appointment is effective from **Jun 1, 2022** subject to your acceptance of this offer.
- b) You will be on probation for a period of One (1) year from the date of joining. The company reserves the right to extend this period if necessary. If found suitable in the appointed post, you will be confirmed in your appointment in writing, on completion of probation, based on clearing the performance parameters.

**2) TRANSFER**

During your employment with the company, you are liable to be transferred, as determined by the company, from time to time, to any other location, department, function, division or branch of the company, associate company, affiliate, customer / client of the company, in India or abroad with mutual discussion. In such case, the terms and conditions governing your service shall be those applicable at the location of transfer, or those applicable to employees of the associate, as the case may be, in addition to the terms and conditions mentioned herein.

**3) PROBATION**

You will be on probation for one year from the date of joining. During the period you will be given an on-the-job training for various assignments and knowledge transfer process, the contents of which are Company's / Client's proprietary information and confidential information.





# Ivangel Sales & Services Pvt Ltd

Date - 07.10.2021

To

Mr. Prashant Vasant Chaudhari  
Jarimari Building , Room No 5 , near metro mall,  
Kalyan (e)  
Dist : Thane. Pin: 412301

Dear Mr. Prashant,

We are pleased to offer you the position of **O&M Engineer** in our company

deputed to **Tata Teleservices Limited** at Mumbai on mutually agreed terms and conditions. Your CTC would be Rs. 26050/- (Rupees Twenty Six Thousand Fifty Only) per month.

The letter of appointment will be handed over to you at a subsequent date.

In case subsequent to this letter of offer it is found that there are material errors in your bio data or that reference checks have shown integrity / discipline issues in your previous employments, this letter will stand revoked.

We take this opportunity to extend you a warm welcome and look forward to a long, happy and fruitful association with us.

You are requested to join on **8th Nov' 2021**.

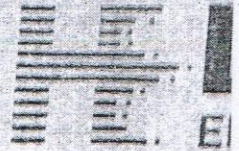
With best regards,



Authorised Signatory



Shop No. 1/2, Sagar View Chs, Sector 13, Koperkhairane, Navi Mumbai - 400709



Ref.

Date :

**Dear Reshma Dinkar**

Harsh Enterprises is excited to bring you on board as **[Service Engineer**

We're just a few formalities away from getting down to work. Please take the time to review our formal offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with Harsh Enterprises

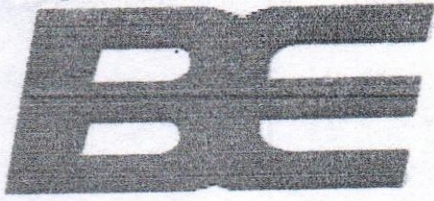
Harsh Enterprises is offering a Full Time position for you as Service Engineer reporting to HUB Manager starting on 18/02/2019 at Dombivali. Expected hours of work are 6 days of week and 10 hours of work.

In this position, Harsh Enterprises is offering to start you at a pay **15,000/-** per month. You will be paid on a monthly basis.

As an employee of Harsh Enterprises you will be eligible for Incentives on achievements on achievement of targets.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 23/02/2019.





# BADAR ELECTRICALS

Manufacturer & Supplier of L.T Panels, Feeder Pillars  
Gala No. 1-2, Gaikar Compound, Near Shahnai Hotel, Dawdi Naka, Dombivli(E) 421203

email : badarelectricals@gmail.com

Mob : 9324142548

REF NO: BE/DOM/AL/0254/16

17<sup>th</sup> Sept, 2019

Ms. Jidnyasa Poul  
Surve Society, Bhatwadi,  
Near Ganesh Mandir, Ghatkopar (W),  
Mumbai - 400084.

Subject: Letter of Appointment

Dear Ms. Jidnyasa Poul

This has reference to your application and subsequent interviews you have had with BADAR ELECTRICALS. We are pleased to appoint you as **Trainee** under Project Manager as **Project Co-Ordinator (EE – Central Railway)** in our Mumbai to Kasara Division based at Mumbai. Your employment will be governed by the following terms and conditions:

1. **Monthly Gross Salary**

You will be paid a monthly gross salary of Rs. 13,000/- (Eleven thousand only) per month.

2. **Working Hours**

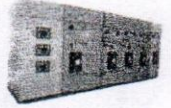
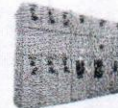
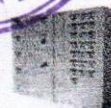
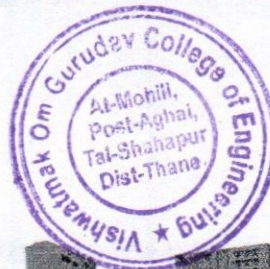
Your working hours will be 8 am to 5:30 pm as per the current company policy. The company observes a 6 day work week.

3. **Date of Appointment**

Your date of appointment as per company records is 09/09/2019.

4. **Salary Increase**

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.



#### 5. *Probation Period*

You will be on probation for a period of **six months** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service.

If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

#### 6. *Leave*

You will be governed by the current Leave Policy of the company for permanent employees.

#### 7. *Travel*

Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

#### 8. *General*

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

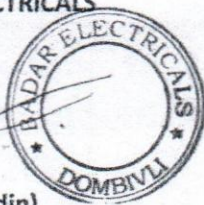
We welcome you to the **BADAR ELECTRICALS** family and trust we will have a long and mutually rewarding association.

Thanking You,

Yours faithfully,

For **BADAR ELECTRICALS**

(Md. Shahabuddin)  
Director



# ELECTROLAB (India) PVT. LTD.

Plot No : EL 23/24, T.T.C. Electronic Zone, M.I.D.C. Mahape, Navi Mumbai - 400 710, INDIA. • Tel : +91-22-4161 3131 • Fax : 91-22-4161 3199

Ref: EIPL/CON/2020/017

Dated: 11<sup>th</sup> July, 2020

To,  
Ms. Nirmala Shivaji Yedge  
Emp. No. HR-EMP-00172  
R&D Department

## Subject: Confirmation Letter

Dear MS. Nirmala Shivaji Yedge

We are pleased to inform you that you have successfully completed probation period as **Embedded Hardware Assistant** with the organization. We take pleasure in informing you that you have been confirmed with effect from 11<sup>th</sup> July, 2020. Your New CTC will be Rs.2,33,568/- p.a. and Gross Salary will be Rs.15,000/- p.m. w.e.f. **11<sup>th</sup> July, 2020**. All the other terms and conditions remain unaltered.

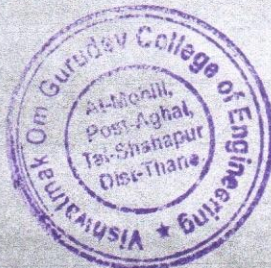
We look forward to your continued dedicated performance.

Please intimate your acceptance by signing this letter in duplicate and return this letter to the Human Resource department.

- Employee to covered under the Medical policy of 2,00,000/-.
- Leave policy to be applicable as per the Leaves structure.

For **Electrolab (India) Pvt Ltd**

  
(Authorized Signatory)



# ELECTROLAB (India) PVT. LTD.

Plot No. : EL 23/24, T.T.C., Electronic Zone, M.I.D.C. Mahape, Navi Mumbai - 400 710, INDIA • Tel : +91-22-4161 3131 • Fax : 91-22-4161 3199

## CTC WORKING

Dated-11<sup>th</sup> July, 2020

Employee Name	NIRMALA SHIVAJI YEDGE	Emp. No.	HR-EMP-00172
Designation	EMBEDDED HARDWARE ASSISTANT	Date of Joining	11th Feb, 2020
Department	R&D DEPARTMENT	F Y	2020 - 21

	SALARY COMPONENTS	MONTHLY	ANNUAL
<b>A</b>	<b>EARNINGS SALARY</b>		
	Basic	6000	72000
	Dearness Allowance (DA)	2600	31200
	House Rent Allowance	1120	13440
	Medical Allowance	1250	15000
	Conveyance	1600	19200
	Travel Allowance	2430	29160
	PAYTM	0	0
	Uniform Allowance	0	0
	<b>TOTAL GROSS SALARY</b>	<b>15000</b>	<b>180000</b>
<b>B</b>	<b>REIMBURSEMENTS</b>		
	Location Allowance	0	0
	Mahape Allowance*	2045	24540
	<b>TOTAL REIMBURSEMENTS</b>	<b>2045</b>	<b>24540</b>
	<b>TOTAL EARNINGS (A + B)</b>	<b>17045</b>	<b>204540</b>
<b>C</b>	<b>OTHER EARNINGS</b>		
	Annual Bonus (Ex-Gratia)*	720	8640
	Performance Bonus (Ex-Gratia)*	0	0
	Gratuity (Funded with LIC) p.a.	414	4968
	Provident Fund : Employer Contribution	1032	12384
	ESIC : Employer Contribution	113	1356
	Group Medical Policy	140	1680
	<b>TOTAL OF OTHER EARNINGS</b>	<b>2419</b>	<b>29028</b>
	<b>TOTAL COST TO THE COMPANY (A+ B+C)</b>	<b>19464</b>	<b>233568</b>

Note:

1. Payment of perquisites, allowances and reimbursements shall be subject to provisions of Income Tax, as applicable.
2. After confirmation of your service the basic salary is subject to change as per company policy and employee will be covered under group medical policy.
3. Amount mentioned as Annual Bonus\* & Performance Bonus\* i.e. Ex-Gratia is an average amount that company may award you, were amount is subject to varies as per performances and management discretion as mentioned in the appointment letter and will be calculated on pro rata bases as per attendance.
4. An employee has to be in good standing on the day of Diwali 2021 to claim Annual Bonus Ex-gratia\* and for Performance Bonus Ex-gratia\* employee should be in good standing till 31 March 2022.
5. To claim Mahape Allowance\* an employee shall have attended 19 working days every month.

For, ELECTROLAB INDIA PVT LTD

AUTHORIZED SIGNATORY



ACCEPTED AND SIGNED BY EMPLOYEE

(NIRMALA SHIVAJI YEDGE)



**T&M Services Consulting Private Limited**

T & M House, Kohinoor Complex,  
'A'Wing, Next To Maharaja Hotel,  
W.E. Highway, Dahisar (East).

Mumbai- 400 068, INDIA

Tel. : +91 22 4222 0700

Fax : +91 22 4029 7562

Email : info@tmscl.com

Website: www.tnmhr.com

Ref No: TNM/MH/ ID-294762/2018-2019

Date: 01-Aug-2021



**Ms. THAKARE ASMITA ARUN**

Dear Ms. THAKARE ASMITA ARUN

**Sub: Fixed Term Appointment**

We are pleased to appoint you at T&M Services Consulting Pvt Ltd (hereinafter referred to as T&M) on a fixed term engagement period (contract), for our client **Selec Controls Pvt. Ltd** , hereinafter referred as "Client") at **MUMBAI** as **M/C Operators**. on the following terms and conditions.

1. The term of your appointment shall be valid from **01-Aug-2021 to 31-Jul-2022**, notwithstanding this, in the event of the Client project/engagement/deputation for which you are being appointed terminates before your contract end period, this contract shall be co-terminus with the project/work. You shall report to work on **01-Aug-2021** at Client work place at 9.00 am.
2. Your monthly consolidated Gross salary would be **Rs.13605.00(Rupees: Thirteen Thousand Six Hundred Five Only)**. In addition company will pay its contribution towards statutory dues(like PF, ESI etc , if any).
3. You will be liable to carry out such works/duties as entrusted by our Client from time to time.
4. You will with effect from Date of Joining be deputed by the organization to work at Clients office/premises at any of their locations. You will make your own arrangements for accommodation, local transport, etc. and you will not be eligible for any additional reimbursement in this regard.
5. The contract can be terminated by either side by giving one month notice in writing.
6. Your contract may get terminated with immediate effect for misbehavior, fight, quarrels or any other undesired activities or found violating any disciplinary norms during your duty hours. Frequent Absence from Duty for more than 3 days is not allowed, in such case contract will get terminated with immediate effect.
7. Your contract may get terminated and/or offer withdrawn with immediate effect if the document submitted by you is found to be false. In case of any complains received against you from client regarding your present or past work with them your contract may get terminated or/and offer will be withdrawn with immediate effect.

In additions to the terms of appointment mentioned above, you are also governed by the terms and conditions of the company attached as annexure with this letter. The combined terms and conditions of this letter and annexure constitute the terms and conditions of appointment and you are required to read both of them in conjunction.

We wish you the very best in your assignment with us and as a token of your understanding, accepting and agreement of the combined terms and conditions of this letter and the annexure you are requested to sign the duplicate copy of this letter and return to us within a day.

Yours faithfully,

For T&M Services Consulting Pvt. Ltd.

**Authorized Signatory**

Encl: (1) Annexure of Terms & Conditions and Salary Breakup.

I hereby accept the above mentioned terms and conditions .

**Ms. THAKARE ASMITA ARUN**

Signature

Date

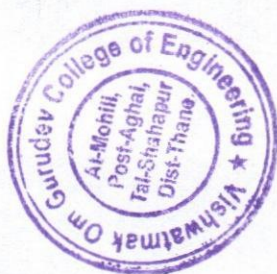


### Appointment Terms & Conditions (Annexure)

1. The company reserves the right to vary the terms of your engagement for the Fixed Term period project, however after giving you notice as may be and if required under existing rules or law.
2. You shall record your attendance at client place and at the end of the month you should collect a certificate of attendance from Client Manager on the basis of which salary shall be paid to you.
3. You will fully perform the services as required by client, in a professional manner as , until completion of the term of the work assignment (contract) or termination of your assignment whichever is earlier.
4. You will be responsible for maintaining the secrecy and confidentiality and not divulge/ disclose to anyone the information obtained by you during the course of executing your fixed term period.
5. You shall disclose to the company any act of bad faith committed by a fellow colleague or any such act or omission which comes to your knowledge and which you consider to be detrimental to the interest of your company's/Clients business. You will not receive any payments of any nature directly or indirectly from the client or related to your Job.
6. You are required to report and be present at the designated location during the working hours required and abide by the rules and regulations as required by the Client. You shall observe the timings as intimated to you by the client, where you are deputed, from time to time. You have to be regular in attendance. However you may have to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies, for which no extra payment will be made. You will have to work for such extra time as may be necessary to fulfill your obligations. You are not expected to remain in the office premises after completion of your assigned work unless approved by the client. The company/ client are authorized to remove you from the premises, if its considers it undesirable or being not in the interest of the client, company and or its employee's and workmen.
7. Your services can be terminated without notice and inquiry, under the following conditions:
  - a. In case your performance as desired by client/T&M is found to be unsatisfactory or you are found violating any disciplinary norms of the company or our client.
  - b. In the event of rejection by the Client, dishonesty, disobedience, absence from duty without permission or any other act considered detrimental to the interest of the company/client, or violation of one or more terms of this appointment for fixed term period.
  - c. Any activity leading to formation of groups which the company may feel that such groups may hamper the work, peace and general client relationship.
  - d. Any activity resulting in loss of work at our company or its client premises or purposive delay of work, at an individual capacity or in conjunction with other colleagues, will be treated as an in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
  - e. Continued absence for 3 (three ) days from duty without prior permission from Client Manager/T&M in writing will tantamount to voluntary abandonment of service on your part and your name will be struck off without giving any notice.
  - f. In case any information/particulars provided to our company or its Client during and after your appointment for fixed term engagement project is false and misleading.
  - g. In case of any Criminal Record or Criminal Proceedings initiated against you.
8. You shall observe the standards of cleanliness, decorum, safety, health and general discipline laid down by the company or client. You will follow applicable safety rules of our client and be responsible for the security and protection of our client's materials and equipment from loss or damage.
9. You will comply with our Clients rules and regulation including any subsequent changes or instruct whenever applicable as may be issued from time to time concerning health, safety and welfare.
10. You agree to defend, indemnify and hold T&M or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this fixed term engagement letter (Contract) or for misconduct or for violation of any law or creation of any legal liability by you.



11. Any dispute between you and T&M shall be referred to a sole arbitrator appointed by T&M. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Mumbai, Maharashtra, India. This Fixed Term Period Engagement Letter(contract) shall be governed by the laws of India
  12. You shall not perform any service for the company while under the influence of alcohol or any unprescribed controlled substance. The possession of alcohol unprescribed controlled substance, drug or paraphernalia, firearms, explosives, weapons and other hazardous substance or articles are prohibited on the company's / client's premises. In case you are found in possession of any of the above mentioned substances, you will be liable to be dismissed with immediate effect, without any notice and legal action may be taken. You shall not chew tobacco or smoke at client premises.
  13. You are expected to remain with the Client for full period of engagement of work assignment mentioned above. By signing this agreement/engagement letter of work assignment, you acknowledge that breach of any one or more of the clause/ points of this agreement / letter will result in irreparable harm to Client and to our company for which damages would be an inadequate remedy. Therefore, in the event of such breach, and in addition to its right and remedies otherwise available at law, Client and our company shall be entitled to equitable relief.
  14. Any damage caused by you at client's place or company intentionally/ unintentionally resulting in damage / loss of property or equipment or any tangible / intangible items / assets etc. will be dealt severally and you will be liable for damage or loss.
  15. Your nature of relationship with T&M, is of contract engagement to perform the work assignment of contract of service for a fixed period. By executing this letter neither do we offer you employment with T&M nor you will not claim for any form of employment with our client or us (**T&M Services Consulting Private Limited**) directly / indirectly or through any legal / illegal source.
- In the event of you're not being able to perform your assignment due to a disability or any other reason; you will be required to return to our company, at the discretion of the management.
- On or before joining you must furnish the followings:
- 4 passport size photographs.,
- a. Copy of all your experience letters, relieving orders, service certificates, salary slips, tax deduction certificates and age proof.
  - b. Self Attested copy of Educational Qualification Certificates / Degree / Diploma Certificates.
  - c. Medical Fitness certificate from your family doctor.
  - d. Statutory forms under EPF, ESIC, etc
  - e. Police Verification letter( within One month)
  - f. online data on T & M portal [tnmhr.com](http://tnmhr.com) should be submitted within 7 days.
16. It is hereby clarified that if you fail to submit the ESIC, PF, etc nomination forms together with any other document as required under the applicable labour legislations, T&M shall not incur any liability with regards to any Claims under the said applicable labour legislations.
  17. You authorize T&M to make all salary payments required to be made to you by T&M including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
  18. In case you decide to leave the company, the period of notice will be reckoned from the date of acceptance of resignation letter in writing.
  19. Your appointment is subject to be your being medically fit as per norms of the company.
  20. In case you abscond from job, we will charge **one** month salary.
  21. The T & M will monitor the periodic performance of the employee deployed with regard to their roles and responsibilities with agreed terms and conditions as per the service requirement .The periodicity of performance appraisal will be in consultation with Client.
  22. The T & M will deduct statutory (Gratuity, Bonus etc.) From remuneration, as applicable.
  23. The T & M will replace immediately any employee ( If they are unacceptable to the office because of security risk , incompetence , conflict of interest and branch of confidentiality or improper conduct ) upon receiving written communication from the client.
  24. The Deployment of manpower by the T & M is purely on temporary basis for the project period and the manpower deployed for project will not be treated as Government employee at any stage for any purpose whatsoever.
  25. For any Query contact 022-40297521/40297522 and mail id- [hr.03@tnmhr.com](mailto:hr.03@tnmhr.com).



ANNEXURE I	
SALARY BREAKUP	
Monthly Salary	
Basic	10340
HRA	2966
Other Allowance	299
LTA Allowance	0.00
Special Allowance	0.00
<b>Gross Salary (A)</b>	<b>13605</b>
<b>Less Deductions</b>	
Provident Fund	1277
Employee LWF	0.00
Profession Tax	200
Income Tax	0.00
Employee ESIC	103
<b>Total Deductions (B)</b>	<b>1580</b>
<b>Net Take Home (A-B)</b>	<b>12025</b>
Add: Company's Contributions	
Provident Fund	1277
PF Admin.	53
EDLI	53
Employer LWF	0.00
Employer ESIC	443
<b>Total Additions (C)</b>	<b>1826</b>
<b>Monthly CTC (A+C)</b>	<b>15431</b>

Note 1: Salary Structure can be revised on changing of statutory norms or at management's discretion.

\*LWF is a statutory deduction to be deducted as applicable.



**T&M Services Consulting Private Limited**

T & M House, Kohinoor Complex, 'A' Wing, Next To Maharaja Hotel, W.E. Highway, Dahisar (East).

Mumbai- 400 068, INDIA

Tel. : +91 22 4222 0700

Fax : +91 22 4029 7562

Email : info@tmscl.com

Website: www.tnmhr.com

Ref No: TNM/MH/ ID-294762/2018-2019

Date: 01-Aug-2021



**Ms. SHELAR PRANALI SANTOSH**

**Dear Ms.SHELAR PRANALI SANTOSH**

**Sub: Fixed Term Appointment**

We are pleased to appoint you at T&M Services Consulting Pvt Ltd (hereinafter referred to as T&M) on a fixed term engagement period (contract), for our client **Selec Controls Pvt. Ltd**, hereinafter referred as "Client") at **MUMBAI** as **M/C Operators**. on the following terms and conditions.

1. The term of your appointment shall be valid from **01-Aug-2021 to 31-Jul-2022**, notwithstanding this, in the event of the Client project/engagement/deputation for which you are being appointed terminates before your contract end period, this contract shall be co-terminus with the project/work. You shall report to work on **01-Aug-2021** at Client work place at 9.00 am.
2. Your monthly consolidated Gross salary would be **Rs.13310.00(Rupees: Thirteen Thousand Three Hundred Ten Only)**. In addition company will pay its contribution towards statutory dues (like PF, ESI etc, if any).
3. You will be liable to carry out such works/duties as entrusted by our Client from time to time.
4. You will with effect from Date of Joining be deputed by the organization to work at Clients office/premises at any of their locations. You will make your own arrangements for accommodation, local transport, etc. and you will not be eligible for any additional reimbursement in this regard.
5. The contract can be terminated by either side by giving one month notice in writing.
6. Your contract may get terminated with immediate effect for misbehavior, fight, quarrels or any other undesired activities or found violating any disciplinary norms during your duty hours. Frequent Absence from Duty for more than 3 days is not allowed, in such case contract will get terminated with immediate effect.
7. Your contract may get terminated and/or offer withdrawn with immediate effect if the document submitted by you is found to be false. In case of any complains received against you from client regarding your present or past work with them your contract may get terminated or/and offer will be withdrawn with immediate effect.

In additions to the terms of appointment mentioned above, you are also governed by the terms and conditions of the company attached as annexure with this letter. The combined terms and conditions of this letter and annexure constitute the terms and conditions of appointment and you are required to read both of them in conjunction.

We wish you the very best in your assignment with us and as a token of your understanding, accepting and agreement of the combined terms and conditions of this letter and the annexure you are requested to sign the duplicate copy of this letter and return to us within a day.

Yours faithfully,

**For T&M Services Consulting Pvt. Ltd.**

**Authorized Signatory**

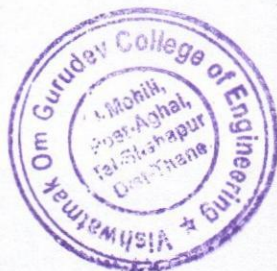
Encl: (1) Annexure of Terms & Conditions and Salary Breakup.

I hereby accept the above mentioned terms and conditions .

**Ms. SHELAR PRANALI SANTOSH**

Signature

Date



### Appointment Terms & Conditions (Annexure)

1. The company reserves the right to vary the terms of your engagement for the Fixed Term period project, however after giving you notice as may be and if required under existing rules or law.
2. You shall record your attendance at client place and at the end of the month you should collect a certificate of attendance from Client Manager on the basis of which salary shall be paid to you.
3. You will fully perform the services as required by client, in a professional manner as , until completion of the term of the work assignment (contract) or termination of your assignment whichever is earlier.
4. You will be responsible for maintaining the secrecy and confidentiality and not divulge/ disclose to anyone the information obtained by you during the course of executing your fixed term period.
5. You shall disclose to the company any act of bad faith committed by a fellow colleague or any such act or omission which comes to your knowledge and which you consider to be detrimental to the interest of your company's/Clients business. You will not receive any payments of any nature directly or indirectly from the client or related to your Job.
6. You are required to report and be present at the designated location during the working hours required and abide by the rules and regulations as required by the Client. You shall observe the timings as intimated to you by the client, where you are deputed, from time to time. You have to be regular in attendance. However you may have to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies, for which no extra payment will be made. You will have to work for such extra time as may be necessary to fulfill your obligations. You are not expected to remain in the office premises after completion of your assigned work unless approved by the client. The company/ client are authorized to remove you from the premises, if its considers it undesirable or being not in the interest of the client, company and or its employee's and workmen.
7. Your services can be terminated without notice and inquiry, under the following conditions:
  - a. In case your performance as desired by client/T&M is found to be unsatisfactory or you are found violating any disciplinary norms of the company or our client.
  - b. In the event of rejection by the Client, dishonesty, disobedience, absence from duty without permission or any other act considered detrimental to the interest of the company/client, or violation of one or more terms of this appointment for fixed term period.
  - c. Any activity leading to formation of groups which the company may feel that such groups may hamper the work, peace and general client relationship.
  - d. Any activity resulting in loss of work at our company or its client premises or purposive delay of work, at an individual capacity or in conjunction with other colleagues, will be treated as an in disciplinary act and may result in termination of your service without notice or inquiry, with immediate effect.
  - e. Continued absence for 3 (three ) days from duty without prior permission from Client Manager/T&M in writing will tantamount to voluntary abandonment of service on your part and your name will be struck off without giving any notice.
  - f. In case any information/particulars provided to our company or its Client during and after your appointment for fixed term engagement project is false and misleading.
  - g. In case of any Criminal Record or Criminal Proceedings initiated against you.
8. You shall observe the standards of cleanliness, decorum, safety, health and general discipline laid down by the company or client. You will follow applicable safety rules of our client and be responsible for the security and protection of our client's materials and equipment from loss or damage.
9. You will comply with our Clients rules and regulation including any subsequent changes or instruct whenever applicable as may be issued from time to time concerning health, safety and welfare.
10. You agree to defend, indemnify and hold T&M or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this fixed term engagement letter (Contract) or for misconduct or for violation of any law or creation of any legal liability by you.





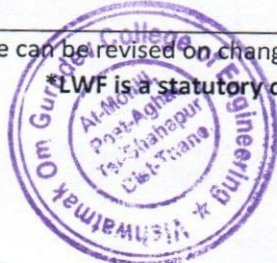
11. Any dispute between you and T&M shall be referred to a sole arbitrator appointed by T&M. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Mumbai, Maharashtra, India. This Fixed Term Period Engagement Letter(contract) shall be governed by the laws of India
  12. You shall not perform any service for the company while under the influence of alcohol or any unprescribed controlled substance. The possession of alcohol unprescribed controlled substance, drug or paraphernalia, firearms, explosives, weapons and other hazardous substance or articles are prohibited on the company's / client's premises. In case you are found in possession of any of the above mentioned substances, you will be liable to be dismissed with immediate effect, without any notice and legal action may be taken. You shall not chew tobacco or smoke at client premises.
  13. You are expected to remain with the Client for full period of engagement of work assignment mentioned above. By signing this agreement/engagement letter of work assignment, you acknowledge that breach of any one or more of the clause/ points of this agreement / letter will result in irreparable harm to Client and to our company for which damages would be an inadequate remedy. Therefore, in the event of such breach, and in addition to its right and remedies otherwise available at law, Client and our company shall be entitled to equitable relief.
  14. Any damage caused by you at client's place or company intentionally/ unintentionally resulting in damage / loss of property or equipment or any tangible / intangible items / assets etc. will be dealt severally and you will be liable for damage or loss.
  15. Your nature of relationship with T&M, is of contract engagement to perform the work assignment of contract of service for a fixed period. By executing this letter neither do we offer you employment with T&M nor you will not claim for any form of employment with our client or us (**T&M Services Consulting Private Limited**) directly / indirectly or through any legal / illegal source.
- In the event of you're not being able to perform your assignment due to a disability or any other reason; you will be required to return to our company, at the discretion of the management.
- On or before joining you must furnish the followings:
- 4 passport size photographs.,
- a. Copy of all your experience letters, relieving orders, service certificates, salary slips, tax deduction certificates and age proof.
  - b. Self Attested copy of Educational Qualification Certificates / Degree / Diploma Certificates.
  - c. Medical Fitness certificate from your family doctor.
  - d. Statutory forms under EPF, ESIC, etc
  - e. Police Verification letter( within One month)
  - f. online data on T & M portal [tnmhr.com](http://tnmhr.com) should be submitted within 7 days.
16. It is hereby clarified that if you fail to submit the ESIC, PF, etc nomination forms together with any other document as required under the applicable labour legislations, T&M shall not incur any liability with regards to any Claims under the said applicable labour legislations.
  17. You authorize T&M to make all salary payments required to be made to you by T&M including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
  18. In case you decide to leave the company, the period of notice will be reckoned from the date of acceptance of resignation letter in writing.
  19. Your appointment is subject to be your being medically fit as per norms of the company.
  20. In case you abscond from job, we will charge **one** month salary.
  21. The T & M will monitor the periodic performance of the employee deployed with regard to their roles and responsibilities with agreed terms and conditions as per the service requirement .The periodicity of performance appraisal will be in consultation with Client.
  22. The T & M will deduct statutory (Gratuity, Bonus etc.) From remuneration, as applicable.
  23. The T & M will replace immediately any employee ( If they are unacceptable to the office because of security risk , incompetence , conflict of interest and branch of confidentiality or improper conduct ) upon receiving written communication from the client.
  24. The Deployment of manpower by the T & M is purely on temporary basis for the project period and the manpower deployed for project will not be treated as Government employee at any stage for any purpose whatsoever.
  25. For any Query contact 022-40297521/40297522 and mail Id- [hr.03@tnmhr.com](mailto:hr.03@tnmhr.com).



INNEXURE I	
SALARY BREAKUP	
Monthly Salary	
Basic	10310
HRA	2701
Other Allowance	299
LTA Allowance	0.00
Special Allowance	0.00
<b>Gross Salary (A)</b>	<b>13310</b>
<b>Less Deductions</b>	
Provident Fund	1277
Employee LWF	0.00
Profession Tax	200
Income Tax	0.00
Employee ESIC	103
<b>Total Deductions (B)</b>	<b>1580</b>
<b>Net Take Home (A-B)</b>	<b>11730</b>
Add: Company's Contributions	
Provident Fund	1277
PF Admin.	53
EDLI	53
Employer LWF	0.00
Employer ESIC	443
<b>Total Additions (C)</b>	<b>1826</b>
<b>Monthly CTC (A+C)</b>	<b>15136</b>

Note 1: Salary Structure can be revised on changing of statutory norms or at management's discretion.

\*LWF is a statutory deduction to be deducted as applicable.





**FURNITURE  
KRAFT**

URBAN  
LIVING

Offer Letter

Date: 18.11.2019

To,  
**Mr. Anuj kailash Jagtap**

With reference to your interview with us, we are pleased to offer you a position in our Organization as per the terms and conditions given below: -

- Your designation will be **"Trainee Engineer –Quality Assurance "**
- Your total Gross Salary will be **Rs. 180000 /-** per annum as a fixed salary (@ 15000/- fifteen thousand per month ). Duty Hours will be 9 Am to 8 PM and 8Pm to 6 Am .
- You will be on training period for a period of 12 months from the date of joining after which you will be confirmed if your work is found satisfactory. The training period can be extended if performance / contribution not found satisfactory.
- Your services are terminable with one month's notice from the company side. The Company may, at its discretion, choose to terminate your services with 15 day's total salary in lieu of notice period
- As per the company policy 15 days' salary will be retained by the company i.e. 16.66% of your salary will be deducted for the first three months as security deposit. Once you officially resign this security deposit will be refunded back to you in the final settlement.
- Employee, permanent or on probation needs to serve a request for resignation 2 months prior to proposed exit date. This notice needs to be in writing sent and approved by Managing Director. Leaving the company before the notice period will be considered a breach of agreement. Company then reserves a right to take legal course / action in the matter.
- You need to maintain secrecy of the company decisions and policies, if you are found to leak such information your services will be terminated without any notice. The company deserves a right to take legal action if needed.
- On successful completion of your training period based upon your performance the the company may decide to take you on their payroll.
- This offer is subject to a satisfactory reference check of your credentials begin conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, etc.
- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be Incorrect or in case of any serious misconduct or if the reference checks lead to an adverse report of your credentials or if your work found to be unsatisfactory.

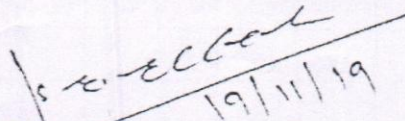


**FURNITURE KRAFT INTERNATIONAL (P) LTD.**  
217/218, 2nd Floor, Vasan Udyog Bhavan, Sun Mill Compound, Lower  
Parel West, Mumbai - 400013, T 022 - 3372 2400 - 499  
W [www.furniturekraft.com](http://www.furniturekraft.com) | E [sales@furniturekraft.com](mailto:sales@furniturekraft.com)

- Your present posting will be at **Shahapur Factory** However, the Company reserves the right to transfer you to any of its offices/establishments/group companies, whether now in existence or to be set up hereafter
- This offer is valid if you join on or before **23.11.2019**
- Kindly confirm your acceptance of the above terms and conditions and the date of joining by signing and returning the enclosed copy of this offer letter. In case we do not receive your acceptance in writing within three days, this offer shall stand withdrawn automatically.
- Please bring the following documents, while reporting for duty:
  - a) Copies of certificates in support of your age, qualification and experience Including degree mark sheet along with originals for verification.
  - b) Copies of Permanent Account Number (PAN), Passport and driving license, if any.
  - c) 1 latest stamp size (3cms.X 3cms) colour photographs of yourself

Yours faithfully,

For Furniturekraft International Pvt Ltd.

  
19/11/19  
Directors /Authorized Signatory

I ACCEPT

Signature: \_\_\_\_\_





FURNITURE  
KRAFT

URBAN  
LIVING

Offer Letter

Date: 18.11.2019

To,  
Mr. Girish Gurunath Dinker

With reference to your interview with us, we are pleased to offer you a position in our Organization as per the terms and conditions given below: -

- Your designation will be "Trainee Engineer -Prod "
- Your total Gross Salary will be Rs. 180000 /- per annum as a fixed salary (@ 15000/- fifteen thousand per month ). Duty Hours will be 9 Am to 8 PM and 8 PM to 6 Am .
- You will be on training period for a period of 12 months from the date of joining after which you will be confirmed if your work is found satisfactory. The training period can be extended if performance / contribution not found satisfactory.
- Your services are terminable with one month's notice from the company side. The Company may, at its discretion, choose to terminate your services with 15 day's total salary in lieu of notice period
- As per the company policy 15 days' salary will be retained by the company i.e. 16.66% of your salary will be deducted for the first three months as security deposit. Once you officially resign this security deposit will be refunded back to you in the final settlement.
- Employee, permanent or on probation needs to serve a request for resignation 2 months prior to proposed exit date. This notice needs to be in writing sent and approved by Managing Director. Leaving the company before the notice period will be considered a breach of agreement. Company then reserves a right to take legal course / action in the matter.
- You need to maintain secrecy of the company decisions and policies, if you are found to leak such information your services will be terminated without any notice. The company deserves a right to take legal action if needed.
- On successful completion of your training period based upon your performance the the company may decide to take you on their payroll.
- This offer is subject to a satisfactory reference check of your credentials begin conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, etc.
- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be Incorrect or in case of any serious misconduct or if the reference checks lead to an adverse report of your credentials or if your work found to be unsatisfactory.



**FURNITURE KRAFT INTERNATIONAL (P) LTD.**  
217/218, 2nd Floor, Vasan Udyog Bhavan, Sun Mill Compound, Lower  
Parel West, Mumbai - 400013, T 022 - 3372 2400 - 499  
W www.furniturekraft.com | E sales@furniturekraft.com

- Your present posting will be at **Shahapur Factory** However, the Company reserves the right to transfer you to any of its offices/establishments/group companies, whether now in existence or to be set up hereafter
- This offer is valid if you join on or before **23.11.2019**
- Kindly confirm your acceptance of the above terms and conditions and the date of joining by signing and returning the enclosed copy of this offer letter. In case we do not receive your acceptance in writing within three days, this offer shall stand withdrawn automatically.
- Please bring the following documents, while reporting for duty:
  - a) Copies of certificates in support of your age, qualification and experience including degree mark sheet along with originals for verification.
  - b) Copies of Permanent Account Number (PAN), Passport and driving license, if any.
  - c) 1 latest stamp size (3cms.X 3cms) colour photographs of yourself

Yours faithfully,

For Furniturekraft International Pvt Ltd.

*[Handwritten Signature]*  
19.11.19  
Directors /Authorized Signatory

I ACCEPT

Signature: \_\_\_\_\_



**Offer Letter**

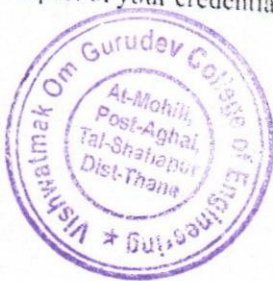
Date: 18.11.2019

To,

**Mr. Sandesh Krishna Mahalunge**

With reference to your interview with us, we are pleased to offer you a position in our Organization as per the terms and conditions given below: -

- Your designation will be **"Trainee Engineer -Prod "**
- Your total Gross Salary will be **Rs. 180000 /-** per annum as a fixed salary (@ 15000/- fifteen thousand per month ). Duty Hours will be 9 Am to 8 PM and 8 PM to 6 Am .
- You will be on training period for a period of 12 months from the date of joining after which you will be confirmed if your work is found satisfactory. The training period can be extended if performance / contribution not found satisfactory.
- Your services are terminable with one month's notice from the company side. The Company may, at its discretion, choose to terminate your services with 15 day's total salary in lieu of notice period
- As per the company policy 15 days' salary will be retained by the company i.e. 16.66% of your salary will be deducted for the first three months as security deposit. Once you officially resign this security deposit will be refunded back to you in the final settlement.
- Employee, permanent or on probation needs to serve a request for resignation 2 months prior to proposed exit date. This notice needs to be in writing sent and approved by Managing Director. Leaving the company before the notice period will be considered a breach of agreement. Company then reserves a right to take legal course / action in the matter.
- You need to maintain secrecy of the company decisions and policies, if you are found to leak such information your services will be terminated without any notice. The company deserves a right to take legal action if needed.
- On successful completion of your training period based upon your performance the the company may decide to take you on their payroll.
- This offer is subject to a satisfactory reference check of your credentials begin conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, etc.
- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference checks lead to an adverse report of your credentials or if your work found to be unsatisfactory.



**FURNITURE KRAFT INTERNATIONAL (P) LTD.**  
217/218, 2nd Floor, Vasani Udyog Bhavan, Sun Mill Compound, Lower  
Parel West, Mumbai - 400013, T 022 - 3372 2400 - 499  
W www.furniturekraft.com

Scanned by CamScanner

**FURNITURE KRAFT INTERNATIONAL (P) LTD.**  
217/218, 2nd Floor, Vasani Udyog Bhavan, Sun Mill Compound, Lower  
Parel West, Mumbai - 400013, T 022 - 3372 2400 - 499  
W www.furniturekraft.com | E sales@furniturekraft.com

Scanned by CamScanner

- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference checks lead to an adverse report of your credentials or if your work found to be unsatisfactory.

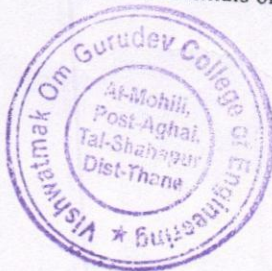
Offer Letter

Date: 18.11.2019

To,  
Mr. Akshay Pawar

With reference to your interview with us, we are pleased to offer you a position in our Organization as per the terms and conditions given below: -

- Your designation will be "Trainee Engineer -Prod "
- Your total Gross Salary will be Rs. 180000 /- per annum as a fixed salary (@ 15000/- fifteen thousand per month ). Duty Hours will be 9 Am to 8 PM and 8PM to 6 Am .
- You will be on training period for a period of 12 months from the date of joining after which you will be confirmed if your work is found satisfactory. The training period can be extended if performance / contribution not found satisfactory.
- Your services are terminable with one month's notice from the company side. The Company may, at its discretion, choose to terminate your services with 15 day's total salary in lieu of notice period
- As per the company policy 15 days' salary will be retained by the company i.e. 16.66% of your salary will be deducted for the first three months as security deposit. Once you officially resign this security deposit will be refunded back to you in the final settlement.
- Employee, permanent or on probation needs to serve a request for resignation 2 months prior to proposed exit date. This notice needs to be in writing sent and approved by Managing Director. Leaving the company before the notice period will be considered a breach of agreement. Company then reserves a right to take legal course / action in the matter.
- You need to maintain secrecy of the company decisions and policies, if you are found to leak such information your services will be terminated without any notice. The company deserves a right to take legal action if needed.
- On successful completion of your training period based upon your performance the the company may decide to take you on their payroll.
- This offer is subject to a satisfactory reference check of your credentials begin conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, etc.
- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be Incorrect or in case of any serious misconduct or if the reference checks lead to an adverse report of your credentials or if your work found to be unsatisfactory.



**FURNITURE KRAFT INTERNATIONAL (P) LTD.**  
217/218, 2nd Floor, Vasan Udyog Bhavan, Sun Mill Compound, Lower  
Parel West, Mumbai - 400013, T. 022 - 3372 2400 - 499  
W www.furniturekraft.com | E sales@furniturekraft.com



FURNITURE  
KRAFT

URBAN  
LIVING

- Your present posting will be at Shahapur Factory. However, the Company reserves the right to transfer you to any of its offices/establishments/group companies, whether now in existence or to be set up hereafter.
- This offer is valid if you join on or before **23.11.2019**
- Kindly confirm your acceptance of the above terms and conditions and the date of joining by signing and returning the enclosed copy of this offer letter. In case we do not receive your acceptance in writing within three days, this offer shall stand withdrawn automatically.
- Please bring the following documents, while reporting for duty:
  - a) Copies of certificates in support of your age, qualification and experience including degree mark sheet along with originals for verification.
  - b) Copies of Permanent Account Number (PAN), Passport and driving license, if any.
  - c) 1 latest stamp size (3cms.X 3cms) colour photographs of yourself

Yours faithfully,

For Furniturekraft International Pvt Ltd.

*[Signature]*  
19/11/19  
Directors / Authorized Signatory

I ACCEPT

Signature: \_\_\_\_\_

