



# Dynamic Transmission Ltd.

K -104, MIDC, Waluj, Aurangabad - 431 136.  
Phone : 0240 - 2563234. Telefax : 0240 - 2563234

Email : dtlabad@tightwell\_dynamic.com

Mfrs. of : Precision Turned Components, Auto Grars & Shafts.

CIN No. : U29130HR1988PLC030252

Dear Mr. SAGAR THORAT,

As Per your interview with us on Dated **18.03.2017** You have been selected as "TRAINEE ENGINEER ". You have to function as per given assignment in the plant.

Your Training period will be from Dt. **22.03.2017** TO Dt. **22.09.2018**

If further there is no any written communication, you have to consider as above your training period is completed.

- 1) Your duty will be in 3 shifts rotation.
- 2) You have to follow rules & regulation of the company.
- 3) Your work efficiency will be monitored and timely intimating you about your performance orally or written.
- 4) If Your work efficiency is not up to mark your duty will get terminated, Informing you in advanced.

Authorized Signatory,

K-104,  
MIDC,  
Waluj  
Aurangabad  
Mr. Megendra M. Karoshi

DGM Operation & Projects

(Plant Head)

Dynamic Transmission Ltd,

K-104 ,MIDC , Waluj , Aurangabad - 431136.



PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



HRD/Appt/2016-2017

Date: 23-March-2017

To,

**Mr. Salikram Shivram Mate**

Gandhi Galli, Mauli Chowk, Karimpura Peth, Beed-431122

**Subject: Letter of Appointment**

Dear Salikram,

With reference to the tests/interviews had with you, we are pleased to appoint you as "**Jr. Software Engineer**" from 17-March-2017 at Aurangabad

**Training and Probation Period:**

You shall be on 6 months probation period starting from the date of joining. You may be taken on confirmation as a regular employee upon successful completion of your Probation. Your confirmation shall be based on your positive contribution to the Company's objectives. Your continued employment with the Company is subject to your meeting the qualifying criteria during/and at the end of probation.

**Salary, Increments & Promotions:**

You shall be paid Fixed Annual CTC as per enclosed in Annexure-I. Applicable taxes will be deducted from your Salary. Salary increases are normally given on an annual basis.

**Reporting:**

You will be reporting to "**HEAD-SSG**". You shall be strictly observing protocol. You will devote your whole expertise towards the completion of the given assignments and shall be faithful, sincere, diligent, and efficient to the best of your abilities, make your best efforts to use your knowledge and skill in the continuation and development of the said assignments.

**Agreement:**

Our offer to you as "**Jr. Software Engineer**" is subject to your executing the following agreements:

- Non-Disclosure Agreement.
- Employment Agreement of 24 Months

In addition, whenever the organization sends you on a foreign assignment or for higher courses for technology knowledge up gradation or commits certain benefits and position in the organization, you will be required to sign a bond with the company. The terms of such a bond shall vary with every case.



*[Signature]*  
PRINCIPAL

**Dr. Vithalrao Vikhe Patil**  
College of Engineering  
Ahmednagar

Aurangabad: T-11, SPSI, MIDC, Chikalthana, Aurangabad - 431005. Tel: +91 0240 6600200.

Warehouse: Shop No.15, Krishnai Complex, Near Moha Devi Nagar, Waluj, Aurangabad - 431135.

www.expertgs.com

CIN No.: U72900MH1999PTC120603



### Notice Period & Separation:

During the probation period, on your resignation or if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated with us with one month notice or salary thereof. Even on Probation and then later on after confirmation, you will be required to give one month notice or salary thereof in case if you leave our services subject to the Company's discretion; in the event of you having any incomplete assignments, the Company will have the discretion to relieve you only at the end of the one month notice period. Similarly, the Company can terminate your services by giving you a one month's notice or salary thereof.

The option of reimbursing the company with the salary amount in lieu of the notice period is at the sole discretion of the management.

In a situation wherein you resign, you shall not be issued relieving letter unless and until all the entire dues / credits are settled with our Accounts / HR department.

Notwithstanding anything hereinbefore contained, the company will be entitled to cancel this appointment and terminate your service without giving any notice or remuneration in lieu of notice or by giving one-month notice or by giving one-month remuneration whichever action the management finds suitable. Also apart from above your service is liable to be terminated if

- 1) The management is not satisfied with your work or conduct and in this respect the resolution of the management to that effect will be conclusive.
- 2) You are guilty of any misconduct or commit any criminal offence, provided that in case of alleged misconduct you will be given an opportunity by the management or any person appointed by the management to show cause against the proposed termination.

Notwithstanding anything hereinbefore contained, you shall automatically stand retired from the company's services on attaining the age of 58 (fifty eight) years. You shall surrender to the company all correspondences, specifications, formula, books, documents, market data, cost data, literature, CD's, drawings, records etc. owned by the company or relating to its business at least one day before your relieving date.

### Transfer:

Your services can be transferred to any of our Group Companies/ units/ departments situated anywhere in India or abroad with or without notice or your consent. At such time, compensation applicable to a specific location will be payable to you.



  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



**Other Terms & Conditions:**

You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee/trainer/consultant of any other organization/entity engaged in any form of business activity without the consent of Expert Global Solution Pvt. Ltd. The consent may be given subject to any terms and conditions the Company may think fit and may be withdrawn at any time at the discretion of the Company.

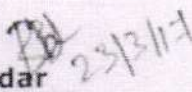
You will also be governed by the rules and regulations of the Company. The organization reserves the right for final decision on any matter related to salary, bonus, leave and policies which shall be binding on you.

Any disputes arising out of the terms and conditions of the employment will be subject to Aurangabad Jurisdiction.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest, to the HR department.

We welcome you to the Expert Family and wish you a rewarding career over the years to come.

**For Expert Global Solutions Pvt. Ltd.**

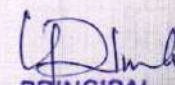
  
**Deepa Biradar**  
**Dept of HR & Admin**

I have read, understood and agree to the terms and conditions as set forth in this appointment letter.

**Mr. Salikram Shivram Mate**  
Place: Aurangabad.

Date:



  
**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**

Aurangabad: T-11, STPI, MIDC, Chikalthana, Aurangabad - 431010, M.S., India. Tel: +91 0240 6600200, 6600201, Fax: +91 0240 6600245

Warehouse: Shop No.15, Krishna Complex, Near Moha Devi Nagar, Waluj, Aurangabad - 431136, M.S., India

www.expertgs.com

CIN No.: U72900MH1999PTC120603



HRD/Appt/2016-2017

Date: 23-March-2017

To,

Mr. Sagar Rajendra Ingale  
At/Po: Chondi, tq: Jamked, Dist: Amhednagar-413205

**Subject: Letter of Appointment**

Dear Sagar,

With reference to the tests/interviews had with you, we are pleased to appoint you as "**Jr. Software Engineer**" from 17-March-2017 at Aurangabad

**Training and Probation Period:**

You shall be on 6 months probation period starting from the date of joining. You may be taken on confirmation as a regular employee upon successful completion of your Probation. Your confirmation shall be based on your positive contribution to the Company's objectives. Your continued employment with the Company is subject to your meeting the qualifying criteria during/and at the end of probation.

**Salary, Increments & Promotions:**

You shall be paid Fixed Annual CTC as per enclosed in Annexure-I. Applicable taxes will be deducted from your Salary. Salary increases are normally given on an annual basis.

**Reporting:**

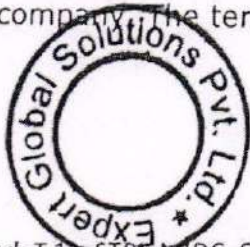
You will be reporting to "**HEAD-SSG**". You shall be strictly observing protocol. You will devote your whole expertise towards the completion of the given assignments and shall be faithful, sincere, diligent, and efficient to the best of your abilities, make your best efforts to use your knowledge and skill in the continuation and development of the said assignments.

**Agreement:**

Our offer to you as "**Jr. Software Engineer**" is subject to your executing the following agreements:

- Non-Disclosure Agreement.
- Employment Agreement of 24 Months

In addition, whenever the organization sends you on a foreign assignment or for higher courses for technology knowledge up gradation or commits certain benefits and position in the organization, you will be required to sign a bond with the company. The terms of such a bond shall vary with every case.



23/3/17



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

Aurangabad: T-11, CTPI, MIDC, Chikalthana, Aurangabad - 431210, M.S., India. Tel: +91 0240 6600200, 6600201, Fax: +91 0240 6600245

Warehouse: Shop No.15, Krishnai Complex, Near Mohita Devi Mandir, Balaji Nagar, Waluj, Aurangabad - 431136, M.S., India

www.expertgs.com

CIN No.: U72900MH1999PTC120603



### Notice Period & Separation:

During the probation period, on your resignation or if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated with us with one month notice or salary thereof. Even on Probation and then later on after confirmation, you will be required to give one month notice or salary thereof in case if you leave our services subject to the Company's discretion; in the event of you having any incomplete assignments, the Company will have the discretion to relieve you only at the end of the one month notice period. Similarly, the Company can terminate your services by giving you a one month's notice or salary thereof.

The option of reimbursing the company with the salary amount in lieu of the notice period is at the sole discretion of the management.

In a situation wherein you resign, you shall not be issued relieving letter unless and until all the entire dues / credits are settled with our Accounts / HR department.

Notwithstanding anything hereinbefore contained, the company will be entitled to cancel this appointment and terminate your service without giving any notice or remuneration in lieu of notice or by giving one-month notice or by giving one-month remuneration whichever action the management finds suitable. Also apart from above your service is liable to be terminated if

- 1) The management is not satisfied with your work or conduct and in this respect the resolution of the management to that effect will be conclusive.
- 2) You are guilty of any misconduct or commit any criminal offence, provided that in case of alleged misconduct you will be given an opportunity by the management or any person appointed by the management to show cause against the proposed termination.

Notwithstanding anything hereinbefore contained, you shall automatically stand retired from the company's services on attaining the age of 58 (fifty eight) years. You shall surrender to the company all correspondences, specifications, formula, books, documents, market data, cost data, literature, CD's, drawings, records etc. owned by the company or relating to its business at least one day before your relieving date.

### Transfer:

Your services can be transferred to any of our Group Companies/ units/ departments situated anywhere in India or abroad with or without notice or your consent. At such time, compensation applicable to a specific location will be payable to you.



Handwritten signature and date: 23/3/22



Handwritten signature of Dr. Vithalrao Vikhe Patil  
PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



**Other Terms & Conditions:**

You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee/trainer/consultant of any other organization/entity engaged in any form of business activity without the consent of Expert Global Solution Pvt. Ltd. The consent may be given subject to any terms and conditions the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You will also be governed by the rules and regulations of the Company. The organization reserves the right for final decision on any matter related to salary, bonus, leave and policies which shall be binding on you.

Any disputes arising out of the terms and conditions of the employment will be subject to Aurangabad Jurisdiction.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest, to the HR department.

We welcome you to the Expert Family and wish you a rewarding career over the years to come.

**For Expert Global Solutions Pvt. Ltd.**

*Deepa Biradar*  
*23/3/17*  
**Deepa Biradar**  
**Dept of HR & Admin**

I have read, understood and agree to the terms and conditions as set forth in this appointment letter.

**Mr. Sagar Rajendra Ingale**  
Place: Aurangabad.

Date:



*Dr. V. V. Patel*  
**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**

**Aurangabad:** T-11, STPI, MIDC, Chikalthana, Aurangabad - 431210, M.S., India. Tel: +91 0240 6600200, 6600201, Fax: +91 0240 6600204

**Warehouse:** Shop No.15, Krishnai Complex, Near Mohta Devi Mandir, Bajaj Nagar, Waluj, Aurangabad - 431136, M.S., India

[www.expertgs.com](http://www.expertgs.com)

IN No.: U72900MH1999PTC120603



**Personal Details**

Employee Code	2527	Name	Sagar Rajendra Ingale
Designation	Jr. Software Engineer	Grade	Level
Qualification (Year)	B.E (E&TC)	DoB	07-Jul-94
Date of Joining	17-Mar-17	Location	Aurangabad

**Gross Earning**

Salary Heads	Monthly	Yearly	Mode of Payment
Basic+DA	3000.00	36000.00	Monthly
House Rent Allowance	1200.00	14400.00	Monthly
Education Allowance	200.00	2400.00	Monthly
Medical Allowance	1250.00	15000.00	Monthly
Basket of Allowance	4622.00	55464.00	Monthly
<b>Monthly Gross (a)</b>	<b>10272.00</b>	<b>123264.00</b>	

**Deductions (b)**

Professional Tax	200.00	2400.00	Monthly in PT A/c
ESIC Contribution Self	180.00	2160.00	Monthly in ESIC A/c
PF Contribution Self	360.00	4320.00	Monthly in PF A/c
<b>Monthly Deductions (b)</b>	<b>740.00</b>	<b>8880.00</b>	

**Monthly Take Home (a)-(b)=(c)** 9532.00

**Statutory Benefits**

PF Contribution Company	401.00	4812.00	Monthly in PF A/c
ESIC Contribution Company	483.00	5856.00	Monthly in ESIC A/c
ExGratia/Bonus	0.00	10064.00	Yearly Payment
<b>Total Company Benefits (b)</b>	<b>884.00</b>	<b>20732.00</b>	

**Cost To Company (CTC)- A**

Monthly	12000.00	Yearly	144000.00
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**Other Benefits**

Leave Encashment		6848.00	Please refer note 3
Gratuity		1731.00	Please refer note 4
Personal Accidental Policy		0.00	

- Note:
1. Income tax will deducted at source, as applicable as per the provision of Income Tax Act.
  2. For monthly gross of above Rs.10,000/- an additional Rs.100/- shall be deducted in the month of February each year towards Professional Tax, as yearly Professional Tax deduction is Rs.2500/-
  3. Leave encashment will be maximum upto Rs 6848.00 Actual leave encashment amount will be worked on unavailed leave balance
  4. Gratuity will be paid as per the provisions of Payment of Gratuity Act

For Expert Global Solutions Pvt. Ltd.

Received and Accepted



Dr. Vithalrao Vikhe Patil  
Principal  
College of Engineering  
Ahmednagar

Prepared by

Verified by:

Sagar Rajendra Ingale

Date: 22/03/17

Date:





PDVPCOE AHMEDNAGAR <placementpdvvp@gmail.com>

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**Recruitment Expert Global Solutions Reg.**

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Meghna Ganjoo <meghna@avplonline.com>

Mon, Mar 20, 2017 at 12:40 PM

To: PDVPCOE AHMEDNAGAR <placementpdvvp@gmail.com>

Yes Sir. It is confirmed.

Also I would hereby request you to please recommend the feasibility if we can conduct one more drive at your premises.

Thanks

Meghna

From: PDVPCOE AHMEDNAGAR [mailto:placementpdvvp@gmail.com]

Sent: Monday, March 20, 2017 11:55 AM

To: Meghna Ganjoo <meghna@avplonline.com>

Subject: Recruitment Expert Global Solutions Reg.

[Quoted text hidden]



*V. V. Patil*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



Gmail

More

COMPOSE

Recruitment Expert Global Solutions Reg.

Inbox x

Inbox (265)

Starred

Important

Sent Mail

Drafts (115)

Circles

Important Portal

Junk

Personal

Travel

More

PDVPCOE +

Ashok Kachare

ganesh dahane

Mahesh Kale



PDVPCOE AHMEDNAGAR &lt;placementpdvvp@gmail.com&gt;

to Meghna

Dear Madam,

Reference to the above mentioned subject, I have been informed by the students from our institution on last week. Their names are as follows :-

1- Mr. Ingale Sagar Rajendra 2- Mr. Mate Salikram Shivram.

Kindly confirm the same from your end .

with regards,

**G.M. Bhat**

Training and Placement Officer

Dr. Vithalrao Vikhe Patil College of Engineering, Ahmednagar

Maharashtra

Mobile-8554990213

email: [placementpdvvp@gmail.com](mailto:placementpdvvp@gmail.com)



Meghna Ganjoo

to me

Yes Sir. It is confirmed.

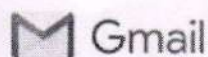
Also I would hereby request you to please recommend the feasibility if we can conduct an exam.

→ Sagar Ingale Rajendra - 8796020331  
→ Mate Salikram Shivaram - 9158916895



*[Signature]*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





PDVVPDCE AHMEDNAGAR <placementpdvvp@gmail.com>

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**Recruitment Expert Global Solutions Reg.**

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PDVVPDCE AHMEDNAGAR <placementpdvvp@gmail.com>  
To: Meghna Ganjoo <meghna@avplonline.com>

Wed, Apr 19, 2017 at 12:03 PM

Dear Meghna Madam,

A very Good Morning and Greetings from Dr. Vikhe Patil College of Engineering, Ahmednagar.

Madam, could you please forward me the copies of the Appointment Order issued to students selected in Expert Global Solutions, Aurangabad, for our information and records.

With regards.

G.M. Bhat  
Training & Placement Officer  
8554990213

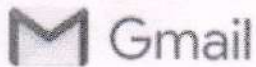
[Quoted text hidden]

M.G.Bhat & Prof. Prashant Narwade  
Training and Placement Officer  
Padmashree Dr. Vithalrao Vikhe Patil  
College of Engineering, Ahmednagar  
Maharashtra  
Mobile-8554990213,09746896661  
email: placementpdvvp@gmail.com



  
PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





PDVPCOE AHMEDNAGAR &lt;placementpdvvp@gmail.com&gt;

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**AKSHAY ARE OFFER LETTER**

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**AKSHAY SUNIL ARE** <akshayare94@gmail.com>

Fri, Feb 10, 2017 at 4:38 PM

To: PDVPCOE AHMEDNAGAR &lt;placementpdvvp@gmail.com&gt;

Sent from Samsung Mobile.

----- Original message -----

From: shiwani thakur &lt;shiwani.thakur@anveshak.com&gt;

Date: 02/10/2017 10:12 AM (GMT+05:30)

To: akshayare94@gmail.com

Cc: Madhuri Dixit &lt;madhuri.dixit@anveshak.com&gt;

Subject: Offer Letter

Dear Akshay,


Thank you very much for interviewing with Anveshak. We are pleased to offer you the role of 'Mobil Application Developer' at Anveshak. The offer letter is attached to this email. In addition to the salary, we have a very lively workplace and offer benefits to all our employees. Anveshak provides a complete Maharashtrian lunch (poli, bhaji, bhaat, amti, koshimbir, lonacha) to our employees every day. Please review the offer letter and if acceptable sign and send us the acceptance. If you have any questions you can contact me at 9657742931. If you accept, you will report to Madhuri Dixit, Manager- IT

Note: Please bring photo copy of PAN Card, Aadhar Card and Degree Certificate or final year marksheet at the time of joining.

Thanks &amp; Regards,

Shiwani Thakur

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 **Akshay Are\_Offer Letter.pdf**  
212K

  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





## Anveshak Technology and Knowledge Solutions

Shiwani Thakur  
General Manager – Operations

349 Hingne Khurd, Sinhad Road  
Near Dnyanaganga High School  
Pune 411051  
India

February 10, 2017

To,  
Akshay Are  
A/P Jeur, Ahmednagar,  
Maharashtra

Dear Akshay,

Anveshak Technology and Knowledge Solutions is pleased to offer you the job of Mobile Application Developer, based in Pune, India. In this role, you will report to Madhuri Dixit, Manager- IT. The proposed start date is Monday, February 13, 2017. The office hours will be 9.15 AM to 6.15 PM (Monday – Friday). Your gross annual salary will be Rs. 120,000.00.

Break-Up Heads	Amount
Basic	5000
Dearness Allowance	2500
House Rent Allowance	1500
Medical	0
Conveyance	1000
Others	0
EPF Employers Contribution	
<b>Gross Total</b>	<b>10,000</b>
Professional Tax	0
Total Deductions	0
<b>Net Pay</b>	<b>10,000</b>

- This appointment letter has been issued based on your explicit commitment to work with Anveshak. You have agreed that if you leave the company before the said date or if your services are terminated by the company for nonperformance, indiscipline or absence without permission, one month salary will be deducted.

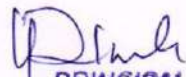


  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



- You will be entitled to a paid leave of total 21 days per calendar year (January 1 to December 31). Based on start date of February 13, 2017, you will have leaves of 18 days in 2017.
- A notice of full 30 days and satisfactory completion and handover of ongoing assignment is a must. Failing to comply with the requirements stands to lose one month's salary, all leave benefits. No experience certificate will be issued in such cases.
- You will be governed by the rules and regulations applicable to the employees of the company from time to time and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.
- It is a specific term of your appointment that you will not at any time during your appointment or after termination share confidential information received by you during the course of employment with regard to financial and other affairs of the office and such information should be kept confidential by you. You shall not divulge publish or otherwise reveal any knowledge or information or any fact concerning any formula, methods, innovations or devices used by the office and disclosed to you by reasons of your employment.
- During the term of your employment you shall devote your entire time & energy to the furtherance of the business of the office and will not work for any other firm for the corporation in any advisory or any other capacity.
- All your innovation during your terms of employment will remain as property of Anveshak Technology and Knowledge Solutions.
- Any process, discovery and innovation during your terms of employment will remain as property of Anveshak Technology and Knowledge Solutions.
- Any process, discovery invention and/or patent made by you during the tenure of your service with this company shall be deemed to belong to the company.
- During your employment, you should not publish any written articles or discuss any subject related to your profession and/or works carried on the company either in the individual capacity or as a member of the organization unless you authorized to do so by the company management in writing.
- On your termination/resignation of services you should return to the office all books, papers, data or any other documents/information, which may have been entrusted to, or be in your care and possession and obtain a clearance certificate only on which your accounts can be settled.



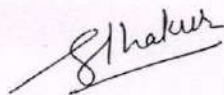
  
**PRINCIPAL**  
 Dr. Vithalrao Vikhe Patil  
 College of Engineering  
 Ahmednagar




- At all times, you will maintain complete secrecy about the company's business affairs, inventions, special processes and the like of which will come to your knowledge during your employment. It is understood and appreciated that you will be holding a position of great responsibility for the maintenance of all standards and/or policies and limitations as may be decided and/or revised by the office time to time.
- All documents, plans, drawings, specifications, photo prints, reports, statements, correspondence etc. or information and / or instructions that will pass through you or will come to you or to your knowledge will be treated as strictly confidential. On no account, should the information be passed on to anyone except in the course of rightful discharge of your duties.
- In matter or herein specified, you will be governed by such rules of the management as are from time.

If you accept the terms and conditions and the job offer, please confirm by email. If you would like to discuss the start date or have any other questions, you can call me at 9657742931. We welcome you to Anveshak and look forward to a long lasting, mutually rewarding and beneficial association.

Regards,



For Anveshak Technology & Knowledge Solutions  
Shiwani Thakur  
General Manager- Operations



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



Horizontal Drilling with Auger Boring,  
Pipe Jacking Machines,  
MS/RCC - Pipe - Box Jacking  
& Pushing Works

**P. J. SOOD**  
**Projects Pvt. Ltd.**  
An ISO 9001-2008 Certified Company



Ref. No. PJSPP/EST/2016.17/07

October, 2016

To,

Mr. Pravin Dadarao Bhosikar  
C/o. Dnyaneshwar Bhaire,  
H No. 38, Near Raj Soda Factory,  
Gazi Stop, New-Vaddem, Vasco-Da-Gama,  
Ta: Madgao, Dist: South Goa - 403802

Dear Pravin Bhosikar,

**APPOINTMENT ORDER**

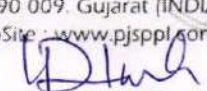
With reference to your application and the subsequent interview had with us in regard to employment in our organization, we are pleased to offer employment on the terms and conditions specified below:

1. You are designated as **TRAINEE ENGINEER for Mumbai site.**
2. You will be paid an annual cost to company of Rs. 156,000/- (Rupees One lac fifty six thousand only), the detailed breakup along with other perquisites and benefits are shown in the annexure attached.
3. You will be on probation initially for a period of three months from the date of joining your employment. During the probation period, the Management will assess your work, conduct, general aptitude & overall suitability. On completion of probation period & depending upon consideration of management your regularization to terminated any time without notice.
4. You may be considered for confirmation in the regular services, in writing at the end of your satisfactory completion of the prescribed/extended probationary period. It may, however be noted that till such time you are so advised in writing you shall be deemed to be on probation.
5. After confirmation, either party can terminate services by giving One month's notice or salary in lieu thereof, without assigning any reasons.
6. You shall not, either during your employment with the Company or even after the termination, disclose any information of the company or its activities or trade secret, which you may come into possession by reason of your employment with the Company
7. You shall not engage yourself in any business or trading activity which harms the interest of the Company. Any such activity that affects the interests of the company shall be treated as an act of misconduct and necessary action will be initiated in accordance with the disciplinary procedures adopted by the company from time-to-time.
8. You are strictly prohibited during the continuance of your employment with the Company from engaging yourself in any occupation or employment in the other Companies.

Reg. Office : 1482, Akashdeep Housing Society, Behind Akashwari, Makarpura Rd., Vadodara-390 009, Gujarat (INDIA)  
M : 91-94260 74166 Ph : 91-265-2655770 Email : pjspp@gmail.com / pjsood@gmail.com WebSite : www.pjspp.com

CIN : U45200GJ2005PTC046536



  
**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**



Horizontal Drilling with Auger Boring,  
Pipe Jacking Machines,  
MS/RCC - Pipe - Box Jacking  
& Pushing Works

**P. J. SOOD**  
**Projects Pvt. Ltd.**  
An ISO 9001-2008 Certified Company



9. During your employment, the company may at any time, in its sole discretion, transfer or depute you to any zone / site / department or any subsidiary or any sister concern or affiliate of the same company anywhere in India.
10. If at any stage, during the tenure of your services, it is found that the information furnished by you, regarding your age, educational qualifications & previous experience is false, your services will be terminated without any notice. Attested copies of all certificates to be furnish in two sets.
11. Your employment is subject to your being and continues to be medically fit. The company shall have a right to terminate your services at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
12. Your employment shall be governed by all statutory provisions such as PF, Gratuity, standing orders/service rules and other rules and regulations of the company.
13. During the tenure, you will use the property / machines / tools instruments etc. of the company with utmost. You shall be responsible for their safekeeping and return in good condition.
14. If you commit a breach of the above terms or found guilty of any misconduct or conduct yourself in any manner calculated to bring the company or its employees into disrepute, your services shall be terminated without any notice.
15. You will retire on attaining the age of superannuation, which shall be 60 years unless you are otherwise disqualified due to continued ill health, physical or mental disability.
16. In the event of any dispute and / or difference arising in connection with this appointment, the matter shall refer to courts of appropriate jurisdiction only in Vadodara.
17. You are required to join the organization within Seven days; otherwise this offer of appointment shall automatically stands withdrawn.

For P. J. Sood Projects Pvt Ltd.,

(PRADEEP SOOD)

Director.



I accept the above terms and conditions of my offer of appointment with the company I shall join duty within time limit.

Posting at Mumbai site:

PRAVIN DADARAO BHOSIKAR

You will report to Mr. Bipin Arey, Executive Director, P. J. Sood Projects Pvt. Ltd., Pune.

Reg. Office : 1482, Akashdeep Housing Society, Behind Akashwani, Makarpura Rd., Vadodara-390 009, Gujarat (INDIA)  
M : 91-94260 74166 Ph : 91-265-2655770 Email : pjsppi@gmail.com pjsood@gmail.com Website : www.pjsppi.com

CIN : U45200GJ2005PT0036536




PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



**ANNEXTURE 'A'**

<b>PRAVIN DADARAO BHOSIKAR, TRAINEE ENGINEER</b>		
<b>Components</b>	<b>Cost to the company</b>	
	<b>P.M. (Rs.)</b>	<b>P.A. (Rs.)</b>
<b>A. Monthly Salary :</b>		
Basic Pay	8125	97500
Transport	800	9600
HRA	4075	48900
<b>Gross Salary</b>	<b>13000</b>	<b>156000</b>
<b>B. Annual Benefits :</b>		
Ex-gratia (8.33% of Basic pay) (on financial year basis)	677	8122
	<b>677</b>	<b>8122</b>
<b>C. Retiral Benefits :</b>		
PF (12% of Basic pay)	975	11700
	<b>975</b>	<b>11700</b>
<b>Cost to the company = (A+B+C+D)</b>	<b>14652</b>	<b>175822</b>
<b>PT SLABS</b>		
Gross Salary Below Rs. 6000.00	0	0
Gross Salary Rs. 6000.00-9000.00	80	960
Gross Salary Rs. 9000.00 - Rs. 12000	150	
Gross Salary Rs. 12000 & above	200	2400
<b>NET SALARY OR TAKE HOME</b>	<b>11825</b>	<b>141900</b>



  
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 Dr. Vithalrao Vikhe Patil  
 College of Engineering  
 Ahmednagar



**Kasture, Rahul**

11:48 AM (1 hour ago)

to Anup, Mandar, Santosh, me

Dear Mr. Bhat,

Greetings from KSB!

With reference to the subject, we would like to inform you that, we have shortlisted following candidates as GET from Campus Drive dt. 03-Aug-2016.

- 1) Mr. Sudhir Shinde
- 2) Mr. Shubham Ghodake
- 3) Mr. Shrihari Wandhekar

We have informed them about their shortlisting. Their joining is subject to Pre-Employment Medical Test. After their joining we will inform you accordingly.

We are thankful to you & your college for arranging Campus Drive for KSB.

Best Regards,

**Rahul Kasture**

Assistant Manager - HR & ER

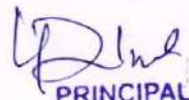
**KSB Pumps Limited**

Vambori, Ahmednagar - 413 704. INDIA.

Phone (Board) : +91 2426 272999, 272550, Extn. 210 |

eMail : [rahul.kasture@ksb.com](mailto:rahul.kasture@ksb.com) | Website : [www.ksbindia.co.in](http://www.ksbindia.co.in)



  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





Ref No: VEPL/GET/062016-03  
24<sup>th</sup> July 2016

**Patil Roshan Kailash**  
At. Post- Malpur, Tel-Shindkheda  
Dist- Dhule, Pin code: 425408,  
Maharashtra, India

**Sub: Job offer**

Dear Roshan,

Congratulations on clearing the selection process & welcome to team Veda.

We are pleased to offer you the position of **Graduate Engineer Trainee** based at **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- Monthly Gross Salary of Rs. 16,923/- (Rupees Sixteen Thousand Nine Hundred & Twenty Three Only). This salary will be subject to statutory & tax deductions such as PF, ESIC, PT, Income Tax, etc.
- Business Travel allowance and reimbursements will be as per company policy.

As stated by you during the interview, it is understood that you will not proceed for higher studies or voluntarily separate from the company citing better opportunities for a period of one year with effect from your date of joining. However, in the event of your leaving us to do so, you will reimburse to us cumulative salary paid to you.

Your appointment letter will be issued within one month of your date of joining. Your date of joining with the company will be 4<sup>th</sup> July, 2016. The joining formalities and induction will be carried out in our **Pune office**.

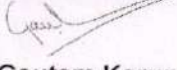
This offer is subject to verification of all educational qualification certificates and medical fitness.

Please send a signed copy of this letter indicating your acceptance to the terms & conditions of the offer of employment.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (4) experience/ relieving letters (5) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address.

We look forward to welcome you aboard.

Sincerely,  
**For Veda Engineering Pvt. Ltd**

  
**Gautam Karunakaran**  
Director

CC: Human Resource



  
**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
College of Engineering  
Ahmednagar



### Salary Structure

Name

Roshan Patil

Designation

Graduate Engineer  
Trainee

Stipend Components	Amount (Rs)
Basic	5000
DA	4500
HRA	1350
City Allowance	1350
Mobile Phone Allowance	600
Vehicle Maint. Allowance	350
<b>Sub Total A</b>	<b>13150</b>
Provident Fund *	1140
E.S.I.C. **	625
Gratuity ***	913
Bonus ****	1095
<b>Sub Total B</b>	<b>3773</b>
<b>Grand Total (A+B)</b>	<b>16923</b>
<b>Annual Cost To the Company (CTC)</b>	<b>203082</b>

**Note :**

**Actual salary paid will be subject to statutory deductions such as PF, ESIC & Income Tax.**

\* PF is a statutory deduction. The amount indicated above is Company's contribution. An amount equivalent to Company Contribution will be deducted from your monthly gross salary, i.e. from Sub Total A

\*\* ESIC is a statutory deduction. The amount indicated above is Company's contribution. Your contribution as per rates suggested by the government (approx 1.75% of sub total A) will be deducted from your monthly salary.

\*\*\* Gratuity will be applicable for employees completing 5 years of continuous service with Veda. The amount indicated above is the provision made by the Company.

\*\*\*\* Bonus will be based on Company & Individual Performance and will be payable once in a year and after completion of one year. The actual amount payable will be at the discretion of the management



*(Signature)*

*(Signature)*  
**PRINCIPAL**  
 Dr Vithalrao Vikhe Patil  
 College of Engineering  
 Ahmednagar



Ref No: VEPL/GET/062016-02

24<sup>th</sup> July 2016

**Prasad Sanjay Bhokare**  
Pune, Maharashtra.

**Sub: Job offer**

Dear Prasad,

Congratulations on clearing the selection process & welcome to team Veda.

We are pleased to offer you the position of **Graduate Engineer Trainee** based at **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- Monthly Gross Salary of Rs. 16,923/- (Rupees Sixteen Thousand Nine Hundred & Twenty Three Only). This salary will be subject to statutory & tax deductions such as PF, ESIC, PT, Income Tax, etc.
- Business Travel allowance and reimbursements will be as per company policy.

As stated by you during the interview, it is understood that you will not proceed for higher studies or voluntarily separate from the company citing better opportunities for a period of one year with effect from your date of joining. However, in the event of your leaving us to do so, you will reimburse to us cumulative salary paid to you.

Your appointment letter will be issued within one month of your date of joining. Your date of joining with the company will be 4<sup>th</sup> July, 2016. The joining formalities and induction will be carried out in our **Pune office**.

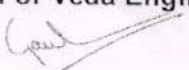
This offer is subject to verification of all educational qualification certificates and medical fitness.

Please send a signed copy of this letter indicating your acceptance to the terms & conditions of the offer of employment.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (4) experience/ relieving letters (5) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address.

We look forward to welcome you aboard.

Sincerely,  
For Veda Engineering Pvt. Ltd

  
**Gautam Karunakaran**  
Director

CC: Human Resource



  
**PRINCIPAL**  
**Dr Vithalrao Vikhe Patil**  
College of Engineering  
Ahmednagar



### Salary Structure

**Name**

Prasad Bhokare

**Designation**

Graduate Engineer  
Trainee

Stipend Components	Amount (Rs)
Basic	5000
DA	4500
HRA	1350
City Allowance	1350
Mobile Phone Allowance	600
Vehicle Maint. Allowance	350
<b>Sub Total A</b>	<b>13150</b>
Provident Fund *	1140
E.S.I.C. **	625
Gratuity ***	913
Bonus ****	1095
<b>Sub Total B</b>	<b>3773</b>
<b>Grand Total (A+B)</b>	<b>16923</b>
<b>Annual Cost To the Company (CTC)</b>	<b>203082</b>

**Note :**

Actual salary paid will be subject to statutory deductions such as PF, ESIC & Income Tax.

\* PF is a statutory deduction. The amount indicated above is Company's contribution. An amount equivalent to Company Contribution will be deducted from your monthly gross salary, i.e. from Sub Total A

\*\* ESIC is a statutory deduction. The amount indicated above is Company's contribution. Your contribution as per rates suggested by the government (approx 1.75% of sub total A) will be deducted from your monthly salary.

\*\*\* Gratuity will be applicable for employees completing 5 years of continuous service with Veda. The amount indicated above is the provision made by the Company.

\*\*\*\* Bonus will be based on Company & Individual Performance and will be payable once in a year and after completion of one year. The actual amount payable will be at the discretion of the management




**PRINCIPAL**  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





Ref No: VEPL/GET/062016-01

24<sup>th</sup> July 2016

**Nivaskumar Satyanarayan Paswan**

Swpnlok Appt, Flat No.B6,  
Sarpanch wasti,Gopalwadi road,  
Tal-Daund, Dist-Pune(413801)  
Maharashtra.

**Sub: Job offer**

Dear NivasKumar,

Congratulations on clearing the selection process & welcome to team Veda.

We are pleased to offer you the position of **Graduate Engineer Trainee** based at **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- Monthly Gross Salary of Rs. 16,923/- (Rupees Sixteen Thousand Nine Hundred & Twenty Three Only). This salary will be subject to statutory & tax deductions such as PF, ESIC, PT, Income Tax, etc.
- Business Travel allowance and reimbursements will be as per company policy.

As stated by you during the interview, it is understood that you will not proceed for higher studies or voluntarily separate from the company citing better opportunities for a period of one year with effect from your date of joining. However, in the event of your leaving us to do so, you will reimburse to us cumulative salary paid to you.

Your appointment letter will be issued within one month of your date of joining. Your date of joining with the company will be 4<sup>th</sup> July, 2016. The joining formalities and induction will be carried out in our **Pune office**.


This offer is subject to verification of all educational qualification certificates and medical fitness.

Please send a signed copy of this letter indicating your acceptance to the terms & conditions of the offer of employment.

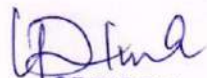
Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (4) experience/ relieving letters (5) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address.

We look forward to welcome you aboard.

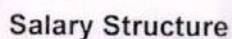
Sincerely,  
**For Veda Engineering Pvt. Ltd**

  
**Gautam Karunakaran**  
Director



  
**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**







HRD

Apr 29 (1 day ago)

to me, KUMAR, ajayfageria, manish.a

Dear Sir/ Madam,

Greetings from Shriram!

With reference to the Test and Recruitment Process held at PDVVP, AHMEDNAGAR on 19 & 20.02.2016 and subsequent Final Interview, we are pleased to inform you that 05 candidates have been selected as Management Trainee position for Shriram Transport Finance Company Ltd. Please find enclosed herewith the *Provisional offer letter* for the selected candidates. *Kindly give out the same to the respective candidates immediately.*

**Note:** The selected candidate has to sign and return to us the duplicate copy of this letter as a token of acceptance of this offer. And the scan copy of this letter should reach us at [hrd@shriramvalue.in](mailto:hrd@shriramvalue.in) on or before 07<sup>th</sup> May 2016.

For any queries, feel free to call us: 044 – 42913019.

Regards,  
HR Team,  
Chennai.



**CMMIDEV/5**  
Exp. 2015-16



*(Signature)*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



April 21, 2016

Ref.POMT0120

Dear Mr. Barde Kiran Raosaheb (MTC6268)  
Process Venue Dr Vithalrao Vikhe Patil College of Engg, Ahmednagar

**SUBJECT: PROVISIONAL OFFER LETTER**

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of "MANAGEMENT TRAINEE" in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of Rs.2,16,000/-p.a.(which is inclusive of Stipend & other allowances)
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
  - a. Educational qualifying degree/provisional certificate and Mark sheets
  - b. AADHAR card, PAN Card and Driving License Copy

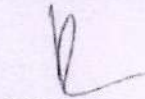
This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

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

We welcome you to Shriram Transportation Finance Company limited.

Thanking you,

For SHRIRAM TRANSPORT FINANCE CO. LTD.



RAYMOND REBELLO

VICE PRESIDENT - PERSONNEL & INFRA

(ACCEPTED)

Note: Offer Acceptance copy/Educational documents (Post declaration of your results) should reach us at [hrd@shriramvalue.in](mailto:hrd@shriramvalue.in) or HR Department, Shriram Value Services Limited, No.8, 3rd Cross Street, C.I.T Colony, Mylapore, Chennai - 600004.(Phone No.044 - 42913019/3052).

**Shriram Transport Finance Company Limited**

HR & Infra Office : No. 1-7, 1<sup>st</sup> Floor, A Wing, Aggarwal Trade Centre, Plot No. 62, Sector - 11, C.B.D., Belapur, Navi Mumbai - 400 614. Tel : +91 22 4114 9500 Fax : +91 22 4114 1000

Registered Office : Mookambika Complex, 3<sup>rd</sup> Floor, No. 4, Lady Desika Road, Mylapore, Chennai - 600 004, Tamil Nadu, India. Tel : +91 44 2499 0356 | Fax : +91 44 2499 3272

Website : [www.sfr.in](http://www.sfr.in) | Corporate Identity Number (CIN) : I65191TN1979P0007874



**PRINCIPAL**  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



April 21, 2016

Ref.POMT0121

Dear Mr. Darekar Anil Ramdas (MTC6326)  
Process Venue Dr Vithalrao Vikhe Patil College of Engg, Ahmednagar

**SUBJECT: PROVISIONAL OFFER LETTER**

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of "MANAGEMENT TRAINEE" in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of Rs.2,16,000/-p.a.(which is inclusive of Stipend & other allowances)
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
  - a. Educational qualifying degree/provisional certificate and Mark sheets
  - b. AADHAR card, PAN Card and Driving License Copy

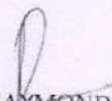
This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

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

We welcome you to Shriram Transportation Finance Company limited.

Thanking you,

For SHRIRAM TRANSPORT FINANCE CO. LTD.

  
RAYMOND REBELLO

VICE PRESIDENT - PERSONNEL & INFRA

(ACCEPTED)

Note: Offer Acceptance copy/Educational documents (Post declaration of your results) should reach us at [hrd@shriramvalue.in](mailto:hrd@shriramvalue.in) or HR Department, Shriram Value Services Limited, No.8, 3rd Cross Street, C.I.T Colony, Mylapore, Chennai - 600004. (Phone No.044 - 42913019/3052).

**Shriram Transport Finance Company Limited**

HR & Infra Office : No. 1-7, 1<sup>st</sup> Floor, A Wing, Aggarwal Trade Centre, Plot No. 62, Sector - 11, D.D. Belapur, Navi Mumbai - 400 614. Tel : +91 22 4114 9355 | Fax : +91 22 4114 9356  
Registered Office : Mookambika Complex, 3<sup>rd</sup> Floor, No. 4, Lady Desika Road, Mylapore, Chennai - 600 004, Tamil Nadu, India. Tel. : +91 44 2499 0356 | Fax : +91 44 2499 3272.  
Website : [www.stfc.in](http://www.stfc.in) | Corporate Identity Number : CIN - L65191TN19799 COO7874.

  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



April 21, 2016

Ref.POMT0122

Dear Mr. Lagad Ramakant Sunil (MTC6329)  
Process Venue Dr Vithalrao Vikhe Patil College of Engg, Ahmednagar

**SUBJECT: PROVISIONAL OFFER LETTER**

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of "MANAGEMENT TRAINEE" in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of Rs.2,16,000/-p.a.(which is inclusive of Stipend & other allowances)
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
  - a. Educational qualifying degree/provisional certificate and Mark sheets
  - b. AADHAR card, PAN Card and Driving License Copy

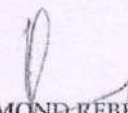
This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

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

We welcome you to Shriram Transportation Finance Company limited.

Thanking you,

For SHRIRAM TRANSPORT FINANCE CO. LTD.

  
RAYMOND REBELLO

VICE PRESIDENT - PERSONNEL & INFRA

(ACCEPTED)

Note: Offer Acceptance copy/Educational documents (Post declaration of your results) should reach us at [hrd@shriramvalue.in](mailto:hrd@shriramvalue.in) or HR Department, Shriram Value Services Limited, No.8, 3rd Cross Street, C.I.T Colony, Mylapore, Chennai - 600004.(Phone No.044 - 42913019/3052).

**Shriram Transport Finance Company Limited**

HR & Infra Office : No. 1-7, 1<sup>st</sup> Floor, A Wing, Aggarwal Trade Centre, Plot No. 62, Sector - 4, C.B.D. - Marolli, New Mumbai - 400 614. Tel : +91 22 4111 9595 | Fax : +91 22 4111 9596

Registered Office : Mookambika Complex, 3<sup>rd</sup> Floor, No. 4, Lady Desika Road, Mylapore, Chennai - 600 004, Tamil Nadu, India. Tel. : +91 44 2499 0356 | Fax : +91 44 2499 0372

Website : [www.sfr.in](http://www.sfr.in) | Corporate Identity Number / CIN : 185144 TN1979PI C007874



  
PRINCIPAL

Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



MANISH AGARWAL <manish.a@stfc.co.in>

10:45 AM (21  
minutes ago)

Hi,

Dear Mr. G M Bhat,

Refer to the MT Recruitment Process at your institution on 19.02.2016 and subsequent interview held on 20.02.2016, Please find the list of selected candidates as given under:

S.No.	UserID	ParticipantName	Contact No	E-Mail ID	Father's Name	College Name
1	MTC6224	WADKAR NISHIKANT BHAUSAHEB	9970779057	wadkarnb@gmail.com	BHAUSAHEB TUKARAM WADKAR	PRAVARA RURAL ENG
2	MTC6240	TAMBE PRASHANT DILIP	8805296323	prashanttambe12@gmail.com	DILIP	PADMASHREE DR VITI
3	MTC6268	BARDE KIRAN RAOSAHEB	9404334447	barde.kirankumar@gmail.com	RAOSAHEB	PADMASHRI DR VITHI AHMEDNAGAR
4	MTC6326	DAREKAR ANIL RAMDAS	7040605854	anildarekar2@gmail.com	DAREKAR RAMDAS KUNDLIK	PDVVPCOE Ahmednagar
5	MTC6329	LAGAD RAMAKANT SUNIL	8805246667	ramalagad1@gmail.com	LAGAD SUNIL RAMRAO	PDVVPCOE AHMEDNAGAR

With Thanks and Regards,  
Manish Agarwal  
+917200628611



  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



MANISH AGARWAL <manish.a@stfc.co.in>

10:45 AM (21  
minutes ago)

me

Dear Mr. G M Bhat,

Refer to the MT Recruitment Process at your institution on 19.02.2016 and subsequent interview held on 20.02.2016, Please find the list of selected candidates as given under:

S.No.	UserID	ParticipantName	Contact No	E-Mail ID	Father's Name	College Name
1	MTC6224	WADKAR NISHIKANT BHAUSAHEB	9970779057	<a href="mailto:wadkarnb@gmail.com">wadkarnb@gmail.com</a>	BHAUSAHEB TUKARAM WADKAR	PRAVARA RURAL ENG
2	MTC6240	TAMBE PRASHANT DILIP	8805296323	<a href="mailto:prashanttambel2@gmail.com">prashanttambel2@gmail.com</a>	DILIP	PADMASHREE DR VITI
3	MTC6268	BARDE KIRAN RAOSAHEB	9404334447	<a href="mailto:barde.kirankumar@gmail.com">barde.kirankumar@gmail.com</a>	RAOSAHEB	PADMASHRI DR VITHE AHMEDNAGAR
4	MTC6326	DAREKAR ANIL RAMDAS	7040605854	<a href="mailto:anildarekar2@gmail.com">anildarekar2@gmail.com</a>	DAREKAR RAMDAS KUNDLIK	PDVVPCOE Ahmednagar
5	MTC6329	LAGAD RAMAKANT SUNIL	8805246667	<a href="mailto:ramalagad1@gmail.com">ramalagad1@gmail.com</a>	LAGAD SUNIL RAMRAO	PDVVVP COE AHMEDNAGAR

With Thanks and Regards,  
Manish Agarwal  
+917200628611



*V. K. Patil*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



Kajal Kale

4:32 PM (7 minutes ago)

to me

----- Forwarded message -----  
From: <careers@ethnus.com>  
Date: Wed, Apr 13, 2016 at 4:03 PM  
Subject: OFFER MAIL | ETHNUS  
To: kalekajal20@gmail.com  
Cc: Sachin.umare@raisoni.net

Dear Kajal,

Congratulations!

We are pleased to inform that you have been selected for the post of "TYRO-L1" for our Academics Team through the recruitment drive conducted at your campus on 03.03.2016.

At the outset, we wish to release this confirmation letter for selection, subject to the below terms and conditions.

- Your date of joining will be intimated shortly in a follow-up mail after we receive your acceptance for this offer
- You will be eligible for a salary package of Rs. 2,40,000/- (Two Lakh Forty Thousand Only) per annum. This represents the total cost of employment to the company.
- A detailed letter of employment with ETHNUS outlining the break-up of your salary would be given to you at the time of joining.
- The confirmation of your employment with ETHNUS is subject to your antecedents being verified as correct and your performance during the probation period of 4 months.

Please acknowledge the receipt and acceptance of this offer mail by responding to the same on or before 17th April '16.

The below-mentioned documents need to be submitted at the time of joining.

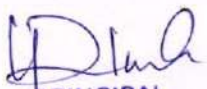
- Age & Address Proof (Driving License, Aadhaar Card) – Photocopy
- ID Proof (PAN Card) – Photocopy
- Marks Cards/ Degree Certificates (10th, 12th, Highest Degree Certificate) – Originals & Photocopy

For any further clarifications, please contact Mr. Waseem - +91-9663709222.

We look forward for you to join ETHNUS. We hope this association would be long lasting and mutually beneficial.

Thanks and Regards,  
HR Team



  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



Shraddha Rasal

4:25 PM (15 minutes ago)

to me

----- Forwarded message -----  
From: <careers@ethnus.com>  
Date: Wed, Apr 13, 2016 at 4:08 PM  
Subject: OFFER MAIL | ETHNUS  
To: rasalshraddha94@gmail.com  
Cc: Sachin.umare@raisoni.net

Dear Shraddha,

Congratulations!

We are pleased to inform that you have been selected for the post of "TYRO-L1" for our Academics Team through the recruitment drive conducted at your campus on 03.03.2016.

At the outset, we wish to release this confirmation letter for selection, subject to the below terms and conditions.

- Your date of joining will be intimated shortly in a follow-up mail after we receive your acceptance for this offer
- You will be eligible for a salary package of Rs. 2,40,000/- (Two Lakh Forty Thousand Only) per annum. This represents the total cost of employment to the company.
- A detailed letter of employment with ETHNUS outlining the break-up of your salary would be given to you at the time of joining.
- The confirmation of your employment with ETHNUS is subject to your antecedents being verified as correct and your performance during the probation period of 4 months.

Please acknowledge the receipt and acceptance of this offer mail by responding to the same on or before 17th April '16.

The below-mentioned documents need to be submitted at the time of joining.


- Age & Address Proof (Driving License, Aadhaar Card) – Photocopy
- ID Proof (PAN Card) – Photocopy
- Marks Cards/ Degree Certificates (10th, 12th, Highest Degree Certificate) – Originals & Photocopy

For any further clarifications, please contact Mr. Waseem - +91-9663709222.

We look forward for you to join ETHNUS. We hope this association would be long lasting and mutually beneficial.

Thanks and Regards,  
HR Team



  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





An ISO 9001 : 2008 Certified Company

Date: 8<sup>th</sup> MAR 2016

MR. Sumedh Saptarshi  
PUNE

Dear, Sumedh

Congratulations!

On behalf of Syntego Global IT Systems Private Limited, we are pleased to offer you the position of **TRAINEE SOFTWARE DEVELOPER** subject to compliance of certain terms and conditions by you as stated below:

1. Based on personal discussion and interview held with you in this regards, you have agreed to join us on or before 8<sup>th</sup> MAR 2016, in the absence of which this offer letter shall become void.
  2. **Compensation:** Refer Annexure for details.
  3. On the date of joining, you are required to submit the following mandatory documents. Please bring in original for verification along with one photo copy for submission.
    - 4 Passport Size Photographs
    - Photo ID (Voter ID / Aadhar Card / Driving License / Passport / Any government approved ID proof)
    - Educational & Professional Certificates along with Mark sheets
    - PAN Card
  4. **Location:** Initially your work of place will be in Pune, which will be transferrable to any place in India as per company requirement.
  5. **Working Days & Hours:** The general work week is Monday to Saturday. Your work Timing at the company is from 9.30 a.m. to 6.30 p.m. However you are required to abide by the timings of your work as informed from time to time.
- Your Notice period will be 2 Months from the date of Resignation

Your formal appointment letter will be issued to you on your joining before the joining date and completion of your joining formalities and submission of all your certificates and necessary documents. As a confirmation of your acceptance to the above terms, you are requested to sign the duplicate copy of this offer letter & Annexure.

Welcome to Syntego IT Systems, we look forward to a mutually fruitful association.

With Best Wishes,

For Syntego Global IT Systems Private Ltd

**Syntego Global IT Systems Pvt. Ltd.**

Corporate Office: 13, Suprabha, Adwait Nagar, Paud Road, Kothrud, Pune-411 038.

Ph. 020-60304949, 60309191 Email: contact@syntego.in Website: www.syntego.in



PRINCIPAL  
Dr. Vithairao Vikhe Patil  
College of Engineering  
Ahmednagar





An ISO 9001 : 2008 Certified Company

### ANNEXURE

COMPENSATION DETAILS		
NAME	Sumedh Saptarshi	
DESIGNATION	Trainee Software Developer	
LOCATION	PUNE	
DATE OF JOINING		
Components	Amount PM (In Rs)	Amount PA (In Rs)
Gross Salary	10000	120000

With Best Wishes,  
For Syntego Global IT Systems Private Ltd

Atul Kale  
HR Executive

Employee Name:  
Signature:



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

**Syntego Global IT Systems Pvt. Ltd.**

Corporate Office: 13, Suprabha, Adwait Nagar, Paud Road, Kothrud, Pune-411 038.  
Ph. 020-60304949, 60309191 Email: [contact@syntego.in](mailto:contact@syntego.in) Website: [www.syntego.in](http://www.syntego.in)





An ISO 9001 : 2008 Certified Company

Date: 8<sup>th</sup> MAR 2016

~~MR.~~ MS. POOJA KOTHARI  
PUNE

Dear, POOJA  
Congratulations!

On behalf of Syntego Global IT Systems Private Limited, we are pleased to offer you the position of **TRAINEE SOFTWARE DEVELOPER** subject to compliance of certain terms and conditions by you as stated below:

1. Based on personal discussion and interview held with you in this regards, you have agreed to join us on or before **8<sup>th</sup> MAR 2016**, in the absence of which this offer letter shall become void.
2. **Compensation:** Refer Annexure for details.
3. On the date of joining, you are required to submit the following mandatory documents. Please bring in original for verification along with one photo copy for submission.
  - 4 Passport Size Photographs
  - Photo ID (Voter ID / Aadhar Card / Driving License / Passport / Any government approved ID proof)
  - Educational & Professional Certificates along with Mark sheets
  - PAN Card
4. **Location:** Initially your work of place will be in **Pune**, which will be transferrable to any place in India as per company requirement.
5. **Working Days & Hours:** The general work week is Monday to Saturday. Your work Timing at the company is from 9.30 a.m. to 6.30 p.m. However you are required to abide by the timings of your work as informed from time to time.
6. **Your Notice period will be 2 Months from the date of Resignation**

Your formal appointment letter will be issued to you on your joining before the joining date and completion of your joining formalities and submission of all your certificates and necessary documents. As a confirmation of your acceptance to the above terms, you are requested to sign the duplicate copy of this offer letter & Annexure.

Welcome to Syntego IT Systems, we look forward to a mutually fruitful association.

With Best Wishes,

For Syntego Global IT Systems Private Ltd



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

**Syntego Global IT Systems Pvt. Ltd.**

Corporate Office: 13, Suprabha, Adwait Nagar, Paud Road, Kothrud, Pune-411 038.

Ph. 020-60304949, 60309191 Email: [contact@syntego.in](mailto:contact@syntego.in) Website: [www.syntego.in](http://www.syntego.in)





An ISO 9001 : 2008 Certified Company

### ANNEXURE

COMPENSATION DETAILS		
NAME	POOJA KOTHARI	
DESIGNATION	Trainee Software Developer	
LOCATION	PUNE	
DATE OF JOINING		
Components	Amount PM (In Rs)	Amount PA (In Rs)
Gross Salary	12000/-	144000/-

With Best Wishes,  
For Syntego Global IT Systems Private Ltd

  
Atul Kale  
HR Executive

Employee Name:  
Signature:



  
PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

**Syntego Global IT Systems Pvt. Ltd.**

Corporate Office: 13, Suprabha, Adwait Nagar, Paud Road, Kothrud, Pune-411 038.  
Ph. 020-60304949, 60309191 Email: [contact@syntego.in](mailto:contact@syntego.in) Website: [www.syntego.in](http://www.syntego.in)



B-68, Supa MIDC, Nagar-Pune Road,  
Supa - 414 301, Dist. Ahmednagar (MS)

☎ 94215 80858, 751760 1111  
✉ triumphtechnocrat@gmail.com



**TRIUMPH  
TECHNOCRAT**

An ISO 9001 : 2015 Company

## OFFER LETTER

DATE: 17/05/2018

TO,

Vinod Balasaheb Gadakh,

At Post – Vambori, Tal- Rahuri,

Dist. -Ahmednagar. 413704.

This is a reference to the interview you had with us. We Are pleased to let you know that you will be a member of our team. We are happy to offer you a position of "Site civil Engineer.

We except you to join us on or before June 1<sup>st</sup> 2018. please note that this offer is applicable subject to your signing and returning the photocopy of this letter within ten working Days.

We welcome you and are overjoyed that you have chosen to be part of our team. We hope your relationship with us will be mutually beneficial, pleasant and fulfilling.

Fowling Document Are Required:

- Copies of Educational Certification.p
- Copies of Professional qualification Certification.
- Relieving order for previous company.
- Copies of Pan Card, Aadhar Card, and Passbook of personal bank Account are mandatory.
- Proof of residence.
- 2 resent passport size Photographs.

Yours Truly,

For Vikas Mate.

Triumph Technocrat

HR & Admin



PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



# Kalpak Industries

C 13, Supa-Parner MIDC Area, Nagar-Pune Road,  
Tal. Parner, Dist. Ahmednagar (MS)  
Tel. : 02488 213333 / 534 / www.kalpakpeb.com

Ref: KI/APL/2017-28/91

Date: 16th January, 2018

To,

**Mr. Amol Gangadhar Sonavale**

**At Post - Kanhur Pathar , Kanhur ,**

**Tal-Parner Dist - Ahmednagar -414 303.**

**Mobile No : 8999274142.**

**Sub:- Appointment Letter for the post of " Site Civil Engineer "**

Gentleman,

With reference to your interview with us, we are pleased to appoint you as a  
**"Site Civil Engineer"** in our organization.

1] You will join from 1<sup>st</sup> February 2018.

2] Your job profile will be handling of **"Site Civil Engineer"**. **You will manage Civil Work at site. You will maintain necessary records like Daily Work Reports. You will provide technical advice and solving problems on site. You will prepare Site Reports and Filling other paper work.**

3] That initially you shall be on probation for a period of **six months**, which may be extended or curtailed at the sole discretion of the management. You shall continue to remain on probation until a letter of confirmation is issued to you. During probation either party may terminate this employment without assigning any reason to the other party by giving one month notice in writing.

4] You will report to Account Head . You will be submitting daily / weekly/monthly reports including all the other details in time, as and when required by the company.

Email : admin@kalpakpeb.com / website - www.kalpakpeb.com  
Contact No. : 02488-213333/534. Mob. : 91+9822286382, 9822263972



**PRINCIPAL**  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Dr. Vithalrao Vikhe Patil





5] You would be paid total amount of **Rs.15,000.00**

6] You shall, before you confirmation, submit a medical fitness certificate from a registered medical practitioner approved by the Company in the Prescribed form. In case at any time in future it is found that you are not physically or mentally fit to discharge your duties efficiently, the management may ask you to get your medical examination done by the Company's doctor and if, as a result of such medical examination, you are not found fit the Company can send you on compulsory leave with or without pay for such period as may be, in the opinion of the management, necessary or, in the alternative, may discharge you from service.

7] After confirmation and without prejudice to terms mentioned under clause 3 above and employee shall retire from service of the Company on attainment of the age of superannuation which is 58 years of age or earlier if found medically unfit and may continue if and when the Company desires to extend his services beyond the said superannuation provided he is found fit to be considered for such extension.

8] The address as indicated above shall be treated as your correct permanent address for sending all communication to you unless otherwise intimated in writing by you and acknowledgement by the management. Communications addressed to you at this and/or at the office address where you will be working shall be deemed to have been duly served.

9] You are hereby called upon to submit four copies of duly attested passport size recent photographs, KYC and Bank Details within 15 days of your joining.

10] Your appointment is subject to the acceptance of your joining report by the Proprietor or any other officer who is duly authorized by the Proprietor i.e. on the date you will report on duty you will address a letter to the Company duly forwarded by the head of the department that as per the appointment letter you have joined the Company on the date and your report may please be accepted.



  
**PRINCIPAL**  
Dr. Vitthalrao Vikhe Patil  
College of Engineering  
Ahmednagar





Before leaving the job 1 month's written notice to be given to the company by you.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter, duly signed by you on each page in token of your having clearly understood, accepted and agreed to abide by the terms and conditions as referred to above.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Thanking you and wishing you all the best,

For **Kalpak Industries**

  
SATISH ZENDE




### **Letter of Offer for Employment**

I hereby accept this offer letter unconditionally and accordingly I shall be joining the duty on or 1<sup>st</sup> February, 2018.

Accepted: Sonawale A.G.

**Amol Gangadhar Sonavale**

  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



Kind Attn: Principal sir

**HR SUPA** 11:23 AM (46 minutes ago)

to me

Dear sir,

Out of 25 which we have selected during rounds only following were joined to us however left w/o any information.

Sr. No	Name	Contact details
✓1	Sonawane Sagar Ravindra	9767006154
✓2	Mhaske Akshay Padhirinath	7588005670
✓3	Pawar Prashant Sukhdeo	8698824192
✓4	Salve Nikhil B	7507713054
✓5	Shaikh Firoz Salim	8888804781
✓6	Chopade Prashant p	9689197973
✓7	Mote YogeshA	9503199153
✓8	Patil Rubal	8308686966

Regards,

Datta B Karad

Asst Manager – HR

**Epitome Component Pvt Ltd**

A20/1, MIDC Supa, Parner, Ahmednagar

#9970248484

**From:** PDVVP COE AHMEDNAGAR [mailto:placementpdvvp@gmail.com]

**Sent:** Thursday, June 08, 2017 10:37 AM

**To:** HR SUPA

**Subject:** Recruitment Drive Conducted on 28th to 30th May for Trainee Engineers Reg.

TPO  
SPK  
Jan 13/14



PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



**Sachin Auto** 12:08 PM (15 minutes ago)

to me

Respected sir,

With reference to the above mentioned Subject we joining your college student as Trainee Service Engineers.

Name of this Students As below

- 1) Miss. Narawade Shrutali Dattatray
- 2) Mr. Gadge Pritam Sukhadev
- 3) Mr. Kusare Amit Dattatray

2015-16 Batch.

n

n

**DVVPCOE AHMEDNAGAR**  
<placementpdvvp@gmail.com>

12:23 PM (0 minutes ago)

to j\_j\_kumar, kishor, Dattatray, Prashant, Vanita, Swapnil

Respected Sir,

I am forwarding the mail received from M/s. **Sachin Automotive**, who had selected three passed students from Mechanical Engg. department as Service Engineers, through off campus placement drive conducted on 20.05.2017 , for your kind information.

With regards,

G.M. Bhat  
Training & Placement Dept.



  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



**Sachin Auto** 12:08 PM (15 minutes ago)

to me

Respected sir,

With reference to the above mentioned Subject we joining your college student as Trainee Service Engineers.

Name of this Students As below

- 1) Miss. Narawade Shrutali Dattatray
- 2) Mr. Gadge Pritam Sukhadev
- 3) Mr. Kusare Amit Dattatray

**DVVP COE AHMEDNAGAR**  
<placementpdvvp@gmail.com>

12:23 PM (0 minutes ago)

to j\_j\_kumar, kishor, Dattatray, Prashant, Vanita, Swapnil

Respected Sir,

I am forwarding the mail received from **M/s. Sachin Automotive**, who had selected three passed students from Mechanical Engg. department as Service Engineers, through off campus placement drive conducted on 20.05.2017 , for your kind information.

With regards,

G.M. Bhat  
Training & Placement Dept.



  
PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





# ARETE TECHNOLOGY

"YOUR VISIBILITY VIRTUALLY, IS OUR IMAGE."

Contact Us: [info@aretetechnology.in](mailto:info@aretetechnology.in) Website: [www.aretetechnology.in](http://www.aretetechnology.in)

Date:- 02/ 03/ 2017

## OFFER LETTER

To,  
Miss Amruta Gaikwad.  
Software Developer

**Sub : Final Selected Student From Campus Drive In Vikhe Patil College, Ahmednagar.**

Dear Miss Amruta,

With reference to your application and subsequent interviews you had with us, we are delighted to invite you to join **Arete Technology**. We believe that you have the potential and the ability to achieve the goals that you have set for yourself in the field of Web development and **Arete Technology** could be a great Platform for you to accomplish the same.

We are Pleased to offer you the position of Web Developer effective **1<sup>st</sup> July, 2017**. Subject to the following terms and conditions.

**1. Date Of Commencement**

- a. As mutually agreed, the date of commencement will be **1<sup>st</sup> July, 2017**.

**2. Salary**

- a. You are entitled to all inclusive salary of **Rs. 1,30,000/-** per annum (Cost to Company)  
b. Increments will be based on performance after 6 Month.

**3. Training Period**

- a. You are required to undergo **6 months** training Period with effect from the date of employment. If your Performance is satisfactory, you will be confirmed by means of a confirmation letter.  
b. You are entitled to an evaluation for increment after training.

**4. Confirmation**

- a. Successful completion of training or any extension thereof, you will be confirmed in the services of the company. On confirmation your services are liable to be terminated by two month's notice on either side or payment in lieu thereof. You shall also be bound to give similar notice or resignation, at the time of leave all your dues would be settled proportionally. If at any time you are found guilty of misconduct, you will be terminated without notice or payment in lieu of notice in accordance with law.

**5. Work Place**

- a. You will work out of our office located in Nasik.

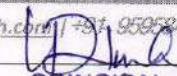
**6. Profile & Work**

- a. As discussed and mutually agreed upon, your profile and scheme of work will mainly be in the area **Software Developer**.  
b. However given the nature of the organization, you may at times be expected to extend your services to other areas of work.

**7. Working Days & Hours**

- a. Six Days week from Monday to Saturday  
b. Our firm's current working hours are 9.00 am to 6.00 pm with 30 minute lunch break from 1.00 pm to 1.30 pm & Tea Break from 4pm to 4.15pm.



  
**PRINCIPAL**  
**Dr Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**





# ARETE TECHNOLOGY

"YOUR VISIBILITY VIRTUALLY, IS OUR IMAGE."

Contact Us: info@aretetechnology.in Website: www.aretetechnology.in

## 8. Annual Leave

- a. You will be entitled to any over time claim. You may be required to work periodically outside normal Work hours depending on the urgency of the work.

## 10. General Conditions

- a. You Shall not, at any time during the currency of this agreement, directly indirectly without prior written consent of the firm, engage or interest yourself whether for reward or gratuitously, in any work of business other than in respect of your duties of the firm.
- b. You shall not disclose, divulge or discuss at any time either during the currency of your employment or thereafter, any secret, transactions or information in or relative to our business, which come may come within your knowledge or possession in the course of your duties.
- c. You must comply with the company's instructions, rules and regulations as amended from time to time, however styled, which are in force or may be made.

On your joining date, please bring following documents:-

- 1 photocopy of this letter duly signed and dated by you.
- 2 self photographs (passport sized, color photos).
- 1 set of Xerox photocopies of the following documents:-
  - Education degree certificate and highest degree attached mark sheet.
  - Proof of identity (any)
  - Previous company's all the documents (like offer letter, appointment letter, salary slip, resignation letter, acceptance letter, relieving letter, experience letter) (if applicable).

We welcome you to our organization and trust that we will form a healthy, satisfactory and mutually beneficial association.

Kindly confirm your acceptance by signing on the duplicate copy of this letter and return it to us

Yours Sincerely,



**Anand Shirsath**  
(Founder & CEO, Arete Technology & Aas Innovation)

\*Note: Your appointment will be effective on your joining date 1<sup>st</sup> July, 2017. Please contact us immediately if you require an alternate joining date. If you do not confirm your acceptance within 3 days from the date of issue of this offer, then this offer will be withdrawn.

I confirm acceptance of the terms and conditions as stated above.

I also confirm that I am in good health and am not suffering from any serious illness or physical disability.

Signature:-

Date:-

Arete Technology, Nashik | anandshirsath.com | aretetechnology.in | connect@anandshirsath.com | +91-9595915039



**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
College of Engineering  
Ahmednagar





# ARETE TECHNOLOGY

"YOUR VISIBILITY VIRTUALLY, IS OUR IMAGE."

Contact Us: info@aretetechnology.in Website: www.aretetechnology.in

Date:- 02/ 03/ 2017

## OFFER LETTER

To,  
Miss. Rupali Dhole.  
Software Developer

**Sub : Final Selected Student From Campus Drive In Vikhe Patil College, Ahmednagar.**

Dear Miss. Rupali,

With reference to your application and subsequent interviews you had with us, we are delighted to invite you to join **Arete Technology**. We believe that you have the potential and the ability to achieve the goals that you have set for yourself in the field of Web development and **Arete Technology** could be a great Platform for you to accomplish the same.

We are Pleased to offer you the position of Web Developer effective **1<sup>st</sup> July, 2017**. Subject to the following terms and conditions.

**1. Date Of Commencement**

- a. As mutually agreed, the date of commencement will be **1<sup>st</sup> July, 2017**.

**2. Salary**

- a. You are entitled to all inclusive salary of **Rs. 1,20,000/-** per annum (Cost to Company)  
b. Increments will be based on performance after 6 Month.

**3. Training Period**

- a. You are required to undergo **6 months** training Period with effect from the date of employment. If your Performance is satisfactory, you will be confirmed by means of a confirmation letter.  
b. You are entitled to an evaluation for increment after training.

**4. Confirmation**

- a. Successful completion of training or any extension thereof, you will be confirmed in the services of the company. On confirmation your services are liable to be terminated by two month's notice on either side or payment in lieu thereof. You shall also be bound to give similar notice or resignation, at the time of leaving all your dues would be settled proportionally. If at any time you are found guilty of misconduct, you will be terminated without notice or payment in lieu of notice in accordance with law.

**5. Work Place**

- a. You will work out of our office located in Nashik.

**6. Profile & Work**

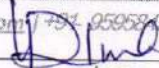
- a. As discussed and mutually agreed upon, your profile and scheme of work will mainly be in the area **Software Developer**.  
b. However given the nature of the organization, you may at times be expected to extend your services to other areas of work.

**7. Working Days & Hours**

- a. Six Days week from Monday to Saturday  
b. Our firm's current working hours are 9.00 am to 6.00 pm with 30 minute lunch break from 1.00 pm to 1.30 pm & Tea Break from 4pm to 4.15pm.

Arete Technology, Nashik | anandshirsath.com | aretetechnology.in | contact@anandshirsath.com | +91-9595845039



  
**PRINCIPAL**  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





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Contact Us: info@arete technology.in Website: www.arete technology.in

## 8. Annual Leave

- You will be entitled to any over time claim. You may be required to work periodically outside normal Work hours depending on the urgency of the work.

## 10. General Conditions

- You Shall not, at any time during the currency of this agreement, directly indirectly without prior written consent of the firm, engage or interest yourself whether for reward or gratuitously, in any work of business other than in respect of your duties of the firm.
- You shall not disclose, divulge or discuss at any time either during the currency of your employment or thereafter, any secret, transactions or information in or relative to our business, which come may come within your knowledge or possession in the course of your duties.
- You must comply with the company's instructions, rules and regulations as amended from time to time, however styled, which are in force or may be made.

On your joining date, please bring following documents:-

- 1 photocopy of this letter duly signed and dated by you.
- 2 self photographs (passport sized, color photos).
- 1 set of Xerox photocopies of the following documents:-
  - Education degree certificate and highest degree attested mark sheet.
  - Proof of identity (any)
  - Previous company's all the documents (like offer letter, appointment letter, salary slip, resignation letter, acceptance letter, relieving letter, experience letter) (if applicable).

We welcome you to our organization and trust that we will form a healthy, satisfactory and mutually beneficial association.

Kindly confirm your acceptance by signing on the duplicate copy of this letter and return it to us

Yours Sincerely,

Anand Shirsath  
(Founder & CEO, Arete Technology & Aas Innovation)

\*Note: Your appointment will be effective on your joining date 1<sup>st</sup> July, 2017. Please contact us immediately if you require an alternate joining date. If you do not confirm your acceptance within 3 days from the date issue of this offer, then this offer will be withdrawn.

I confirm acceptance of the terms and conditions as stated above.

I also confirm that I am in good health and am not suffering from any serious illness or physical disability.

Signature:-

Date:-

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Date:- 02/ 03/ 2017

## OFFER LETTER

To,  
Miss Ashwini Puranpole,  
Software Developer

**Sub : Final Selected Student From Campus Drive In Vikhe Patil College, Ahmednagar.**

Dear Miss Ashwini,

With reference to your application and subsequent interviews you had with us, we are delighted to invite you to join **Arete Technology**. We believe that you have the potential and the ability to achieve the goals that you have set for yourself in the field of Web development and **Arete Technology** could be a great Platform for you to accomplish the same.

We are Pleased to offer you the position of Web Developer effective **1<sup>st</sup> July, 2017**. Subject to the following terms and conditions.

**1. Date Of Commencement**

- a. As mutually agreed, the date of commencement will be **1<sup>st</sup> July, 2017**.

**2. Salary**

- a. You are entitled to all inclusive salary of **Rs. 1,20,000/-** per annum (Cost to Company)  
b. Increments will be based on performance after 6 Month.

**3. Training Period**

- a. You are required to undergo **6 months** training Period with effect from the date of employment. If your Performance is satisfactory, you will be confirmed by means of a confirmation letter.  
b. You are entitled to an evaluation for increment after training.

**4. Confirmation**

- a. Successful completion of training or any extension thereof, you will be confirmed in the services of the company. On confirmation your services are liable to be terminated by two month's notice on either side or payment in lieu thereof. You shall also be bound to give similar notice or resignation, at the time of leave or all your dues would be settled proportionally. If at any time you are found guilty of misconduct, you will be terminated without notice or payment in lieu of notice in accordance with law.

**5. Work Place**

- a. You will work out of our office located in Nasik.

**6. Profile & Work**

- a. As discussed and mutually agreed upon, your profile and scheme of work will mainly be in the area **Software Developer**.  
b. However given the nature of the organization, you may at times be expected to extend your services to other areas of work.

**7. Working Days & Hours**

- a. Six Days week from Monday to Saturday  
b. Our firm's current working hours are 9.00 am to 6.00 pm with 30 minute lunch break from 1.00 pm to 1.30 pm & Tea Break from 4pm to 4.15pm.

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Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





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Contact Us: info@aretetechnology.in Website: www.aretetechnology.in

## 8. Annual Leave

- a. You will be entitled to any over time claim. You may be required to work periodically outside normal Work hours depending on the urgency of the work.

## 10. General Conditions

- a. You Shall not, at any time during the currency of this agreement, directly indirectly without prior write Notice consent of the firm, engage or interest yourself whether for reward or gratuitously, in any work of business other than in respect of your duties of the firm.
- b. You shall not disclose, divulge or discuss at any time either during the currency of your employment or thereafter, any secret, transactions or information in or relative to our business, which come may come within your knowledge or possession in the course of your duties.
- c. You must comply with the company's instructions, rules and regulations as amended from time to time, however styled, which are in force or may be made.

On your joining date, please bring following documents:-

- 1 photocopy of this letter duly signed and dated by you.
- 2 self photographs (passport sized, color photos).
- 1 set of Xerox photocopies of the following documents:-
  - Education degree certificate and highest degree attained mark sheet.
  - Proof of identity (any)
  - Previous company's all the documents (like offer letter, appointment letter, salary slip, resignation letter, acceptance letter, relieving letter, experience letter) (if applicable).

We welcome you to our organization and trust that we will form a healthy, satisfactory and mutually beneficial association.

Kindly confirm your acceptance by signing on the duplicate copy of this letter and return it to us

Yours Sincerely,

**Anand Shirsath**  
(Founder & CEO, Arete Technology & Aas Innovation)

\*Note: Your appointment will be effective on your joining date 1<sup>st</sup> July, 2017. Please contact us immediately if you require an alternate joining date. If you do not confirm your acceptance within 3 days from the date issue of this offer, then this offer will be withdrawn.

I confirm acceptance of the terms and conditions as stated above.

I also confirm that I am in good health and am not suffering from any serious illness or physical disability.

Signature:-

Date:-



**PRINCIPAL**  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





# ARETE TECHNOLOGY

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Contact Us: info@aretetechnology.in Website: www.aretetechnology.in

Date:- 02/ 03/ 2017

## OFFER LETTER

To,  
Mr.Ramanand Shirsagar.  
Software Developer

**Sub : Final Selected Student From Campus Drive In Vikhe Patil College,Ahmadnagar.**

Dear Mr.Ramanand,

With reference to your application and subsequent interviews you had with us, we are delighted to invite you to join **Arete Technology**. We believe that you have the potential and the ability to achieve the goals that you have set for yourself in the field of Web development and **Arete Technology** could be a great Platform for you to accomplish the same.

We are Pleased to offer you the position of Web Developer effective **1<sup>st</sup> July, 2017**. Subject to the following terms and conditions.

**1. Date Of Commencement**

- a. As mutually agreed, the date of commencement will be **1<sup>st</sup> July, 2017**.

**2. Salary**

- a. You are entitled to all inclusive salary of **Rs. 1,20,000/-** per annum (Cost to Company)  
b. Increments will be based on performance after 6 Month.

**3. Training Period**

- a. You are required to undergo **6 months** training Period with effect from the date of employment. If your Performance is satisfactory, you will be confirmed by means of a confirmation letter.  
b. You are entitled to an evaluation for increment after training.

**4. Confirmation**

- a. Successful completion of training or any extension thereof, you will be confirmed in the services of the company. On confirmation your services are liable to be terminated by two month's notice on either side or payment in lieu thereof. You shall also be bound to give similar notice or resignation, at the time of leave or all your dues would be settled proportionally. If at any time you are found guilty of misconduct, you will be terminated without notice or payment in lieu of notice in accordance with law.

**5. Work Place**

- a. You will work out of our office located in Nashik.

**6. Profile & Work**


- a. As discussed and mutually agreed upon, your profile and scheme of work will mainly be in the area **Software Developer**.  
b. However given the nature of the organization, you may at times be expected to extend your services to other areas of work.

**7. Working Days & Hours**

- a. Six Days week from Monday to Saturday  
b. Our firm's current working hours are 9.00 am to 6.00 pm with 30 minute lunch break from 1.00 pm to 1.30 pm & Tea Break from 4pm to 4.15pm.

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PRINCIPAL  
Dr Vitthalrao Vikhe Patil  
College of Engineering  
Ahmednagar



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## 8. Annual Leave

- a. You will be entitled to any over time claim. You may be required to work periodically outside normal Work hours depending on the urgency of the work.

## 10. General Conditions

- a. You Shall not, at any time during the currency of this agreement, directly indirectly without prior written consent of the firm, engage or interest yourself whether for reward or gratuitously, in any work of business other than in respect of your duties of the firm.
- b. You shall not disclose, divulge or discuss at any time either during the currency of your employment or thereafter, any secret, transactions or information in or relative to our business, which come may come within your knowledge or possession in the course of your duties.
- c. You must comply with the company's instructions, rules and regulations as amended from time to time, however styled, which are in force or may be made.

On your joining date, please bring following documents:-

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We welcome you to our organization and trust that we will form a healthy, satisfactory and mutually beneficial association.

Kindly confirm your acceptance by signing on the duplicate copy of this letter and return it to us

Yours Sincerely,

**Anand Shirsath**  
(Founder & CEO, Arete Technology & Aas Innovation)

\*Note: Your appointment will be effective on your joining date 1<sup>st</sup> July, 2017. Please contact us immediately if you require an alternate joining date. If you do not confirm your acceptance within 3 days from the date of issue of this offer, then this offer will be withdrawn.

I confirm acceptance of the terms and conditions as stated above.

I also confirm that I am in good health and am not suffering from any serious illness or physical disability.

Signature:-

Date:-



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





# ARETE TECHNOLOGY

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Contact Us: info@aretetechnology.in Website: www.aretetechnology.in

Date:- 02/ 03/ 2017

## OFFER LETTER

To,  
Mr. Harshal Chitambar  
Software Developer

**Sub : Final Selected Student From Campus Drive In Vikhe Patil College, Ahmednagar.**

Dear Mr. Harshal,

With reference to your application and subsequent interviews you had with us, we are delighted to invite you to join **Arete Technology**. We believe that you have the potential and the ability to achieve the goals that you have set for yourself in the field of Web development and **Arete Technology** could be a great Platform for you to accomplish the same.

We are Pleased to offer you the position of Web Developer effective **1<sup>st</sup> July, 2017**. Subject to the following terms and conditions.

**1. Date Of Commencement**

- a. As mutually agreed, the date of commencement will be **1<sup>st</sup> July, 2017**.

**2. Salary**

- a. You are entitled to all inclusive salary of **Rs. 1,20,000/-** per annum (Cost to Company)  
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**6. Profile & Work**

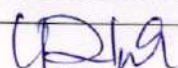
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b. However given the nature of the organization, you may at times be expected to extend your services to other areas of work.

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PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



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Contact Us: [info@aretetechnology.in](mailto:info@aretetechnology.in) Website: [www.aretetechnology.in](http://www.aretetechnology.in)

## 8. Annual Leave

- a. You will be entitled to any over time claim. You may be required to work periodically outside normal Work hours depending on the urgency of the work.

## 10. General Conditions

- a. You Shall not, at any time during the currency of this agreement, directly indirectly without prior written consent of the firm, engage or interest yourself whether for reward or gratuitously, in any work of business other than in respect of your duties of the firm.
- b. You shall not disclose, divulge or discuss at any time either during the currency of your employment or thereafter, any secret, transactions or information in or relative to our business, which come may come within your knowledge or possession in the course of your duties.
- c. You must comply with the company's instructions, rules and regulations as amended from time to time, however styled, which are in force or may be made.

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- 2 self photographs (passport sized, color photos).
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  - Proof of identity (any)
  - Previous company's all the documents (like offer letter, appointment letter, salary slip, resignation letter, acceptance letter, relieving letter, experience letter) (if applicable).

We welcome you to our organization and trust that we will form a healthy, satisfactory and mutually beneficial association.

Kindly confirm your acceptance by signing on the duplicate copy of this letter and return it to us

Yours Sincerely,

**Anand Shirsath**  
(Founder & CEO, Arete Technology & Aas Innovation)

\*Note: Your appointment will be effective on your joining date 1<sup>st</sup> July, 2017. Please contact us immediately if you require an alternate joining date. If you do not confirm your acceptance within 3 days from the date of issue of this offer, then this offer will be withdrawn.

I confirm acceptance of the terms and conditions as stated above.

I also confirm that I am in good health and am not suffering from any serious illness or physical disability.

Signature:-

Date:-



PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



Dated: 19<sup>th</sup> February 2017**OFFER LETTER**

To

**Ms. Harshada Shirole,**  
A/P Khandala, Shrirampur  
Ahmednagar, Maharashtra 413709.

This is with reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of **Trainee Developer** at our Pune office with effect from your joining date **12<sup>th</sup> June 2017**. For first six month your fixed pay would be **INR Rs. 1,80,000/-** per annum (Rupees One Lakh Eighty Thousand per annum on Cost to Company Basis). On successful completion of probation period of six months from your date of joining your fixed pay would be revised to **INR Rs. 2,16,000/-** per annum (Rupees Two Lakhs Sixteen Thousand per annum on Cost to Company Basis). Please Refer Annexure - I for CTC details.

The payment of your salary shall be subject to such statutory deductions as may be required in accordance with applicable legislation in force from time to time.

You will be based at our office in Pune. Detailed Appointment Letter stating the terms & conditions of employment will be issued at the time of your joining.

At the time of your joining you will be required to submit to our H.R. Department, a set of documents mentioned and appended as **Annexure - II** along with your original documents (Original document would be returned immediately after verification on date of joining), at the time of reporting for duties and hence you are advised to come prepared accordingly, without fail.

Please note that Krawler Information Pvt. Ltd reserves the right not to accept you into rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfil the requirements as specified in the checklist, particularly submission of documents in proof of your qualifications, experience, etc.

If you agree to all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning the duplicate copy of this letter duly signed by you or this Letter of Offer shall stand cancelled and revoked automatically.

If you receive/ have received the offer letter through email, please send your acceptance through a reply mail within two days from the date of receipt of the e mail or this Letter of Offer shall stand cancelled and revoked automatically.

We look forward for you to be a part of Krawler Information Systems Pvt. Ltd and you're joining our team and hope it is the beginning of a mutually fulfilling association.

  
PRINCIPAL

Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

**KRAWLER INFORMATION SYSTEMS PVT. LTD**



During the period of employment, the Company will be incurring considerable amount of time and expenses, skills and hard work in providing training and development program for the overall improvement and performance of the Employee. Also, it is anticipated that the Employee may receive certain or some of Company's confidential information during the period of his/her employment with the Company.

Considering the aforesaid, the Employee has assured to work for the Company for a minimum service period of 2 (two) years from the date of his/her appointment. Further, Employee has agreed with other terms and conditions of employment mentioned in Annexure III and Annexure IV.

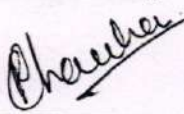
On the day of joining you will report to HR Team (Email id:- [hr@krawler.com](mailto:hr@krawler.com)) , Phone No:- 020-67257000) Address : Krawler Information Systems, Building No 1, Floor No 5, Office No 503, Commerzone, Samrat Ashoka Path, Off Airport Rd, Yerwada, Pune - 411006, Maharashtra.

Reporting Time: 9.00 AM

If you have any queries / clarifications regarding your offer or joining, please contact [hr@krawler.com](mailto:hr@krawler.com)

We welcome you to the Krawler family and wish you a successful career with us.

Yours sincerely,

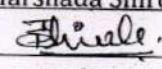


Rekha Chauhan (HR)  
Human Resource Department

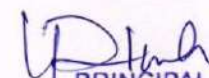
For Krawler Information Systems Pvt. Ltd.

Encl. : Acceptance Copy  
: Annexure I (CTC breakdown), Annexure II (Document Checklist)  
: Annexure III, Annexure IV  
CC : Personal File

**I have read and accept the terms and conditions of this offer letter:**

Name : Harshada Shirole  
Signature :   
Date : 19/02/2017



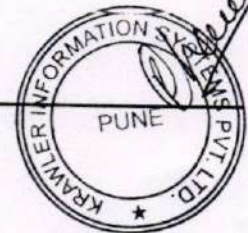
  
PRINCIPAL  
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College of Engineering  
Ahmednagar



Salary Annexure I		
Name	Harshada Shirole	
Designation	Trainee Developer	
Salary Components	Per Annum	Per Month
Basic	72000.00	6000.00
House Rent Allowance	28800.00	2400.00
Other Allowances	21024.00	1752.00
Conveyance Allowance	19200.00	1600.00
Statutory Bonus	19200.00	1600.00
Provident Fund (PF)	8640.00	720.00
ESIC	11136.00	928.00
<b>Fixed Pay</b>	<b>180,000.00</b>	<b>15,000.00</b>
CTC in words: Rupees One Lakh Eighty Thousand per Annum		
<p>The payment of your salary shall be subject to such statutory deductions as may be required in accordance with applicable legislation in force from time to time. Monthly deduction would be Provident Fund, Income Tax and Professional Tax, Medical Health Insurance coverage and ESIC. Compensation and benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.</p> <p>Salary reviews would be subject to your next performance review due in <b>April, 2019</b> accordance with company, at the sole discretion of the company, which would be prorated from your date of joining. There is no automatic entitlement to a salary increase.</p>		

I have read and accept the terms and conditions of this offer letter:

Name : Harshada Shirole  
 Signature : *Shirole*  
 Date : 19/02/2017



*V. V. Patil*  
 PRINCIPAL  
 Dr. Vithalrao Vikhe Patil  
 College of Engineering  
 Ahmednagar

## Annexure - II (Documents Submission)

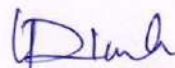
Documents required to be submitted at the time of joining:

1. Passport Size Photograph (Colored) - 3 nos
2. Copy of the Academic Certificate like HSC, Graduation, Post-Graduation or any other degree diploma courses.
3. Copy of Birth Certificate or High School Mark Sheet.
4. Copy of Other Certificate Courses (If any).
5. Copy of Previous Experience Certificate, Relieving Letter from all previous employer
6. Copy of last three salary slips from previous employer.
7. Copy of Address Proof both current address and permanent like License/ Passport / Voter-ID Card etc
8. Copy of Passport, Aadhar card and PAN card is mandatory.
9. Copy of Form 16/ Income Tax return / Tax certificate etc. and Professional Tax Proof (if any).
10. Previous company UAN.
11. Original documents for all above for verification purpose only of copies submitted.
12. Your monthly Salary and HDFC Salary Account will be processed after submission of Pan Card copy.

I have read and accept the terms and conditions of this offer letter:

Name : Harshada Shirole  
Signature : *Shirole*  
Date : 19/02/17



  
PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



### Annexure – III (Employment Details)

- First six months the designation will be "Trainee Developer".
- After completing six months from joining date the designation will be changed to "Krawler Platform Engineer" (This will be subject to completion of successful confirmation)
- First Appraisal would be effective after completing one year from the date of confirmation i.e after completing six months from joining date.
- The appraise salary arrears of the effective month would be processed in the month of April 2019 appraisal.
- First six months from joining date Rs. 15,000 per month salary would be paid.
- After completing six months from joining date Rs. 18,000 per month salary would be effective (This will be subject to completion of successful confirmation)
- In view of the above the Employee hereby undertakes that he/she shall not terminate his/her employment with the Company for a minimum period of 2(two) years from the date of the joining the Company.
- In case the Employee commits breach of any of the terms and conditions of the said agreement or this Bond or immediately terminates the said agreement prior to the expiration of 2(two) years or abandons its services, the employee shall be liable to pay liquidated damages of Rs. 2,00,000/- [Rupees Two Lakhs only].

#### Employment Structure:

- Joining Month: June'2017
- Six Months Completion from joining date i.e Confirmation: Dec'2017
- Completion of One Year from Confirmation: Dec'2018
- New Salary effective from Dec'2018 will be processed in April'2019 Performance Appraisal.

I have read and accept the terms and conditions of this offer letter:

Name : Harshada Shirole  
Signature : *Harshada Shirole*  
Date : 19/02/17



*V. A. Patil*  
PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

## Annexure – IV

### Hours of Work

The official work timings from Monday through Saturday at KRAWLER (the Company) are based on flexi hours policy. The Employee shall devote 9 (nine) working hours in the office on each day. However, on Saturday the timing differs for certain employees as under:

1. For any employee who has less than a year's experience Saturday is a full working day.
2. For any employee who has a minimum of one (1) year's experience but less than two (2) years' Saturday will be a half day.
3. For any employee having more than two (2) years of experience Saturday will be a weekly off.

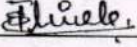
All employees are required to mandatorily remain in the office for a fixed period-time from 10:00 am to 4:00 pm (called "Core" period) to be marked present for any particular day. The employee must work for a minimum of 7 (seven) hours each day to be marked present for full day and 3.5 hours to be marked present for half day in case they are unable to complete day's working hours due to a valid reason. However the employee has to compensate for these incomplete working hours in the same month so as to maintain the official 9 working hours work timing.

### Appraisal

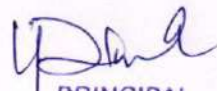
The salary appraisal would be effective after completing one year from the date of confirmation. The appraise salary arrears of the effective month would be processed in the month of April 2019.

---

I have read and accept the terms and conditions of this offer letter:

Name : Harshada Shirole  
Signature :   
Date : 19/02/17.



  
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College of Engineering  
Ahmednagar





PDVPCOE AHMEDNAGAR <placementpdvvp@gmail.com>

---

**Kindly coordinate with Pradeep Shinde from Pugalia for students joining dates**

---

sandeep rao@raoassociates.biz <sandeep rao@raoassociates.biz>

Mon, Jan 23, 2017 at 4:58 PM

To: placementpdvvp@gmail.com

This is the mobile number of Pradeep Shinde from Pugalia Woollen Mills P. Ltd 9004661519. The date of joining has to be confirmed by the college. Kindly update him regarding the selection of selected candidates.

Regards

Sandeep Rao Director  
Rao and Associates  
m: 8692944411 a: Mumbai  
s: www.raoassociates.biz  
e: sandeep rao@raoassociates.biz



  
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College of Engineering  
Ahmednagar

skp <skp@pugalia.com> 1:29 PM (2 hours ago)

to sandeep, me, kishorkale.iisc

Dear Prof Bhatt

Placement Cell

Dr V.K. Patil College

Ahmednagar

Dear Sir

We are pleased to confirm the following candidates who attended the Interview yesterday:

✓ Kiran Jamale      GFilz Supervisor

In addition we have shortlisted the following candidates and will induct them based on position availability,

✓ Vijay Rahane      In process Quality

✓ Rushikesh Ippalpelli      In Process Quality

Kindly do confirm back to us whether the candidates are ready to join the Company. They would start from Monday Jan 23, 2017

With warm regards,

Sanjayk Pugalia

CEO

Pugalia Woollen Mills P. Ltd

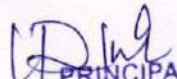
219 B Wing; Aarus Chambers

S.S. Amrutwar Marg

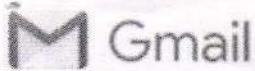
Behind Mahindra & Mahindra Towers

Worli, Mumbai 400 018 Boardline : +9122 66310041 Email: [skp@pugalia.com](mailto:skp@pugalia.com), Web: [www.pugalia.com](http://www.pugalia.com)



  
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PDVPCOE AHMEDNAGAR &lt;placementpdvvp@gmail.com&gt;

**Pugalia Woolen Mills Pvt. Ltd - Recruitment dirve**

PDVPCOE AHMEDNAGAR &lt;placementpdvvp@gmail.com&gt;

Tue, Jan 17, 2017 at 4:40 PM

To: sumit chandar <chandarsumit19@gmail.com>, yafaiabubakar@gmail.com, dipak sonawane <dipaksonawane9999@gmail.com>, SATISH ARKHADE <satisharkhade@gmail.com>, kiran more <kiranmore00111@gmail.com>, Kiran Jamale <jamalekiran@gmail.com>, Yogesh Kulkarni <yogkulkarni22@gmail.com>, GANESH KATKAR <ganeshkatkar1996@gmail.com>, yogesh barde <yogeshbarde123@gmail.com>, Gaurav Kapure <gkapure1996@gmail.com>, sirfan570@gmail.com, smita burkul <smitaburkul07@gmail.com>, Tasmiyabag@gmail.com, Shree Pathak <shreejeepathak43@gmail.com>, viju rahane <vijurahane@gmail.com>, Moreshwar Inamdar <moreshwarinamdar123@gmail.com>, sagar.ghotekar52@gmail.com, mnarad95@gmail.com

Dear Students,

Reference to the above mentioned subject, please note that you all are to be in the company for interview on **Wednesday, 18.01.2017 at 10 A.M. itself**. Please go through the company's web site, their products, and technology using. Keep ready the Bio data and documents for the verification during interview. All of them should present themselves in well dressed and presentable.

Address of the Company : Pugalia Woolen Mills Pvt. Ltd.  
B 52, MIDC Indl. Area,  
Behind Videocon Factory,  
Next to Autocluster, Ahmednagar.  
Ph. 0241 - 2777430

Contact Person : **Mr. Deepak Sharma.***There will different rounds of Interview . So please attend well prepared .***" I WISH YOU ALL BEST OF LUCK"**

With regards,

G.M. Bhat  
Training and Placement Officer  
Dr. Vithalrao Vikhe Patil College of Engineering, Ahmednagar  
Maharashtra  
Mobile-8554990213  
email: placementpdvvp@gmail.com

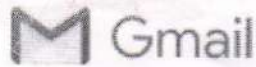


*V. V. Patil*  
PRINCIPAL  
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College of Engineering  
Ahmednagar









PDVPCOE AHMEDNAGAR &lt;placementpdvvp@gmail.com&gt;

**2017-16 Engineers Off Campus Openings at Pugalia Woollen Mills P. Ltd  
Ahmednagar on 18-01-2017**

sandeeprao@raoassociates.biz &lt;sandeeprao@raoassociates.biz&gt;

Sat, Jan 14, 2017 at 10:32 AM

To: placementpdvvp@gmail.com

Cc: kishorkale.iisc@gmail.com

Dear Sir,

Please find the mail trail for openings for 2017-16 students. Please make an excel sheet and mail me the details of students participating.

Regards

Sandeep Rao

Dear Sir

Campus is not possible. However you'll are welcome to send candidates for the following positions:

Ahmednagar Office: Wednesday 18th Jan 2017 Timing: 11 am to 4 pm

&gt;

> Position: 3

&gt;

>2) Asstt Manager QC

Education Qual: B.E (Any field) with consistent track record of 1st class right from 10th grade.

Good in maths and analyticals

Freshers with learning attitude and MOTIVATION are also OK

CTC: 1. 44 lakhs per annum

Timing : 8 am to 8 pm

2) We have the following vacancies in our Plant at Ahmednagar

&gt;

&gt; 1) Purchase Manager

&gt; Education Qual: Mechanical Engineer with consistent

&gt; track record of

&gt; 1st class right from 10th grade.

&gt;

&gt; Experience: Minimum 2 years of experience of Purchase of Industrial

&gt; Consumables and Spares.

&gt;

&gt; Ability to negotiate and cut costs in

&gt; current purchases is a must.

&gt; Should understand the concept of Purchase as profit head

&gt; and demonstrate the same.



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> package a must. Good knowledge of Excel and MS Office software  
> Must be able to communicate written and spoken English fluently.

> CTC: 2.50 lakhs per annum  
> (For Freshers with no hands on experience for similar  
> position CTC: 1.68 lacs)

> Position: Ahmednagar

> Timing : 9.30 am to 7 pm

> Interview Place:

> Pugalia Woollen Mills P. Ltd  
> B 52 MIDC Indtr Area  
> Behind: Videocon Factory  
> Next to Auto Cluster  
> Ahmednagar 414 111  
> Ph: 0241- 2777430

With regards

With warm regards

Sanjayk Pugalia

CEO

Pugalia Woollen Mills P. Ltd

219 B Wing; Aarus Chambers

S.S. Amrutwar Marg

Behind Mahindra & Mahindra Towers

Worli,

Mumbai 400 018

Boardline : +9122 66310041

Email: [skp@pugalia.com](mailto:skp@pugalia.com)

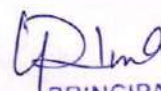
Web: [www.pugalia.com](http://www.pugalia.com)

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image001.gif  
33K



  
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College of Engineering  
Ahmednagar





# 'D' NET SYSTEMS

- ▶ TECH MANPOWER SERVICES / AMC'S
- ▶ SOFTWARE DEVELOPMENT & NETWORKING
- ▶ COMPUTER REPAIRING, COMPUTER TRAINING
- ▶ AUTOCAD, PRO 'E' CATIA-V5
- ▶ CONSULTANCY SERVICES
- ▶ SEMINAR / PROJECT REPORTS FOR ENGG. STUDENTS
- ▶ NETWORKING, SW DEVELOPMENT
- ▶ CONSULTANCY, MAINTENANCE

Office : Plot No. 108, Gajraj Nagar, Aurangabad Road, At Post Shendi (Jeur), Tal & Dist. Ahmednagar-414 003.  
Contact No. : 9423216483, 9423434885, E-mail ID : dnet\_systems@yahoo.co.in

No. D'NET/APPT

Date: 25/11/2019

To,

Mr. Ajinkya Balasaheb Amte  
Rahuri, Ahmednagar - 413705

**Subject:** Appointment for the post of 'Research Engineer'

We are pleased to inform you that, you are selected by the Management of 'D'NET SYSTEMS for the post of 'Research Engineer' with effect from **02/12/2019** for a period of **12 months**.

The following are the terms and conditions of your appointment:

**1) WORKING PLACE:**

Automotive Research Association of India (ARAI), Kothrud, Pune.

**2) NATURE OF WORK:**

'Automotive Research' at ARAI, Kothrud and office work as agreed by this firm.

**3) WORKING TIME:**

8.30 AM to 5.00 PM (**Monday to Friday**). You should take efforts to complete the given jobs within the normal working hours. In case of pending work or in case of urgency, it will be your responsibility to complete the same by working extra time.

**4) REMUNERATION:**

Your remuneration has been fixed as given below :

Basic Salary	:	Rs. 11225.00
Special Allowance	:	Rs. 8980.00
Gross Total	:	Rs. 20,205.00 per month.

**5) INCENTIVE:**

No incentive shall be given in terms of money, for whatsoever the reason may be.

**6) Weekly Holiday:**

Weekly and yearly holidays as applicable to ARAI, Kothrud, Pune.



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Ahmednagar



भारत सरकार  
रक्षा मंत्रालय  
रक्षा अनुसंधान तथा विकास संगठन  
वाहन अनुसंधान तथा विकास स्थापन  
वाहननगर डाकघर  
अहमदनगर - 414 006 (महाराष्ट्र)  
Phone - 0241 - 2544004



FAX - 0241 - 2548410

GOVERNMENT OF INDIA  
MINISTRY OF DEFENCE  
DEFENCE RES & DEV ORGN  
VEHICLES RESEARCH & DEV ESTT  
VAHANNAGAR PO  
AHMEDNAGAR - 414 006 (MS)  
E-mail [director@vrde.drdo.in](mailto:director@vrde.drdo.in)

No. VRDE/ESTT-II/APPR/71

Dt. 11 Feb 2019

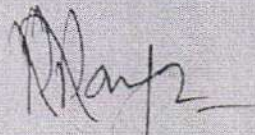
## CERTIFICATE

*This is to certify that **Shri AMATE AJINKYA BALASAHEB**, has joined this Establishment as Graduate Apprentice on 12/02/2018 (F/N). He has been relieved from Apprenticeship with effect from 11/02/2019 (A/N) on completion of his period of Apprenticeship.*


*During the Apprenticeship he has been paid Stipend as per rules of Board of Apprenticeship Training, Mumbai.*

***Shri AMATE AJINKYA BALASAHEB**, Graduate Apprentice bears a good moral character.*



  
Sc 'F'  
(R. Ranjan)  
For Director, VRDE



  
PRINCIPAL  
Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



# 'D' NET SYSTEMS

P.N.108, Gajrajnagar. Ahmednagar-414003

NAME : Ajinkya Balasaheb Amate

DESIGNATION : Research Engineer

Payslip for the month of : February 2020

PARTICULARS		AMT
Basic		11225
Other Allowance		8980
OT		1356
	Gross Salary	21561
Deductions		
P F		1800
Professional Tax		300
ESIC		152
Transportation Charges		200
Total Deductions		2452
Net Salary		19110

for (D'NET SYSTEMS)



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

Authorised Signature

Signature of the Employee



Ref. P&IR/AUDO/Appt

**Shri.Rahul Rameshchandra Bobade**  
Mauli Niwas, Near Ram Mandir  
A/p Tirthpuri Tq Ghansawangi  
Dist Jalna-431209

Dear Sir,

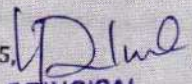
**Re. : Your appointment as ASSISTANT**

1. We are pleased to inform you that on the basis of your application in response to our recruitment notification dated 27/08/2019, you have been considered eligible to be appointed as Assistant on probation in the scale of Rs.14435-840(1)-15275-915(2)-17105-1030(5)-22255-1195(2)-24645-1455(3)-29010-1510(2)-32030-1610(5)-40080. Your initial Basic Pay will be Rs.14,435/- per month only. You will be covered under Defined Contribution Pension Scheme of the Corporation.
2. Over and above the Basic Pay mentioned in para 1 above, you will be paid such allowance as may be applicable to the employees of the Corporation from time to time.
3. Your appointment shall be governed by the Life Insurance Corporation of India (Staff) Regulations, 1960, the rules framed by the Central Government under Section 48 of the L.I.C. Act 1956, the rules of the Corporation and such instructions and/or orders that may be issued to you orally or in writing from time to time.
4. You will be required to perform the jobs of Assistant, Cashier, Single Window Operator, Customer Service Executive, etc. as and when required by the Office.
5. You will be on probation for a period of 6 months from the date of your joining. You will be required to undergo training for 3 months, consisting of 2 weeks theoretical training at Aurangabad Divisional Office and 2½ months practical training at the Branch Office, where you will be posted.

औरंगाबाद मण्डल कार्यालय-कार्मिक एवं औसं विभाग, जीवन प्रकाश भवन, अदालत रोड, औरंगाबाद, महाराष्ट्र- 431005.  
दूरभाष : 0240-2322337; pir.aurangabad@licindia.com

P&IR Department, Divisional Office, Jeevan Prakash Building, Adalat Road, Aurangabad-Maharashtra- 431005.  
Tel: 0240-2322337; Email: pir.aurangabad@licindia.com



  
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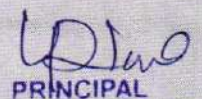


6. During the period of probation, which may be extended by another 6 months, you are liable to be discharged without notice as per Rule 14 (4) of the LIC of India (Staff) Regulations, 1960.
7. Please note that your normal Retirement Age shall be 60 years.
8. On the basis of the documentary evidence produced by you indicating your subcaste, you are treated as a candidate belonging to Economically Weaker Sections (SC/ST/OBC/EWS). You are required to inform the Appointing Authority about the change, if any, immediately after any change in your caste status as stated above. Your above appointment is provisional and subject to community certificate being verified through proper channels. On verification, if it is revealed anytime that your claim that you belong to Economically Weaker Sections is false, your services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of false certificates.
9. Your confirmation in the services of the Corporation will be subject to satisfactory performance during the period of probation as stated above.
10. Your daily working hours excluding lunch interval will be 6¼ hours on all working days. Subject to this limit your actual working hours will be prescribed by the office from time to time.
11. If more than one shift is working, you will be liable to be transferred from one shift to another.
12. Please note that you will be entitled to travelling allowances as per rules, for your journey from the place of theoretical training to the Branch where you will be posted for practical training. In case theoretical training is given after your initial appointment but while on probation you will be entitled to travelling expenses as per rules for your to and fro journey from the office in which you are undergoing practical training to the place of training. However, no daily allowance will be paid to you for your stay at the place of training during the training period.

औरंगाबाद मण्डल कार्यालय-कार्मिक एवं औसं विभाग, जीवन प्रकाश भवन, अदालत रोड, औरंगाबाद, महाराष्ट्र- 431005.  
दूरभाष : 0240-2322337; pir.aurangabad@licindia.com

P&IR Department, Divisional Office, Jeevan Prakash Building, Adalat Road, Aurangabad, Maharashtra- 431005,  
Tel: 0240-2322337; Email: pir.aurangabad@licindia.com



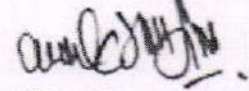
  
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13. You will not be entitled to any travelling allowance for taking up your duties at the place where are now being posted.
14. You are liable to be transferred anywhere in India where the Corporation has its offices.
15. You will not be allowed to undertake any part-time studies unless sanctioned in writing by the authority competent to give such permission. Any prosecution of the part-time studies, if permitted, shall always be subject to office exigencies and no claim for leave for preparation shall be made on the ground that such part-time studies were undertaken by you on or prior to your joining the Corporation or that permission was given for the same by the authority competent to do so.
16. Corporation follows a Zero tolerance policy in relation to frauds (Anti Fraud Policy) and mandates utmost integrity and good personal conduct by its employees to safeguard its interests including interest of Policyholders. Any indulgence into said activity may result in Removal/Dismissal of the employee from the services of the Corporation as per provisions of Staff Regulations, 1960.
17. On your joining the Corporation as an Assistant, you are required to be a member of the Corporation's Group Insurance Scheme 2004 for Class III employees and New Group Insurance Scheme. On confirmation, you are required to be a member of the reimbursement of Hospitalization Expenses Scheme (otherwise known as Group Mediclaim Scheme, 1988) introduced for the benefit of employees.
18. If the terms herein above offered are acceptable to you, you are required to report to duty at the Aurangabad Divisional Office on 07/02/2020. Your theoretical training will commence from 10/02/2020 at Aurangabad Divisional Office. Your place of posting will be informed to you before / at the end of the theoretical training period.

Yours faithfully



Senior Divisional Manager

Date: 07/02/2020


Place: Aurangabad

औरंगाबाद मण्डल कार्यालय-कार्मिक एवं औसं विभाग, जीवन प्रकाश भवन, अदालत रोड, औरंगाबाद, महाराष्ट्र- 431005.

दूरभाष : 0240-2322337; pir.aurangabad@licindia.com

P&IR Department, Divisional Office, Jeevan Prakash Building, Adalat Road, Aurangabad-Maharashtra- 431005.  
Tel: 0240-2322337; Email: pir.aurangabad@licindia.com



  
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College of Engineering  
Ahmednagar



Mr. Aniket Bhalerao  
Mumbai.

**PRIVATE AND CONFIDENTIAL**

**Letter of Appointment**

Dear Aniket,

We have pleasure in appointing you as a **Data Scientist** with effect from **August 14<sup>th</sup>, 2019** in our organization.

**1. Remuneration:** - Your detailed breakup of the salary is stated in Annexure I attached to this letter. You will be responsible for all tax liabilities arising out of payments pursuant to your employment with the company.

**2. Medical Coverage:** - You will be covered under the Group Mediclaim Insurance plan of the Company.

**3. Probation:** - Your probation period will be for a period of three months from the date of joining the Company. The probation period may be extended by the company, at its sole discretion, based on performance/ conduct of the employee. We follow a policy of 'confirmation by default, so the employee services are deemed to be confirmed at the end of probation period unless you receive intimation to the contrary. During the probation period, your services are liable for termination at any time without any notice in writing or payment in lieu thereof. The Company may not assign any reason for such termination, which shall be at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation or any other payment on that account.

**4. Leave and workings hours:** - The year of calculation of leave would be the Financial year from April - March. All confirmed employees shall be eligible for 21 days leaves. No leaves can be taken during probation period. If done so would result in salary deduction for that day. Unused leaves shall not be carried forward and only up to 7 Paid leaves can be encashed at the end of the financial year. The employee shall report to work as per the company requirement/norms, informed by the immediate supervisor. If required, the employee is expected to work in shifts.

**5. Confidentiality:** - Employee must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the public and which may be learnt by you during your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records, software prototypes, code and other documents containing such Confidential



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Supa - 414 301, Dist. Ahmednagar (MS)

☎ 94215 80858, 751760 1111  
✉ triumphtechnocrat@gmail.com



**TRIUMPH  
TECHNOCRAT**

An ISO 9001 : 2015 Company

## OFFER LETTER

DATE: 21/06/2018

TO,

Ganesh Sampat Gadakh,

At Post – Vambori, Tal- Rahuri,

Dist. -Ahmednagar. 413704.

This is a reference to the interview you had with us. We Are pleased to let you know that you will be a member of our team. We are happy to offer you a position of "Site civil Engineer.

We except you to join us on or before July 1<sup>st</sup> 2018. please note that this offer is applicable subject to your signing and returning the photocopy of this letter within ten working Days.

We welcome you and are overjoyed that you have chosen to be part of our team. We hope your relationship with us will be mutually beneficial, pleasant and fulfilling.

Fowling Document Are Required:

- Copies of Educational Certification.
- Copies of Professional qualification Certification.
- Relieving order for previous company.
- Copies of Pan Card, Aadhar Card, and Passbook of personal bank Account are mandatory.
- Proof of residence.
- 2 resent passport size Photographs.

Yours Truly,

For Vikas Mate.

Triumph Technocrat

HR & Admin



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College of Engineering  
Ahmednagar



# UKL

**UNI KLINGER LIMITED**

AN ISO 9001:2008 COMPANY  
& PED ( 97/23/EC ) CERTIFIED  
Fluid Control Division

Ref: UKL/HR/APPOINTMENT/RVB/2016

Date: 07<sup>th</sup> January, 2016

Mr. Rohan Vyankatesh Bura  
4238, Gouri Ghumat Anandi,  
Bazar, Ahmednagar -4114001.

**SUB: APPOINTMENT LETTER**

Dear Mr. Rohan,

With reference to your application dated **07<sup>th</sup> January, 2016** and subsequent interview held with us, we accept your offer to engage you as a Trainee, on the following

**TERMS AND CONDITIONS**

1. You will be paid stipend of Rs. 9000/- per month. As a trainee, you will not be entitled to any other benefit/privilege available to the other employees such as bonus, PF, ESIC etc.
2. Be it clearly understood and agreed that as a trainee, you will not have any lien or right on the regular job, either during the initial or the extended period of training even if there is a vacancy.
3. The initial period of your training is for 6 (six) months from the date of your joining which will come to an automatic end on the expiry of the training period. If your progress and interest in training is not found to be satisfactory, your training will be terminated purely at the discretion of the Management without stating any reasons.
4. This appointment is further subject to verification of the particulars given by you on your application form. In case any particular/particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.
5. The management will expect you to work in the section in which you are placed with a high standard of discipline, initiative, efficiency and economy.

A Joint Venture Company of Klinger AG., Switzerland and Neterwala Group of Companies, India.

**Central Sales Office:**

Sc1, 5th Flr., Kohinoor Estate,  
Mumbai-Pune Highway,  
Khadki, Pune - 411 003  
India.

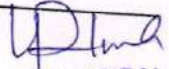
Tel : +91 20 4102 3000  
Fax : +91 20 4102 3001  
e mail : salescso@uniklinger.com

Regd. Office : Liberty Bldg., 3rd Flr., New Marine Lines, Mumbai - 400 020, India Tel: +91 22 2206 6231/61 Fax : +91 22 2208 2113  
CIN : U31909MH1983PLC029134  
www.uniklinger.com

**Factory (FCD):**

C - 37, M.I.D.C.,  
Ahmednagar - 414 111,  
Maharashtra,  
India.

Tel : +91 241 2779041  
Fax : +91 241 2777 294  
e mail : fcdworks@uniklinger.com

  
**PRINCIPAL**  
**Dr Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**






6. You will devote your whole time to the work of the Management and will not undertake any other direct/indirect business or work, honorary or remuneratory, except with the written permission of the Management.
7. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of administrative and /or organizational matters, whether of confidential or secret nature that may become known to you for being associated with our company as a trainee.
8. You may be liable to be posted / transferred to any Unit/Branch, Shift, and Section/Department of the establishment as existing at the time of transfer.
9. Notwithstanding any of the clauses of this letter of appointment, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
10. You will have to work in any shift given by the management according to the production targets.
11. Your appointment is subject to your producing all the documentary evidence and certificates (in original) for your age and qualifications as stated by you in the employment application.
12. You will be subject to medical check-ups at regular intervals as per the rules of the Company and your continuance in service will depend upon you being medically fit.
13. Besides public holidays announced by the Company (Currently 8 days per year), you will be entitled for a maximum of 1 day leave per month. You will be governed by working hour rules of the Company.
14. For the further purposes of our records, your date of Birth as per company's records is 19<sup>th</sup> July, 1997 and your permanent address is 4238, Gouri Ghumat Anandi Bazar Ahmednagar, 414001.

If you accept the above terms, you are required to return the carbon copy of this letter of appointment duly signed by you in token of your acceptance within one week and report for duty along with two copies of your latest photograph of passport size.

**For UNI KLINGER LIMITED**

  
**Priyadarshani Vaigankar**  
**Head OF HR**



  
**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**





Ref No : HTL/Jul18/Delivery-PES/92719

July 17, 2018

Ms.Neha Munot,  
D-22 PREMDAN HUDCO,  
SAVEDI,  
AHMEDNAGAR-414003.

Dear Neha,

We refer to your candidature and to our discussions. We are pleased to offer you an appointment in our organization. Welcome onboard as a HiTechian!

Your designation will be Graduate Engineer Trainee. Your base location will be Pune unless notified otherwise.

The details of the Compensation package offered to you are given in Annexure - A.

Your employment will be governed by terms and conditions (Annexure - B) and you will have to sign a Non-Compete, Non-Solicit & Non-Disclosure Agreement (Annexure-C).

The documentation necessary at the time of your joining is listed in Annexure - D.

We look forward to having you on-board on or before August 01, 2018.

Please convey your acceptance of this offer within 7 days of receiving this offer. This offer will stand automatically withdrawn if we do not hear from you within those 7 days or your failure to report for joining on August 01, 2018 as the case may be.

We welcome you to Hinduja Tech Limited and looking forward to a long and mutually beneficial association.

PS: By your acceptance of this letter you acknowledge that all terms that have been discussed and agreed with you (either written or orally) during the selection process has been included in this letter.

For Hinduja Tech Limited.,

Peter Stephenson  
Assistant Vice President - HR



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Dr Vitthalrao Vikhe Patil  
College of Engineering  
Ahmednagar

Hinduja Tech Limited (Formerly Defence Technologies Limited)  
Regd. and Corp. Office: SKCL "Trilon Square", Unit No. C3 to C7, TVK Industrial Estate, Guindy, Chennai - 600 032  
Phone: +91 44 3023 1000 Fax: +91 44 3023 1330 Website: www.hindujatech.com Email: info@hindujatech.com  
CIN: U72400TN2009PLC072067





To:

10<sup>th</sup> June 2019

Roshan Kadam,  
Kondwa,  
Pune - 411 046

Subject: Appointment Letter

We are pleased to offer you employment with our organization as 'Junior Software Engineer'.

Your gross monthly salary will be INR 15000.00 [Rupees Fifteen Thousand Only], effective 10<sup>th</sup> June 2019. Applicable TDS would be deducted from the monthly gross salary, if any.

You will have probation period of six (6) months and on successful completion of probation, your services will be confirmed. Your monthly salary will be revised to INR 18000.00 [Rupees Eighteen Thousand Only] from subsequent month of your conformation.

There will be five (5) working days from Monday to Friday. The office timings are from 1000 am to 0700 pm.

You will have notice period of two (2) months.

In case of project delivery commitment, you may have to work for extra hours to complete the task in time. You should not disclose any information about project/product being developed or already developed to anyone outside organization without specific consent from the company.

You agree to give your commitment for minimum 1 year from date of confirmation.

We are looking forward for long term continuation of your services.

Thanking you,

*Anagha Kulkarni*

Anagha KULKARNI  
Managing Partner  
Sanjali Consultants LLP

Pune  
10<sup>th</sup> June 2019



*Dr. Vithalrao Vikhe Patil*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20195190266/Pune**  
**Date: 18/10/2019**

Ms. Kunjala Pravin Shah  
803b, 8th Floor, A BuildingKopre Gavthan Society,  
Karvenagar,  
Pune-411502,  
Maharashtra.  
Tel# 91-9767999933

Dear Kunjala Pravin Shah,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20195190266**


**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

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

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

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

TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com

  
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**Dr Vitthalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**





# EPITOME COMPONENTS PVT. LTD.

( Formerly Known as Epitome components LTD )

REF: ECPL/HR

DATE: 11/06/2019

To,  
Mr. Akash Ashokan Nair  
Flat No.2, Shreenath Dwarka Complex  
Nagar Solapur Road, Wakodi Fata  
Distt Ahmednagar

**Sub: Appointment Letter.**

Dear,  
Mr. Aakash,

The management is pleased to inform you that you have been selected as a "Trainee - Technician" on the following *Terms & Conditions*:

- 1) Your training period will commence from **11.06.2019** and end on **10.06.2020**.
- 2) You will be paid a stipend of Rs.10,500/- per month, including supa allowance while under training you will not be entitled to any other allowance or monetary benefits. The allowance is applicable only for working in Supa Plant.
- 3) On successful completion of the training of which the Management will be the sole judge, you will be appointed on Probation in a suitable grade depending upon the vacancies and your performance during the training period. However, the Management will not be obliged to appoint you after the training period.
- 4) You may be required to work anywhere in India.
- 5) You will abide by the rules and regulations made by the Management from time to time and carry out the instructions given to you by the Management.
- 6) If in case you wish to discontinue your service you have to give one month advance notice to HR Dept. for smooth functioning. Also even management can terminate your services by giving you one month notice or one month's pay.

Please sign the duplicate of this letter in token of having accepted the appointment on terms and conditions stipulated above.

We look forward for a long happy association together.

For EPITOME COMPONENTS PVT LIMITED.

Managing Director



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar

CORPORATE OFFICE : G- 17, MIDC, Ahmednagar- 414111. Maharashtra  
TEL - 91-241-2777681/4, FAX - 91-241-2778241, E-Mail : [finance@epitomeindia.com](mailto:finance@epitomeindia.com)  
Plant Address : G-17, C-40, MIDC, AHMEDNAGAR.  
A-20/1, SUPA MIDC, VILLAGE - HANGA, TAL - PARNER, DIST. AHMEDNAGAR 414301  
CIN: U32106PN1994PTC080977 E- Mail : [accounts@epitomeindia.com](mailto:accounts@epitomeindia.com)  
TEL : 02485-213133/36 Web site: [www.epitomeindia.com](http://www.epitomeindia.com)





Shubham Jadhav &lt;jhadavshubham2277@gmail.com&gt;

## Interview Result at BYJU'S

2 messages

Akash Chandrakar &lt;akash.chandrakar+14208@byjus.com&gt;

Reply-To: akash.chandrakar+14208@byjus.com

To: jhadavshubham2277@gmail.com

15 November 2019 at 12:07



# Congratulations

Dear Shubham Avinash Jadhav,

Congratulations!! We are thrilled to inform that you have been selected for the position of Business Development Trainee at BYJU'S – The Learning App.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining: 11/21/2019

Joining Location: Pune: 4th floor, Pentagon 5, Magarpatta City Township Hadapsar, Pune - 411028

Role Location: Solapur

Fixed CTC during training (not inclusive of incentives): INR 300000

CTC post successful completion of Training: INR 10,00,000 (7 LPA fixed + 3 LPA variable)

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a duration of 3 months. The first 4 weeks of this training will be held at your joining location. Thereafter, the remaining 8 weeks will be On-the-Job training at your role location. You will rigorously be monitored on your input and output parameters during your training program. Your incentives will be applicable from the start of your training.

Only on successful completion of training based upon clearing company's expected parameters will you be converted to the position of Business Development Associate (BDA) with Byjus Learning App at a 10 LPA (7+3) package.

Further details:

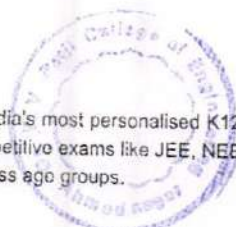
Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note without completing the above registration and receiving the offer letter, you are not supposed to report on the date of joining.
3. Company will provide accommodation while you are working or training outside of your work/role location.
4. Your training performance will be thoroughly evaluated during your first 12 weeks with us as that will be an incubation period for your new role.
5. Business formal or business casual attire is mandatory.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to



*[Signature]*  
PRINCIPAL

Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





**Persistent**

Reference: Persistent/Campus/0.1

**Confidential**  
**CONTRACT OF APPRENTICESHIP**

This **Contract of Apprenticeship ("Agreement")** made the Third day of December (month) two thousand and nineteen (year) between **Ms. Trupti Sali** residing at Nagar-kalyan road ,bhavnarushi society, 414001 (hereinafter referred to as "Apprentice"/"You"/"Your") and **Persistent Systems Limited ("Company"/"Persistent")** having registered office at **Bhageerath, 402 E, Senapati Bapat Road Pune 411016**

**1. Term and Work Location**

In consideration of the covenants by the Apprentice hereinafter contained, the Company agrees to engage Apprentice for the term of **one year** from the Nineteenth December Two Thousand and Nineteen till Eighteenth December Two Thousand and Twenty, ("Term"), (unless terminated or absorbed into the Company earlier as per the provisions of the Apprentices Act 1961), at its office located at **Bhageerath, 402 E, Senapati Bapat Road Pune 411016** or at any other office of the Company, at Company's discretion subject to Company policies and as communicated by the Company from time to time.

The Apprentice hereby voluntarily agrees to undergo the Apprenticeship training with the Company.

During Apprentice's Term with the Company, the Apprentice shall undergo practical training in the area of Software Engineering and as may be deemed fit by the Company and as per the business needs. The Company encourages the Apprentice to sharpen and enhance their competencies by providing various roles to the Apprentice during the Term.

**2. Stipend**

You will receive stipend of **Rs.9000 (Nine Thousand Only)** per month.

The Stipend paid to an Apprentice hereunder shall be fixed during the Term unless the standards are modified by the Board of Apprenticeship and Training or due to the amendment of applicable law.

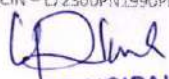
**3. Obligations, representations and covenants of the Apprentice**

The Apprentice represents to the Company as follows:

- (a) That he/she shall at all times during the Term, perform his functions diligently and conscientiously, attend the practical training regularly and follow the lawful orders, reasonable instructions given by the Company and his/her superiors.
- (b) That he /she shall at all times during the Term, carry out his/her obligations under this Agreement.
- (c) That he/she shall at all times during the Term, maintain records of the work carried out during the Term, as may be prescribed.
- (d) That the information, documentation produced by the Apprentice at the time of joining as well as during the apprenticeship training is/shall be true and correct.
- (e) By executing this Agreement, the Apprentice hereby gives unconditional consent to the Company and/or its authorized person or agency to carry out the background check and take all necessary actions to verify the

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 6703 30000 | Fax: +91 (20) 6703 009 CIN - L72300PN1990PLC056696  
Persistent Systems Inc. . 2055 Laurelwood Rd, Suite 210, Santa Clara, CA 95050 USA | Tel: +1 (408) 216 7010  
CIN - L72300PN1990PLC056696 | Fax - +91 (20) 6703 0009 | e-mail - info@persistent.com | Website - www.persistent.com



  
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**Dr. Vithalrao Vikhe Patil**  
**College of Engineering**  
**Ahmednagar**





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## 6. Settlement of Disputes

Any disagreement or dispute between Company and the Apprentice arising out of the Agreement shall be referred to the authorized Apprenticeship Adviser for decisions. Efforts should be taken by both, the Company and the Apprentice, to resolve the disputes and/or disagreement mutually and amicably, upon good faith discussions, amongst each other, prior to approaching the Apprenticeship Advisor as prescribed under the Apprentices Act 1961 as amended.

This Agreement shall be construed and governed by the laws of India without conflict of laws principle and in the courts of Pune, Maharashtra, India.

## 7. Employment not guaranteed post Apprenticeship training

The Company and the Apprentice agree that it shall not be obligatory on the part of the Company to offer any employment to the Apprentice or extension of training period upon completing the Term of the training in the Company, nor shall it be obligatory on the part of the Apprentice to accept an employment under the Company.

The Company and the Apprentice understand and agree that, save as otherwise provided in the Apprentices Act, 1961, the Apprentice is a trainee and not a worker, and the provisions of any law with respect to labour shall not apply to the Apprentice.

## 8. Recovery of Expenses

Any expenses incurred by the Company due to the fault of the Apprentice shall be recovered from the Apprentice.

## 9. Termination

The Contract of Apprentice can be terminated by either party by giving the other party **1 (ONE) months'** written notice.

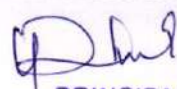
The Company can terminate the Apprentice service, subject to the terms under the Apprenticeship Act 1961 and Rules made thereunder, in case the Agreement is terminated on the grounds of

- (i) Breach of confidentiality or IP related obligations
- (ii) Violation of law
- (iii) Gross misconduct
- (iv) Material breach of Company policy, on the part of the Apprentice
- (v) As specified in the Apprentices Act 1961 and Rules thereunder

## 10. Rules and Regulations

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



  
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**College of Engineering**  
**Ahmednagar**





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**16. No Conflict**

You represent and warrant that execution of this Agreement by you shall not cause any conflict with (i) any other agreement that you may have entered into or (ii) any obligation that you may be bound to.

**17. The provisions of the Apprentice Act 1961 shall apply notwithstanding any contrary provision under this Agreement.**

The Apprentice hereby declares that the Apprentice has read the contents of the Agreement, and agree to abide by all the provisions made thereunder.

**18. Joining Formalities**

Kindly contact **Ankita Pawar (Ph. No.- +91-20-66965052)** on the date of joining. We request you to report at 9:00 AM at the address mentioned below for completion of joining formalities.

**Persistent Systems Limited**

**Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjewadi, Pune, Maharashtra, India 411057.**

To facilitate further planning before joining the Company as an apprentice, please email a copy of your resume to **campus@persistent.com** if e-copy is not submitted earlier.


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

As token of your acceptance of this offer of apprenticeship, kindly send an email confirmation to **campus@persistent.co.in**. Also, on the day of your joining, kindly sign and handover copy of this letter to **Siddharth Pendse** at **siddharth\_pendse@persistent.com, +91-20-67035799**.

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

Sincerely,

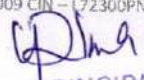
**For Persistent Systems Limited**

  
Name: **Kalpana Kudlingar**

Designation : **Head – Campus Talent Acquisition**

Title:



  
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**Ahmednagar**



**Pre - Engineer Structures  
Manufacturing & Infrastructure**

Turnkey Basis Industrial Projects (PEB, CIVIL & MEP)

B-68, Supa MIDC, Nagar-Pune Road,  
Supa - 414 301, Dist. Ahmednagar (MS)

☎ 94215 80858, 751760 1111  
✉ triumphtechnocrat@gmail.com



**TRIUMPH  
TECHNOCRAT**

An ISO 9001 : 2015 Company

## OFFER LETTER

DATE: 21/08/2019

TO,

Vikram Ankush Gaikwad

At Post – Chimbhale, Tal- Shrigonda,  
Dist. -Ahmednagar.

This is a reference to the interview you had with us. We Are pleased to let you know that you will be a member of our team. We are happy to offer you a position of "Site civil Engineer.

We except you to join us on or before Sep 1<sup>st</sup> 2018. please note that this offer is applicable subject to your signing and returning the photocopy of this letter within ten working Days.

We welcome you and are overjoyed that you have chosen to be part of our team. We hope your relationship with us will be mutually beneficial, pleasant and fulfilling.

Fowling Document Are Required:

- Copies of Educational Certification.
- Copies of Professional qualification Certification.
- Relieving order for previous company.
- Copies of Pan Card, Aadhar Card, and Passbook of personal bank Account are mandatory.
- Proof of residence.
- 2 resent passport size Photographs.

Yours Truly,

For Vikas Mate.

Triumph Technocrat

HR & Admin



**PRINCIPAL**  
Dr. Viltharao Vikhe Patil  
College of Engineering  
Ahmednagar





Ref: TCSL/DT20195336186/1277276/Pune  
Date: 12 August 2019

MR. INDRAJEET SHYAMRAO PATIL  
Patil Niwas, Neharu Maidan, Vambori, Tal- Rahuri, Dist.- Ahmednagar null,  
Neharu Maidan, Ahmednagar,  
Maharashtra-413704.  
Tel# 918999870020

**Sub: Joining Letter**

Dear Mr. Indrajeet Shyamrao Patil,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **09th September 2019** and your training location is **Ahmedabad**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services

IT/ITES SEZ.,

PLOT # 41, Gandhinagar, Gujarat,

Ahemdabad, Gujrat-382009.

(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Vineet Yogeshbhai Kakkad

Phone: 07961707188

Email Id: vineet.kakkad@tcs.com

(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Akruti Business Port Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India

Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com

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

Page | 1



*[Signature]*  
PRINCIPAL

Dr Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20195204970/Pune**  
**Date: 18/10/2019**

Mr. Rohan Suresh Nikam  
698Kosht Galli,  
Kharda,  
Ahmednagar-413204,  
Maharashtra.  
Tel# 91-9309963837

Dear Rohan Suresh Nikam,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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**TCSL/DT20195204970**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**


Niyati Tiara, Ground Floor, S.No 103/A/1/129, CIS-496, Nagar Road, Yerwada, Pune 411 006 India

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

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

TCS Careers Serviceline/ 1800 209 31 11 Email: careers@tcs.com



  
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**College of Engineering**  
**Ahmednagar**





# Kaizen Engineers

ISO 9001:2015 & IATF 16949:2016

Manufacturing & Design of Automobile Seating Systems, Seat Frames, Press Parts & Fabrication

B-75, MID C, Ahmednagar 414 111 ✉ Factory - (0241) 2419671, 2419673

Email : [vinigate@ediffmail.com](mailto:vinigate@ediffmail.com), website : [www.kaizengroup.co.in](http://www.kaizengroup.co.in)

Ref No

## Appointment Letter

Date

Date :-01/07/2019

Dear, Mr. Vyavhare Balasheb Lahu.

We have pleasure in appointing you as "Trainee Maintenance Executive" in our organization w.e.f. 01-07-2019 for the period of 1 year.

Terms & Conditions are as follows:

1. You will be paid a consolidated Training stipend of Rs. 12002/- (In words Rs. Twelve Thousand Two Rupee Only) per month. During this period, you will not be entitled to any other payment, benefits, allowance etc. and the stipend payable herein shall be all inclusive.
2. Your services are transferable at short notice to any branch, of our sister concern etc. belonging to the Company in India. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
3. Although you normal work will consist of duties assigned to you in the capacity as mentioned above, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within your capacity and ability to discharge and you will forthwith undertake to discharge those duties with diligence and care.
4. During your employment, you will be subject to the Standing Orders and or service regulations applicable from time to time to the establishment where you are required to work. Your other services conditions will be the same as for the employees in your category in the organization.
5. During the period of Training your services can be terminated without any notice if your performance, behavior is not found satisfactory.

Yours faithfully,  
For Kaizen Engineers



*Balasheb Lahu*

Accepted

(Vyavhare Balasheb Lahu)



*Dr. Vithalrao Vikhe Patil*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



Continue...

6. During the continuance of your employment and thereafter you will keep all secrets and will not divulge to any person, firm or company whatsoever (other than to the Directors of the company or any of their authorized representatives). Your salary, increments and emoluments, as also all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the company or any of its associates or branches their customers and suppliers.
7. Upon termination of your employment, you will return to the company all tools, papers, drawings, literature, documents and any other articles and or copies thereof belonging to the company which may at that time be in your possession.
8. You will not, during the continuance of your employment undertake nor carry on either alone or in partnership, nor be directly or indirectly employed or concerned with its principal agent, servant or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties with us.
9. The Company may terminate your service by giving you one month notice or salary in lieu of notice provided however that no notice or salary in lieu of notice will be required to be given in case your services are terminated for any misconduct. Should you however desire to sever connection with the Company after confirmation it will be necessary for you to give one month's notice to the Company of your intention to do so.
10. The appointment is subject to medical fitness certificate to be obtained from our Company's doctor.

Please return the duplicate of this letter duly signed in acceptance.

Yours faithfully,  
For Kaizen Engineers



(Signature)  
Accepted  
(Vyavahare Bataishah Labu)



PRINCIPAL  
Dr. Vitthalrao Vithal Patil  
College of Engineering  
Ahmednagar





IndianOil

Western Region, Marketing Division

Ref. No.: HR/ER/Apprentice-2019-2

Date: 31.03.2019

To,

**BHALERAO MAROTI NIVRUTTI**

Darephal

DAREPHAL

Darephal

**MAHARASHTRA-431512**


Sub: Engagement of **Technician Apprentice - MECHANICAL** as per Apprentice Act 1961

Dear Shri/Ms **BHALERAO MAROTI NIVRUTTI**

With reference to the Written Test and Personal Interview held for engagement as **Technician Apprentice - MECHANICAL**, we are pleased to engage you as in the **MECHANICAL** discipline at **BULK PETROLEUM DEPOT, WARDHA ROAD, KHAPRI, NAGPUR 441 108** under The Apprentices Act, 1961 (as amended from time to time) on the following terms and conditions:-

1. You shall be given training in accordance with the provisions of the Apprentice Act, 1961 (as amended from time to time) for a period of **12 Months**. During this period of training, periodical tests will be conducted. Upon successful completion of Apprentice period, the contract shall stand terminated.
2. During the Apprentice Period, you shall be paid a minimum stipend of **Rs. 10,453/-** per month for 12 months, which shall be revised according to the revision of wages done by Central Government/State Government from time to time.
3. You shall enter into a contract of Apprenticeship, which shall be registered with the Board of Apprenticeship Training under the aegis of Ministry of Human Resource Development/Regional Directorate of Apprenticeship Training under the aegis of Ministry of Skill Development and Entrepreneurship.
4. You shall be an apprentice not the worker; however, you shall be covered under the Certified Standing Orders applicable to workmen of Marketing Division, IOCL. You shall abide by the rules/regulations of the company in the matter of discipline & safety.
5. You shall have to submit an undertaking at the time of joining to the fact that you have not undergone Apprentice training under Apprentice Act, 1961 (as amended from time to time) and rules framed there under in the same field, i.e., (Discipline - **MECHANICAL**).
6. The offer engagement as Trade is valid only in case the following eligibility criteria is fulfilled :-
  - i. You have not undergone an Apprentice Training earlier or are not pursuing the Apprenticeship anywhere in India on the date of issue of the letter.
  - ii. You are not facing a prosecution in any court of law for any serious criminal offence.
  - iii. **FOR TECHNICIAN APPRENTICES ONLY** - You should not have completed three years after passing of the qualifying examination as on 31.01.2019. You do not have a work experience of more than one year as on 31.01.2019.
7. The following leave shall be admissible to you during the Apprentice period: General Leave: 32 days @ 8 days per quarter during the period of apprenticeship including on medical grounds. Casual leave: 12 days per calendar year.



  
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**College of Engineering**  
**Ahmednagar**



8. You shall declare in writing that no other contract of apprenticeship subsists already between you and other Employer and undertake that you shall not enter into any other contract of Apprenticeship with any other Employer before the expiry of termination of this contract of Apprenticeship.
9. You shall carry out of all lawful orders of the superiors in the establishment and
  - i. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
  - ii. You shall maintain a record of your work during the period of your Apprenticeship Training in a proforma approved by the Appropriate Authority.
  - iii. You shall attend the classes, as per arrangement by the Appropriate Authority.
  - iv. You shall remain absent except with prior permission in terms of Point (7) above.
10. You shall observe such Holidays as observed in location where you will undergo Apprentice Training.
11. During the period of Apprenticeship, apart from monthly stipend as prescribed above, no other monetary or non-monetary benefit/facility such as accommodation, HRA, conveyance, medical facility, etc. shall be admissible to you. You have to make your own arrangement for accommodation, conveyance, medical etc.
12. You shall be provided with one pair of Safety Shoes and a Helmet (on non-returnable basis)
13. You shall produce, in original, the following documents along with 5 recent colored passport size photograph at the time of your joining :-
  - i. 10th pass/Matric certificate showing your date of Birth
  - ii. Educational qualification certificate(Matric onwards)
  - iii. SC/ST/OBC/PWD Certificate, as applicable to the respective category candidates, issued by the Competent Authority as per the format enclosed.
14. After successful completion of Apprentice period, you shall be relieved from training. It shall not be obligatory on the part of Management to offer you appointment after successful completion of the Apprenticeship period. The above engagement is under the Apprentice Act, 1961 and does not confer any right or claim for absorption against regular vacancies or otherwise.
15. In the event of furnishing false information or concealing/suppressing of any factual information prior to or at any time during your Apprentice Training, your engagement shall be liable for termination besides any other actions in accordance with law that shall be taken against you.

If the above terms and conditions are acceptable to you, you are advised to confirm your acceptance by signing each page of this letter and sending it to the email IDs – cyriacs@indianoil.in under the subject **"Acceptance of Engagement of Trade Apprentice/Technician Apprentice/Trade Apprentice - Accountant"** and advised to report for Apprenticeship Training on or before **15.04.2019** to Location-in-charge of location allocated failing which, this offer shall stand withdrawn and no correspondence shall be entertained in this regard.

Yours sincerely,  
For: Indian Oil Corporation Limited



(Sijo Cyriac)  
Asst. Manager (Emp. Relations)



  
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College of Engineering  
Ahmednagar